



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

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Potential Unleashed

# Question for the Viewers

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*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

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## Racism, Resilience and Action Response Team

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## Achievements and Future Directions

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INVEST / DIVEST

WHITE COATS  
FOR  
BLACK LIVES

ANTI-CAPITALISM  
ANTI-IMPERIALISM

ABOLISH PRISONS

How We  
Got Here

GENERAL  
STRIKE  
JUN 19

RACISM  
KILLS  
BLACK



# 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:**

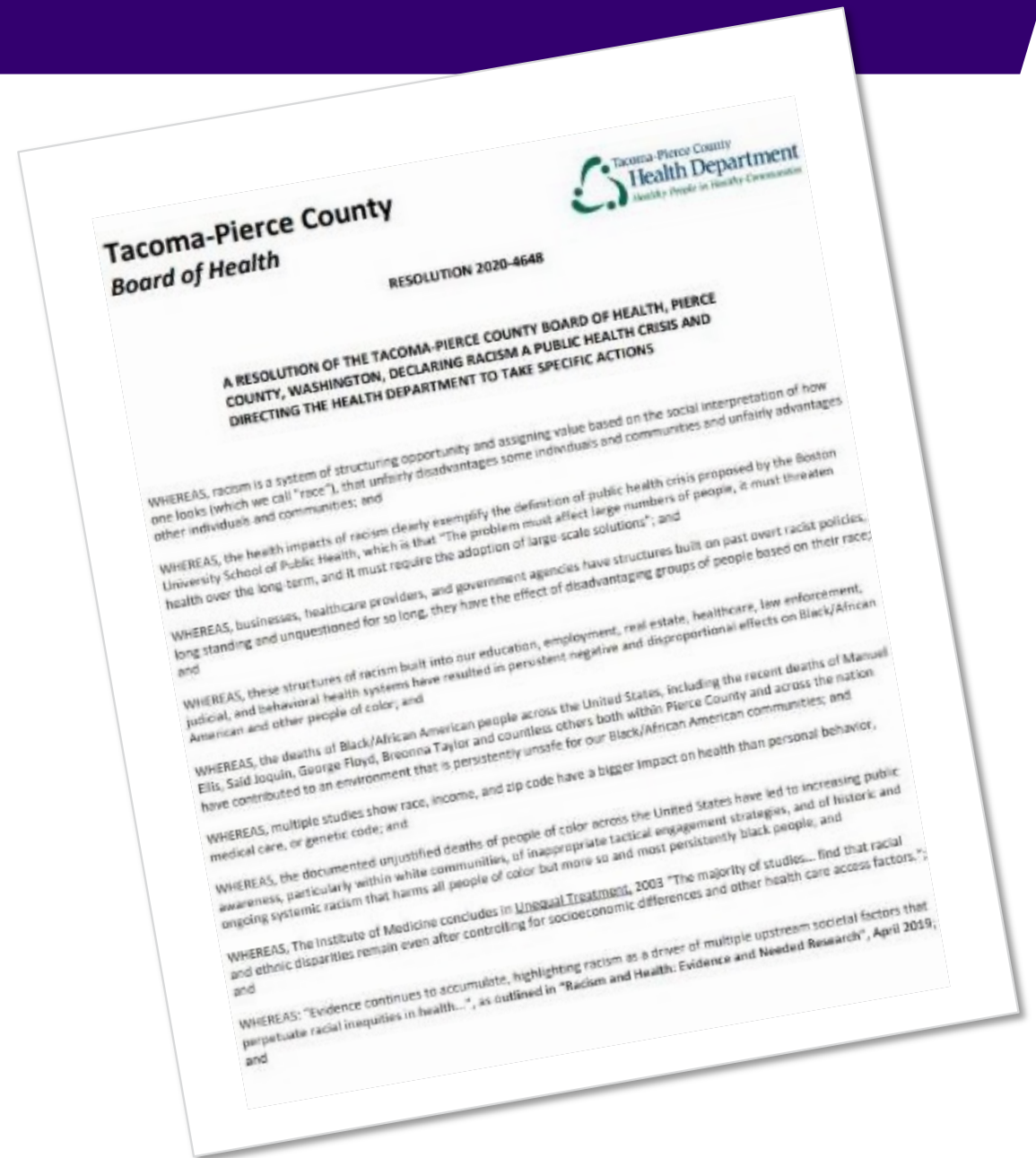
- Turn anger over George Floyd's killing into action to improve our communities.
- Follow our commitment to dismantle racism.
- Strategize and focus our response through the Racism and Resilience Action Response Team.



