

# Prevention Division's 2023-2024 Racism is a Public Health Crisis/Racial Equity & Social Justice Plan

## INTRODUCTION

In alignment with King County's 2020 proclamation, the Prevention Division acknowledges that **Racism is a Public Health Crisis**. While we acknowledge Racism as a Public Health Crisis, we recognize that **we must actively pursue equity** to eradicate systems that reinforce racism and anti-Blackness. We recognize that implementing equity demands more than applying a lens. Instead, implementing equity requires action and process.

We understand equity to mean providing fair, unbiased, just access to resources and power. With this Plan, we specifically commit to pursuing racial equity for employees in our division and for the communities we serve. We center and prioritize Black, including Black people whose American ancestry precedes the Civil War, and Indigenous people. We further understand that improving outcomes for Black and Indigenous folks does not serve just them, but positively affects King County overall, so that all employees and residents may thrive.

## DEVELOPMENT

The 2023-2024 RPHC/RESJ Plan is organized around three focus areas created by the PH Office of Equity & Community Partnerships (OECPP) and continues work that has been occurring within the Division. In 2021, Prevention staff collaborated to develop an Anti-Racist & Equity Agenda. Elements from the Agenda are included in the activities discussed further along in this document. In addition to building from existing equity and anti-racist work in the Division, the following employees and groups were engaged as the Plan developed:

- Prevention Leadership
- Equity & Social Justice Advisory Workgroup
- Black, Indigenous, and People of Color Caucus
- White Caucus
- Prevention Staff

## IMPLEMENTATION

Our mission is to work as one Division to build a collaborative and flexible workforce to equitably engage in emergent public health issues and threats as they arise in our community. We intend to use this plan to help us fulfill this mission. This Racism is a Public Health Crisis/Racial Equity and Social Justice Plan serves as a tool to:

- Declare our commitments to developing equitable practices,
- Identify our objectives in implementing equitable practices,
- Guide our behavior, and
- Monitor our accountability

By thoughtfully implementing the activities outlined in the Plan, we strive to improve workplace culture and interrupt racism in our work. We intend for this Plan to be a living document, accessible to all Prevention staff via SharePoint. We will provide annual updates to share our progress.

## FOCUS AREA: POLICY & BUDGET

### Policy & Budget

We strive to create policies and budget decisions that impede structural and systemic racism; that mitigate social determinants of health; and ultimately improve life for Black, Indigenous, and People of Color.

OBJECTIVE	PROCESS (ES)	LEAD(S)
To align our Division's RPHC/ESJ Plan with RPHC/ESJ Plans in other Public Health Divisions.	<ul style="list-style-type: none"> <li>• Continue to build relationships with EIB Managers in other Divisions</li> <li>• Identify shared themes and goals in other RPHC/ESJ Plans</li> <li>• Pursue opportunities to collaborate with ESJ work occurring in other Divisions</li> </ul>	Iman Tesia
To build relationship with the Office of Equity & Community Partnerships.	<ul style="list-style-type: none"> <li>• Conduct consistent check in meetings with Prevention leadership and OEC staff.</li> </ul>	Tesia Adriene
To improve Communicable Disease outcomes for Black, Indigenous, and People of Color communities in King County.	<ul style="list-style-type: none"> <li>• Align with the Public Health Strategic Plan and center Black, Indigenous, and People of Color when formulating strategies and follow up actions.</li> <li>• Develop and expand relationships with Black, Indigenous, and People of Color partners in King County to provide timely communication and public health actions when any public health issue emerges.</li> <li>• Improve the methods used to communicate information to broaden reach and distribute it more quickly.</li> </ul>	Tesia Meagan Eric Tom Elizabeth
To advance language access in all Prevention programs.	<ul style="list-style-type: none"> <li>• Assess communication methods currently used to distribute information to the community and evaluate their efficacy.</li> <li>• Provide translation and interpretation services.</li> <li>• Identify opportunities to implement culturally specific communication, including written and oral, methods</li> <li>• Evaluate opportunities to provide language access to subgroups in various racial/ethnic communities.</li> <li>• Continue collecting data regarding language access needs and requests.</li> </ul>	Dave

	<ul style="list-style-type: none"> <li>• Develop a comprehensive Language Access Plan that will be used across Prevention programs.</li> </ul>	
To make equity driven budget decisions.	<ul style="list-style-type: none"> <li>• Evaluate how budget decisions will affect Black, Indigenous, and People of Color communities.</li> <li>• Prioritize serving Black, Indigenous, and POC communities</li> <li>• Where applicable, include the communities most affected by the budget decisions in decision-making processes and transparently communicate options, opportunities, and challenges that affect final decisions.</li> <li>• Collaborate with the Department Finance Team to co-create equity practices in funding and contracting policies.</li> </ul>	Tesia Nhi Amy Adriene
To leverage relationships with external partners, including local social service and State organizations, to align equitable practices across organizations.	<ul style="list-style-type: none"> <li>• Identify existing relationships and assess gaps.</li> <li>• Identify, create, and pursue opportunities to collaborate on activities that reduce or eliminate barriers for Black, Indigenous, and People of Color communities.</li> </ul>	Prevention Leadership

**FOCUS AREA: WORKFORCE & WORKPLACE EQUITY**

We strive to cultivate a working environment that promotes diversity and fosters a culture of inclusion and belonging so Black, Indigenous, and People of Color can thrive.

