

Equity Program Update

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KITSAP PUBLIC HEALTH DISTRICT

Definition of Equity

Equity is the guarantee of fair treatment, advancement, opportunity, and access for all individuals.

To achieve equity, we strive to identify and eliminate barriers that have prevented the full participation of some groups and ensure that all community members have **access to community conditions and opportunities** to reach their full potential and to experience optimal well-being and quality of life.

(Adapted from the International City/County Management Association)

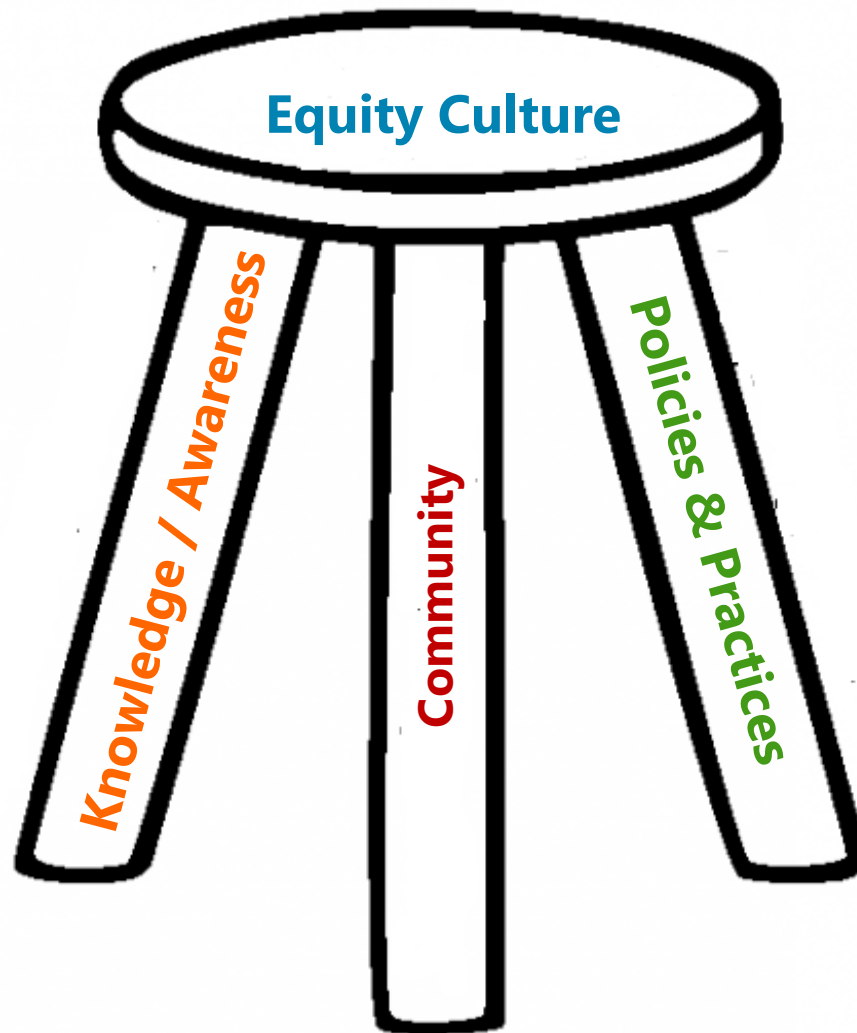


Equity Program Overview

The Equity Program:

- guides and supports agencywide and program initiatives to **advance health equity and the use of a public health approach to advancing racial equity**.
- collaborates with the Human Resources Program and District employees to **build an inclusive and antiracist workplace culture** that is continuously improving and that provides services that are accessible, culturally appropriate, and equitable.