# 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



# Racism, Resilience and Action Response Team

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# 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.**

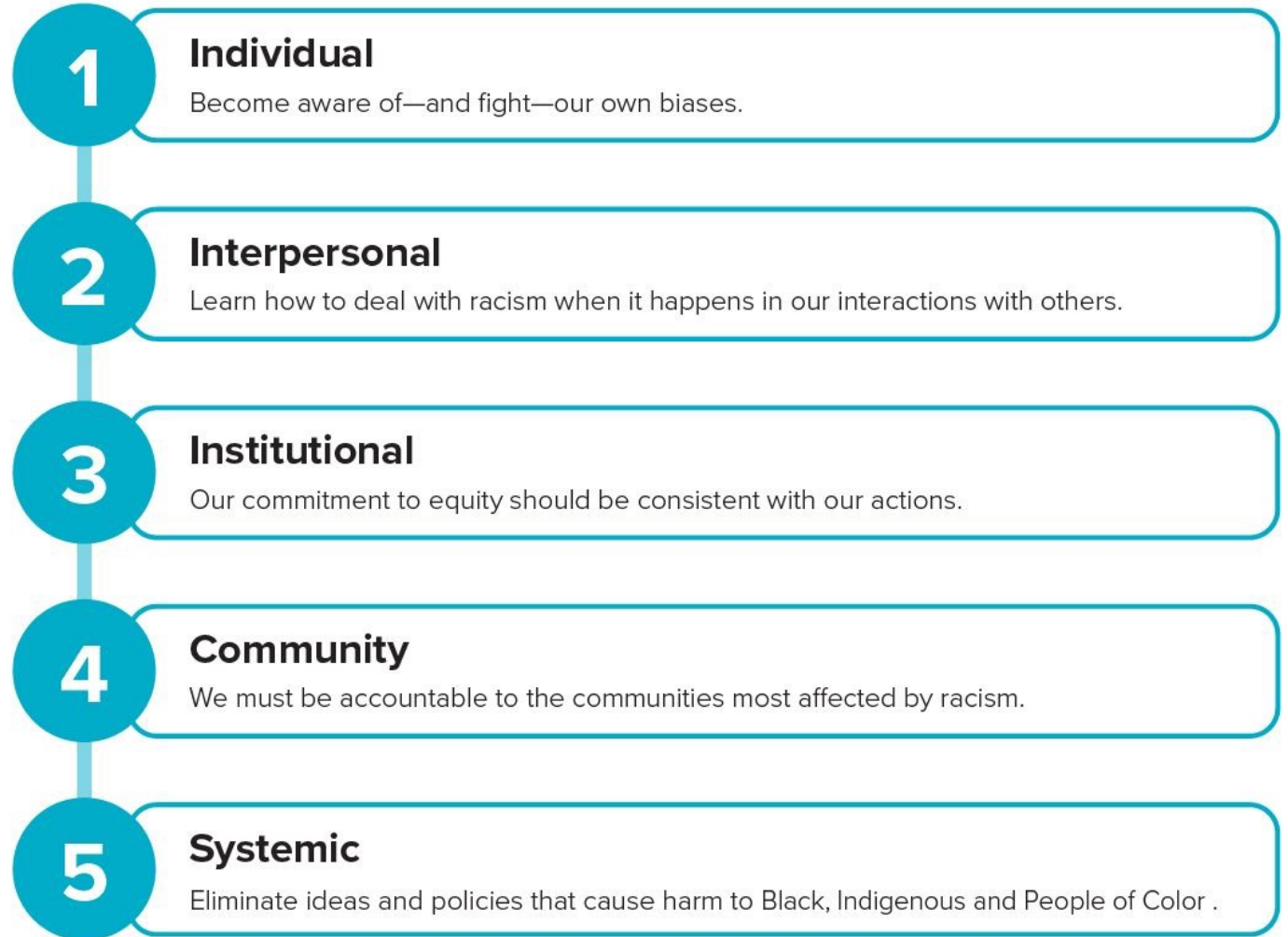


Image source: [Justice, Healing, and Action](#), Tacoma-Pierce County Health Department.

