

Declaring Racism as a Public Health Crisis: Kitsap's Resolution and Next Steps

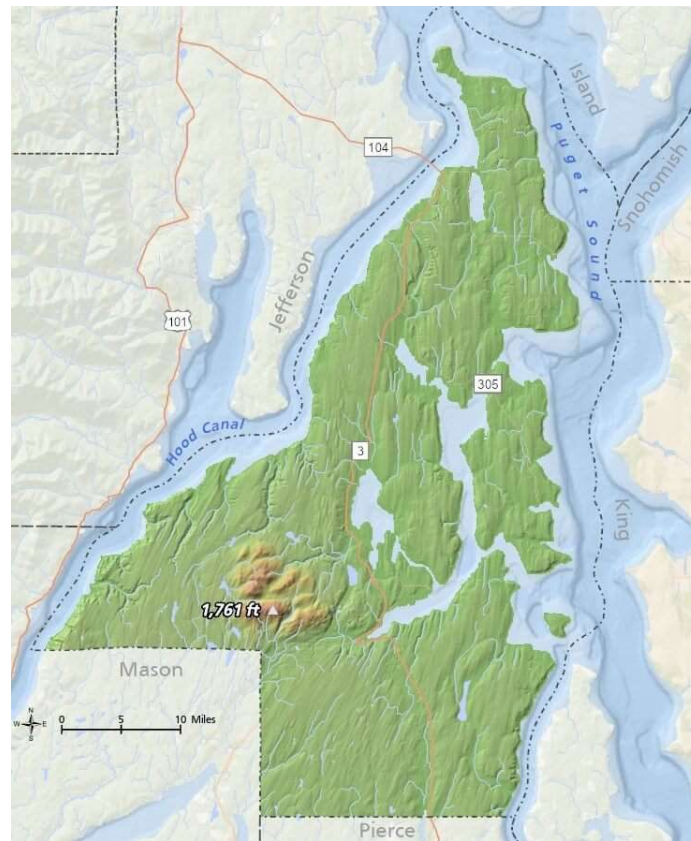
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Equity Program Manager

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COVID-19 Program Community Liaison



KITSAP PUBLIC HEALTH DISTRICT

Land Acknowledgement & Appreciation



Map from www.kitsaptrailguide.com



Presenter Introductions



Jessica Guidry



Holly Bolstad



Session Agreements

- Listen and hear other participants.
- Mute your microphone when not speaking.
- Respect the ideas and opinions of others.
- Participation is key. Share your ideas and opinions by putting them in the chat. At the end, we'll have a Q&A session.



Outline

- Introduction to Kitsap Public Health District (KPHD)
- KPHD's COVID-19 Response and Equity Work
- Kitsap Board Resolution 2021-01, Declaring Racism as a Public Health Crisis
- KPHD's Next Steps
- Discussion





KITSAP PUBLIC
HEALTH DISTRICT

Mission Statement

The Kitsap Public Health District prevents disease and protects and promotes the health of all persons in Kitsap County.



KITSAP PUBLIC HEALTH DISTRICT

Kitsap Public Health District – Some Facts

- Established in 1942.
- Governed by the Kitsap Public Health Board, composed of 7 county and city elected officials.
- Special purpose district.
- ~100 employees
- Three divisions: Community Health, Environmental Health, and Administrative services.



Key KPHD Response Activities

- Response coordination (internal and external)
- Case investigation and contact tracing
- Data reporting/sharing
- Public information/inquiries (social media, news releases, etc.)
- Community outreach
- Testing support/coordination
- Vaccine coordination

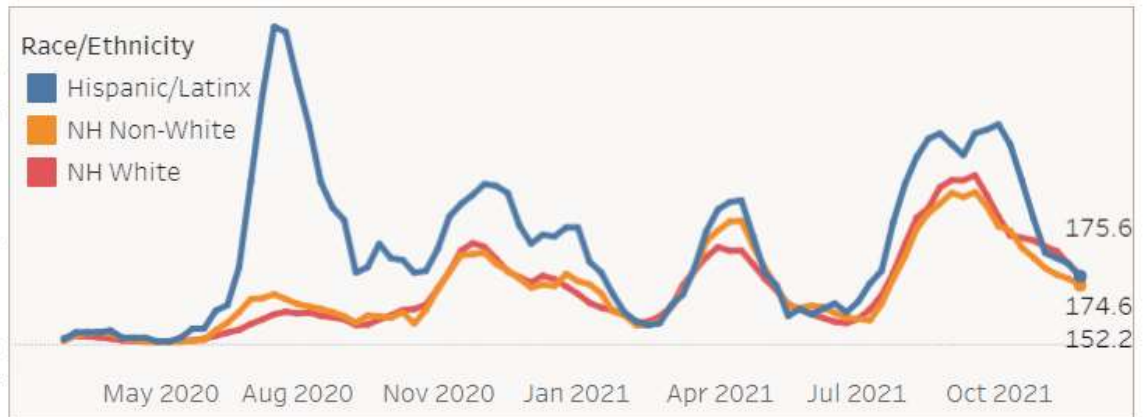


Disproportionate Impact of COVID

Cases per 100,000 in Past 4 Weeks by Race & Ethnicity

Rates have been similar across all three demographic groups in the past 4 weeks.