Supported by:
Internal infrastructure
"Equity lens"
Continuous learning/QI culture

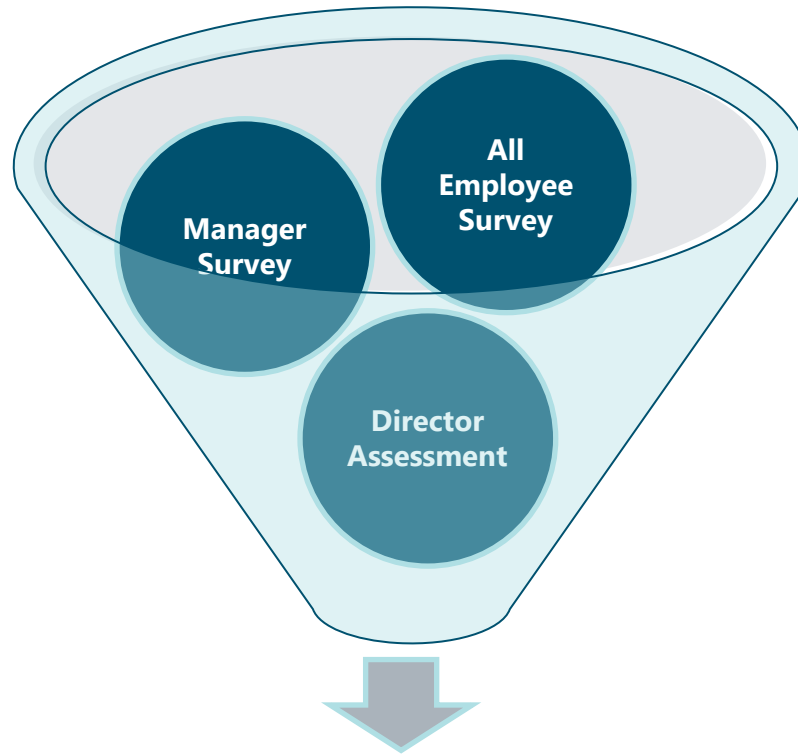


Current Priorities

- Organizational assessment
- Employee training
- Policy equity analysis tool
- Community relationships



Organizational Assessment



**Baseline Snapshot of Our
Current Equity, Knowledge, & Practices**



Training Approach

- Layered approach: directors, managers, all employees
- Uses social ecological model
- First employee training: June – September 2022



What is an “Equity Lens”?

- Helps our employees focus on equity in their processes (especially related to values, assumptions, inclusion) and outcomes
- Draws attention to how the decision impacts marginalized/oppressed groups



Sample “Equity Lens” Questions

1. What is the purpose of this policy/program?
2. Who is impacted? Have they been engaged in the development of this policy/program? Are there opportunities to expand engagement?
3. What are the most valid and reliable ways of measuring the impacts of the policy/program? Are we using those methods currently? Are we collecting data on the impacts?
4. Who benefits from this policy/program?
5. Who is unfairly burdened by this policy/program (e.g., women, individuals with disabilities, non-management, etc.)? Are there unintended consequences that can result?
6. How can this policy/program be improved to mitigate unintended consequences and advance health equity?
7. How is this policy/program implemented/enforced? Is there potential for this policy/program to be inequitably implemented/enforced? If so, what measures can be put in place to mitigate this?



Current Uses of “Equity Lens”

- Program collaborations, technical assistance
- Communications and data reporting
- Non-elected board member recruitment
- Community health assessment process
- Internal policy “equity lens” assessment checklist



Community Presentations

- 8 presentations at community meetings and public events since September 2021
- Public events:
 - Kitsap Human Rights Conference
 - Bremerton “Getting to Racial Equity” conversation
 - UFSI Race and Equity Summit



Groups

- Kingston Citizens Advisory Committee
- Bainbridge Island Senior Group
- NAACP Unit 1134
- League of Women Voters of Kitsap County
- Kitsap County Human Rights Council
- Kitsap Equity Race and Community Engagement (ERACE) Coalition



Current Community Engagement

- Participation in Kitsap Community Resources (KCR) Community Partnerships Committee, NAACP Vital Information Group, and other groups
- One-on-ones with community leaders and organizations
- Participate in events, e.g.,
 - NAACP Juneteenth Resource Fair
 - Juneteenth Freedom Festival





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