# 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:

Source: [Justice, Healing, and Action](#), Tacoma-Pierce County Health Department. Framework adapted from REJI Toolkit: [justleadwa.org/learn/rejitookit](http://justleadwa.org/learn/rejitookit)





# 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.





# Achievements and Future Directions

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# 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

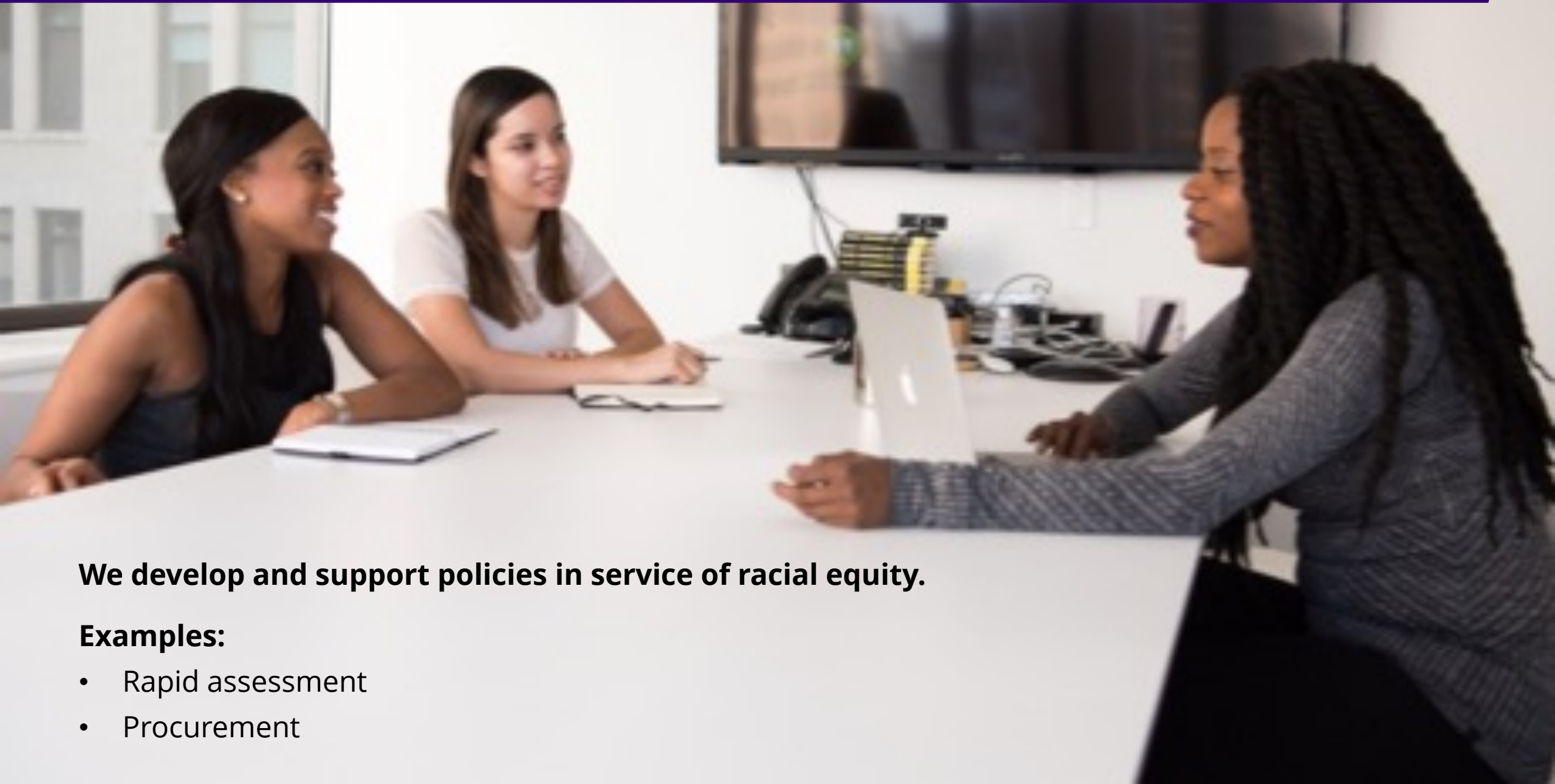


**We support staff and commit to department-wide racial equity development.**

**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.

**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](http://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/2019/08/REJI-Organizational-Toolkit\\_Full-1.pdf](http://justleadwa.org/wp-content/uploads/2019/08/REJI-Organizational-Toolkit_Full-1.pdf)

**Cliff of Good Health** — Dr. Camara Jones explains the Cliff of Good Health (video)

[www.youtube.com/watch?v=to7YrI50iHI](http://www.youtube.com/watch?v=to7YrI50iHI)

**Allegories on Race and Racism** — Dr. Camara Jones shares four allegories on race and racism (video)

[www.youtube.com/watch?v=GNhcY6fTyBM](http://www.youtube.com/watch?v=GNhcY6fTyBM)

## 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](#)