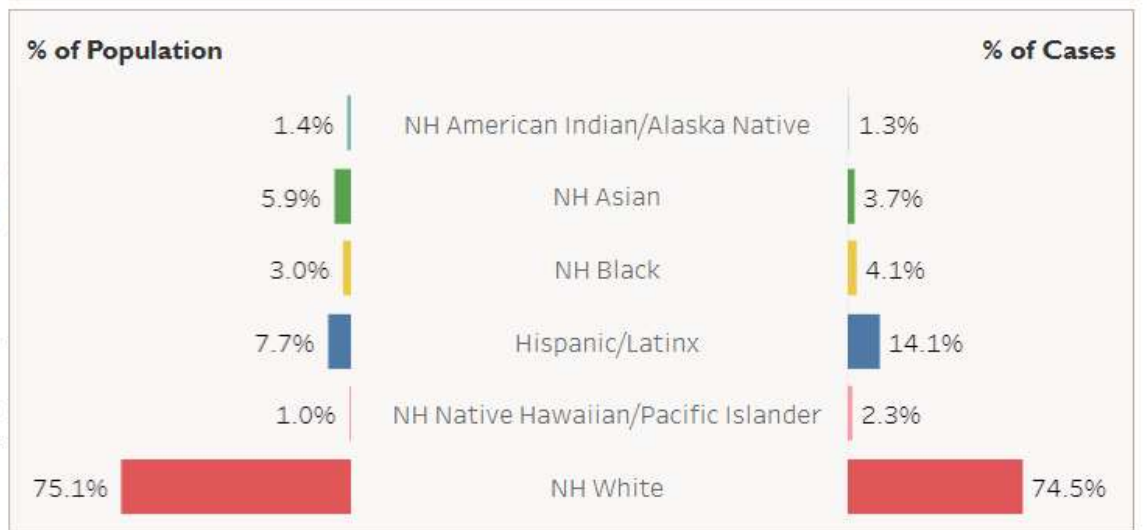
Note: 42% of race & ethnicity data is unknown. Values less than 10 not displayed.
NH = Non-Hispanic



Percentage of Cases by Race & Ethnicity (All Time)

Since March 1, 2020, those identifying as **Hispanic/Latinx** have had a **higher percentage** of cases, compared to the estimated percentage of Kitsap County that is Hispanic, but almost half of race and ethnicity data is unknown.