**Workforce Diversity**

OBJECTIVE	PROCESS(ES)	LEAD(S)
To maintain a workforce that at least reflects the racial, ethnic, and cultural diversity in King County.	<ul style="list-style-type: none"> <li>• Catalogue tools and venues currently used to announce job postings.</li> <li>• Expand recruitment efforts to include more community-based venues.</li> <li>• Implement a review process to ensure job postings are written in clear, direct language.</li> <li>• Assess wage differences for Black, Indigenous, and People of Color staff versus for white employees.</li> <li>• Routinely monitor recruitment, retention, and promotion data and use learnings to inform hiring practices and system design.</li> <li>• Refine hiring process to remove cultural barriers that negatively affect Black, Indigenous, and People of Color applicants.</li> <li>• Standardize including equity questions as part of all interviews.</li> </ul>	ESJ Advisory Workgroup Iman Dave Adriene

	<ul style="list-style-type: none"> <li>• Standardize providing applicants interview questions 30 minutes before all Division interviews.</li> </ul>	
To create opportunities for Black, Indigenous, and People of Color to explore Public Health careers.	<ul style="list-style-type: none"> <li>• Develop infrastructure that allows programs to establish and implement internship programs for Black, Indigenous, and People of Color students.</li> </ul>	Adriene
To support leadership development and promotion opportunities for Black, Indigenous, and People of Color staff.	<ul style="list-style-type: none"> <li>• Identify existing internal and external professional development opportunities, including job shadowing, and seek or create new opportunities.</li> </ul>	Adriene Iman

**Culture, Wellbeing and Belonging**

<b>OBJECTIVE</b>	<b>PROCESS(ES)</b>	<b>LEAD(S)</b>
To support employee wellbeing.	<ul style="list-style-type: none"> <li>• Develop and maintain community agreements in all Prevention programs.</li> <li>• Provide varied methods and opportunities for staff to provide feedback, including:               <ul style="list-style-type: none"> <li>○ Office hours w/Prevention Director and Deputy Director,</li> <li>○ Surveys</li> </ul> </li> <li>• Support flexible work schedules and locations, according to business needs.</li> <li>• Provide monthly racial caucusing opportunities for Black, Indigenous, and People of Color employees.</li> <li>• Allow staff to participate in Public Health Affinity Groups.</li> </ul>	Dave Iman Adriene Karen
To reduce and eventually eliminate microaggressions in the workplace.	<ul style="list-style-type: none"> <li>• Collaborate with CHS, OECP, and Headwater People to:               <ul style="list-style-type: none"> <li>○ Deepen staff knowledge of microaggressions, anti-Blackness, and anti-Black racism that occur in the workplace, &amp;</li> <li>○ Establish a process for addressing microaggressions, anti-Blackness, and anti-Black racism that occur in the workplace.</li> </ul> </li> <li>• Establish a process for operationalizing the Microaggressions Playbook.</li> <li>• Pilot the Microaggressions Playbook.</li> </ul>	Iman Adriene

To partner with the Prevention Equity & Social Justice Advisory Group to address equity concerns emerging in the Division.	<ul style="list-style-type: none"> <li>• Conduct consistent meetings with Division leadership and the ESJ Advisory Group to discuss emerging issues and for accountability</li> <li>• Support ESJ Advisory Group recruitment.</li> </ul>	Tesia Adriene Tomica
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## Employee Development

OBJECTIVE	PROCESS(ES)	LEAD(S)
To cultivate staff knowledge of equity, anti-racism, and social justice principles.	<ul style="list-style-type: none"> <li>• Provide all Prevention staff at least 4 hours of dedicated time to complete ESJ trainings each year.</li> <li>• Ensure that staff have access to a range of trainings covering a spectrum of topics from foundational ESJ principles to healing and wellbeing for Black, Indigenous, and People of Color employees.</li> <li>• Provide Prevention leadership access to the <a href="#">People's Institute Undoing Racism/Community Organizing Workshop</a>.</li> <li>• Provide Prevention staff access to the Health Literacy Training.</li> <li>• Provide monthly caucuses for white staff.</li> </ul>	Adriene Prevention Leadership
To embed equity in professional development for all Prevention leadership and staff.	<ul style="list-style-type: none"> <li>• Include equity goal(s) in individuals' annual performance goals and appraisals</li> </ul>	Adriene Tesia

## FOCUS AREA: COMMUNITY PARTNERSHIPS

We strive to collaborate and partner with Black, Indigenous, and People of Color communities in King County to establish and maintain equitable, inclusive services and foster authentic engagement to address health inequities.

### Partnerships

OBJECTIVE	PROCESS(ES)	LEAD(S)
To build and sustain authentic relationships with Black, Indigenous, and People of Color partners across King County.	<ul style="list-style-type: none"> <li>• Identify opportunities to build relationships with Black, Indigenous, and People of Color the Division currently serves.</li> <li>• Inventory existing relationships with community-based partners and identify potential new partners.</li> <li>• Expand relationships with Community Navigators.</li> </ul>	Iman Prevention Leadership

	<ul style="list-style-type: none"><li>• Identify opportunities to collaborate with other PH divisions and the Office of Equity and Community Partnerships.</li><li>• Complete the <a href="#">Feedback Loop Assessment Tool</a> for each Prevention program.</li></ul>	
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