



Racial Justice, Healing, and Action in Tacoma-Pierce County



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Question for the Viewers


Describe your organization's current level of engagement with anti-racism work:

- A. High level
- B. Medium level
- C. Low level
- D. No experience
- E. Other (please type in chat)


How We Got Here



Racism, Resilience and Action Response Team



Achievements and Future Directions





How We Got Here

How Our Work Began

In 2020, the Tacoma Pierce County Health Department took action to address racism as a public health crisis.

Initially, our response was to:

- Turn anger over George Floyd's killing into action to improve our communities.
- Follow our commitment to dismantle racism.
- Strategize and focus our response through the Racism and Resilience Action Response Team.



How We Got Here

The Tacoma-Pierce County Board of Health took bold action to address the legacy of racism. **Board members unanimously passed a resolution that declares racism a public health crisis.**

Tacoma Metro Parks followed, using our resolution as a model when crafting their resolution.



Change Begins at the Health Department

The resolution outlines the Board of Health's support to:

- ✓ **Assess** internal policies and procedures
- ✓ **Reshape** our discourse and agenda
- ✓ **Review** our budget
- ✓ **Partner** with community
- ✓ **Promote** policy and system level changes



Team Mission

Our team aims to address racism as a root cause of unequal health outcomes for Black, Indigenous and POC residents. We must commit to justice, healing, and action.

Action begins with a commitment to the uncomfortable but necessary work to dismantle racism.



Image source: <https://www.shutterstock.com> Toronto: Prince County Health Department

Justice, Healing, and Action

As a team **aims to reduce individual, institutional, and systemic racism** by addressing it at the 5 levels of race equity work:

- 1 Individual**
Become aware of—and fight—our own biases.
- 2 Interpersonal**
Learn how to deal with racism when it happens in our interactions with others.
- 3 Institutional**
Our commitment to equity should be consistent with our actions.
- 4 Community**
We must be accountable to the communities most affected by racism.
- 5 Systemic**
Eliminate ideas and policies that cause harm to Black, Indigenous and People of Color.

Source: [RACISM, HEALTH, and ACTION](#), Tarrant-Pearce County Health Department. Retrieved August 15th 2020. [https://www.tarrantcountytx.gov/files/svc/2020/08/08152020_racism_health_and_action.pdf](#)

Strategies and Objectives

- 1. **Data**—Elevate racism as a public health crisis through data.
- 2. **Training and education**—Support staff and commit to Department-wide anti-racism development.
- 3. **Policies**—Develop and support racial equity policies. Commit to racial equity in communications strategies.
- 4. **Sustainability**—Fund the work of transforming systemic racism. Engage and uplift communities affected by racism, particularly anti-black racism.

Question for the Viewers

Do you agree with the following statement?
"In my agency, we have identified specific policies for addressing racial biases."

- A. Yes
- B. No
- C. I'm not sure

NOTE: If you answered "Yes", please share your strategies or resources in the chat box.



Strategy 1: Data

Our team has sought ways to elevate racism as a public health crisis through data.

Example:

- Behavioral Risk Factor Surveillance System (BFSS)

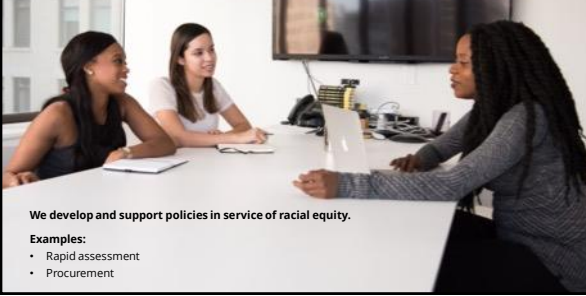
Strategy 2: Training

We support staff and commit to department-wide racial equity development.

Examples:

- Self-evaluation
- RoadMap
- Training consultants
- Communication plan

Strategy 3: Policies




We develop and support policies in service of racial equity.

Examples:

- Rapid assessment
- Procurement

Strategy 4: Sustainability




We fund the work of transforming systemic racism.

Examples:

- Partnerships
- Funding
- Staff

Future Directions



- Resilience Catalyst
- Training and Education
- Policy Systems and Environmental Changes
- Racial Equity and Justice Analysis
- Incident Command Structure to Programmatic Implementation

Key Takeaways

- ✓ Action begins with a commitment to the uncomfortable but necessary work to dismantle racism.
- ✓ Leadership support is vital to move the work forward in an effective way.
- ✓ Partnerships and empowering the community to lead the work is essential.
- ✓ The answers are already in the community. "Don't plan for us without us".

A Chat with Jahmad Canley



Sebrena Chambers



Jahmad Canley

QUESTIONS?



To ask a question, please click the  icon in the Zoom toolbar to open your Q&A Pod.

Resources

Continuum on Becoming an Anti-Racist Multicultural Institution — Assessment tool for organizations
www.pym.org/annual-sessions/wp-content/uploads/sites/7/2016/01/Continuum-On-Becoming-Antiracist-Multicultural-Institution.pdf

Organizational Race Equity Toolkit — JustLead Washington
justleadwa.org/wp-content/uploads/2019/06/REJ-Organizational-Toolkit_Full-1.pdf

Cliff of Good Health — Dr. Camara Jones explains the Cliff of Good Health (video)
www.youtube.com/watch?v=7r150iH

Allegories on Race and Racism — Dr. Camara Jones shares four allegories on race and racism (video)
www.youtube.com/watch?v=GNhCr6FTyBM

Downloadable Resources

- [Example Blank Achievement Checklist and Example Filled Achievement Checklist](#)
- [Health In All Policies Health Lens Analysis Tool](#)
- [Health In All Policies Racial Equity and Health Lens Analysis Tool](#)