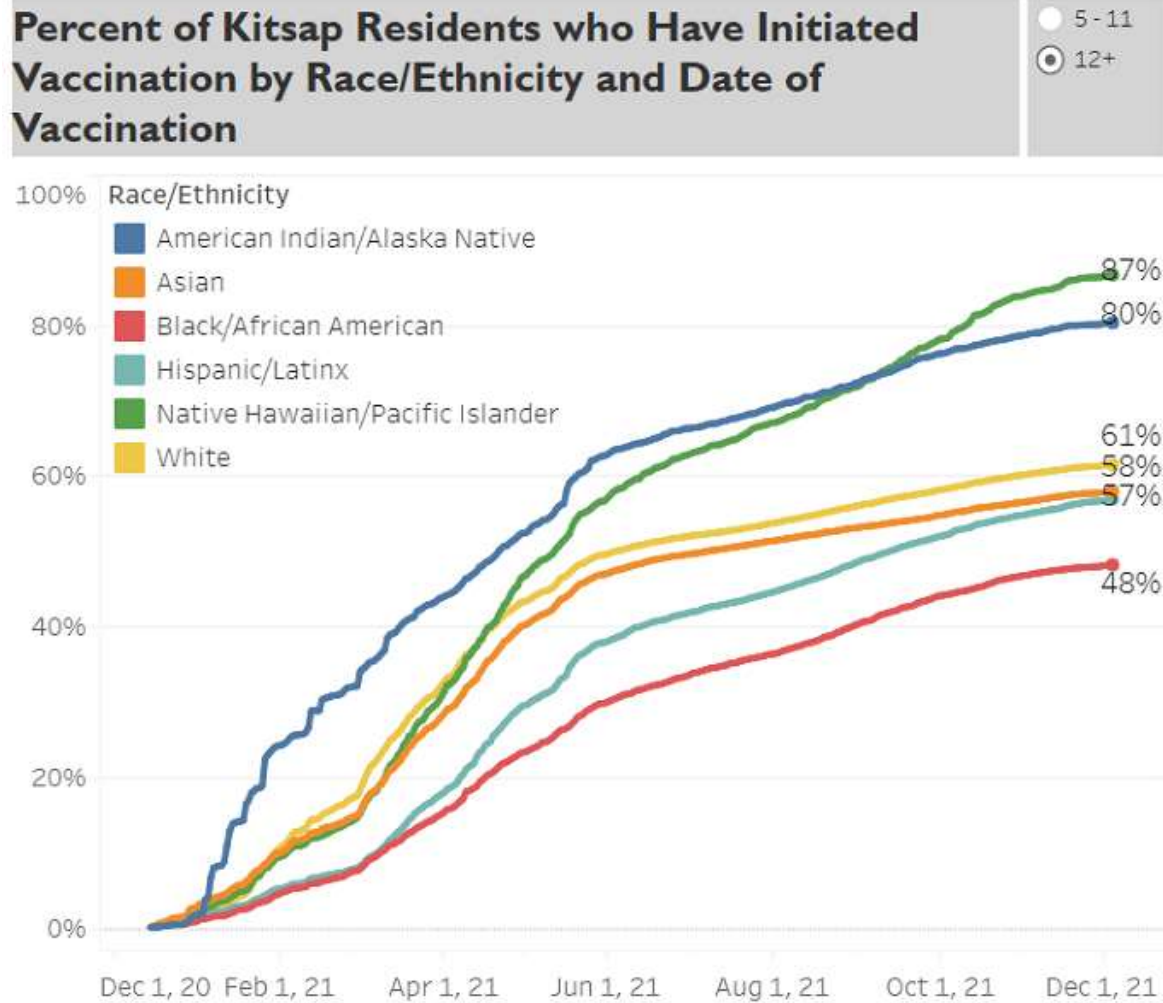
Note: 52% of race & ethnicity data is unknown.
NH = Non-Hispanic



Updated 12/2/2021



COVID Vaccine Initiation



Updated 12/7/2021



COVID-19 Equity Response

- Vaccine Equity Collaborative
- Vaccination clinics
- Information sharing
- Key informant interviews (community members who are 19-34 years old, African American, Hispanic/Latinx) to learn about how they feel about COVID-19 and vaccinations.



Call from Community For Resolution

- ERACE Health Systems Team members
- Vaccine Equity Collaborative
- Declarations are not comprehensive or sufficient but are an important first step
- Elevating community voices
- How do we co-create solutions to address inequitable health outcomes in Kitsap?



Why is Racism A Public Health Crisis?

Crisis: a time of intense difficulty, trouble, or danger; a time when a difficult or important decision must be made.

- There are health inequities in the U.S. (including Kitsap County), especially in communities of color.
- Racism is a social determinant of health; studies show a connection between racism and health outcomes.
- We need to act **now**.



*Across the country, local and state leaders are declaring racism a public health crisis or emergency. These declarations are an important **first step** in the movement to advance racial equity and justice and must be followed by allocation of resources and strategic action.*
(APHA)

<https://www.apha.org/topics-and-issues/health-equity/racism-and-health/racism-declarations>



Declarations Across the U.S.

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APHA > Topics & Issues > Health Equity > Racism and Health > Racism Declarations

Racism is a Public Health Crisis

Across the country, local and state leaders are declaring racism a public health crisis or emergency. These declarations are an important first step in the movement to advance racial equity and justice and must be followed by allocation of resources and strategic action.

Have a declaration to add? Please let us know.

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Donate Now >

Map of declarations

Type of declaring entity: All levels (217) State (15) City (118) County (83) County Board (1)

Health/Public Health Entity (40) City/Town/Council (177) County Board (48) Other (2) State Legislature (4) Education Entity (5) Governor/Mayoral/Statement (15)

Select state

States colored by declaration count: 1 30+

ALASKA
IDAHO
TEXAS

© Mapbox © OpenStreetMap Improve this map

- 230 city, county, and state declarations listed
- 9 declarations listed in WA State:
- Jefferson, King, City of Kent, Kitsap, Snohomish, Spokane, Tacoma-Pierce, Thurston, Whatcom

<https://www.apha.org/topics-and-issues/health-equity/racism-and-health/racism-declarations>



Declaring Racism a Public Health Crisis

WHEREAS, modern day discrimination, including but not limited to discrimination in the form of racism, harms all individuals and communities including, but not limited to, social categories defined by class, gender, ability and race; and

WHEREAS, these social categories do not stand alone but instead are overlapping and interconnected, amplifying discrimination or disadvantage; and

WHEREAS, racism divides humans into distinct groups based on inherent physical traits --- primarily, but not limited to, skin color and/or geographical origins among people of a shared ancestry; and

WHEREAS, racism creates or provides unfair disadvantages to Black, Indigenous, and People of Color (BIPOC) individuals and communities and conversely unfair advantages to other individuals or communities; and

Commitments in the Resolution

Review policies, procedures, programs through a racial justice and equity lens

- Address and reform structures that contribute to race-based decisions and actions
- Include activities that address equity into program workplans

Workforce

- Apply strategies for recruiting and hiring a workforce that reflects the populations it serves
- Professional development training in health equity, cultural competency and anti-racism

Structure

- Establish an internal equity committee
- Sustain a Community Liaison with a focus on equity

Community Partnerships

- Co-create solutions to address structural inequities
- Promote policy and system level changes

Board of Health

- Government-to-government consult with Tribes to further understand tribal history, culture, cultural competency and indigenous practices; incorporate knowledge into policies to improve well-being and health
- Stand for nonviolence and inclusions and for environmental restoration



Equity Program Components

- Staff engagement and training
- Govt Alliance on Race & Equity (GARE) membership
- Policy analysis w/ racial justice and equity lens
- Organizational assessment
- Workforce recruitment and inclusion
- Board and community partnerships to co-create solutions to address structural inequities and promote policy and system level changes



New: Equity Program Webpage

<https://kitsappublichealth.org/about/equity.php>

Welcome to Kitsap Public Health District

search



OUR VISION

Striving to make Kitsap County a safe and healthy place to live, learn, work and play.

About

Accreditation

Mission Statement & Guiding Principles

Our Organization

Equity Program

Kitsap Public Health Board
Board Meeting Materials
Committee Meeting Materials
Board Resources

Customer Service
Commitment

Reasonable Accommodations
Policy
Non-Discrimination Policy
Language Access Plan
Contact/Feedback Form
Report a Public Health
Concern

Budget

Audit Reports

Organizational Chart

Our Strategic Plan

Privacy Policy (Protecting
Confidentiality of Health
Information)

Board-Approved Agreements

KITSAP PUBLIC HEALTH DISTRICT PROMOTES EQUITY

Kitsap Public Health District is committed to promoting equity and dismantling racist systems that damage the health of Kitsap County residents. [We believe](#) all Kitsap residents should have equal opportunity to live healthy and safe lives.

Updates and resources related to our equity work will be posted to this page. If you have questions or suggestions, please email pio@kitsappublichealth.org

Kitsap Public Health Board resolution "Declaring Racism a Public Health Crisis"

On May 4, 2021, the Kitsap Public Health Board adopted a resolution declaring racism a public health crisis. Resolution 2021-01 commits the Health Board and Kitsap Public Health District to taking specific, meaningful actions to address institutionalized and systemic racism. [Learn more:](#)

- [Resolution 2021-01](#)
- [News release](#)
- [Recording of May 4 Health Board meeting](#)
- [Recording of April 6 Health Board meeting](#) (draft resolution presentation)

Supporting equity in the COVID-19 pandemic

Kitsap Public Health is collaborating with community members and organizations to improve equity in the rollout of COVID-19 vaccinations. This work includes hosting a regular COVID-19 Vaccine Equity Collaborative, supporting clinics offering vaccination for underserved populations, distributing educational materials in a variety of languages and formats, and sharing vaccination data. [Learn more:](#)

- [COVID-19 vaccine page](#)
- [COVID-19 Outreach Toolkit](#)
- [COVID-19 vaccination demographics dashboard](#)
- [COVID-19 case demographics dashboard](#)

June 2020 Letter to Community

Kitsap Public Health District leadership published an open letter to the community following the killing of George Floyd in Minneapolis. [Read the letter here.](#)

2017 Health Disparity Report

Kitsap Public Health District published a report identifying disparities in health outcomes among different population groups in Kitsap County. [Read the report here.](#)

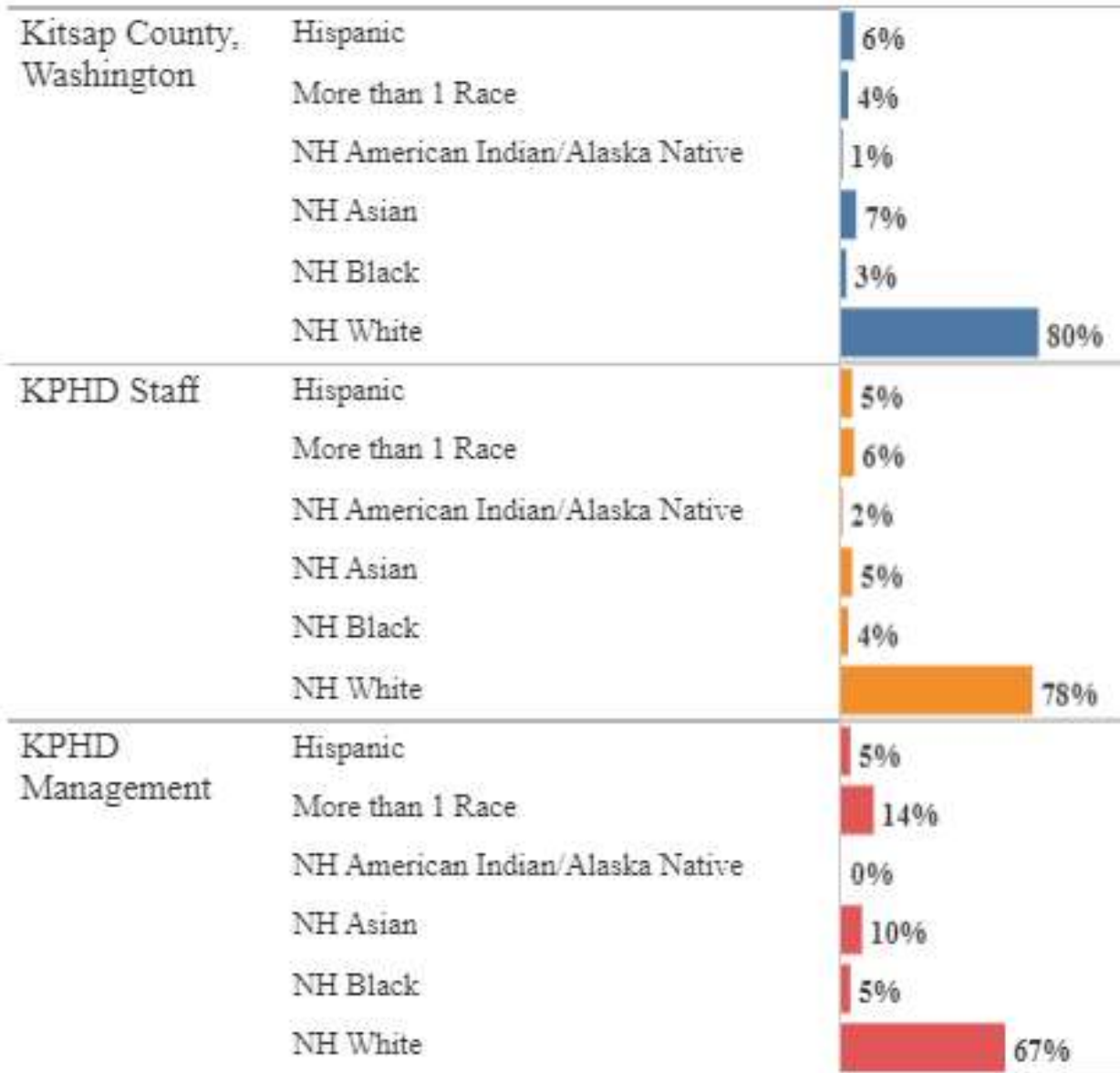
Diversity within Kitsap Public Health District

Kitsap Public Health District is committed to employing a diverse workforce that reflects the communities it serves. The dashboard below compares demographics of the Health District employees with the county population as a whole.

Diversity by Race/Ethnicity

- KPHD staff of non-White race/ethnicity is slightly higher than the county, 22% vs 20%
- KPHD management of non-White race/ethnicity is higher than all staff and county, 33% vs 22% and 20%
- Staff and management are representative across all race/ethnicity groups except no AIAN in management

Race/Ethnicity as a Percentage of Sample



Note: NH = Non-Hispanic; Kitsap County population estimates for those age 20 and older only.



Focus on Community Partnerships

- Learn the “landscape” - Which groups are already addressing equity? What are communities most concerned about?
- Share what KPHD potentially has to offer
- Identify gaps and opportunities for support, collaboration, convening

Ideas are welcome!



What concerns do you have about Kitsap County's health?

What outcomes would you like to see from this work?

How can we get more people involved in our equity work?



Questions?

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