

# KPHB Resolution 2021-01 (Declaring Racism as a Public Health Crisis) & KPHD Equity Program

Jessica Guidry, MPH, CHES  
Equity Program Manager



KITSAP PUBLIC HEALTH DISTRICT

# Key Point

- What is Public Health?
- What is Kitsap Public Health District's role in our community?
- How is racism a public health crisis?
- What is Resolution 2021-01 and how did it come about?
- What's next?



# What is Public Health?

*Public health is the science of protecting and improving the health of people and their communities.*

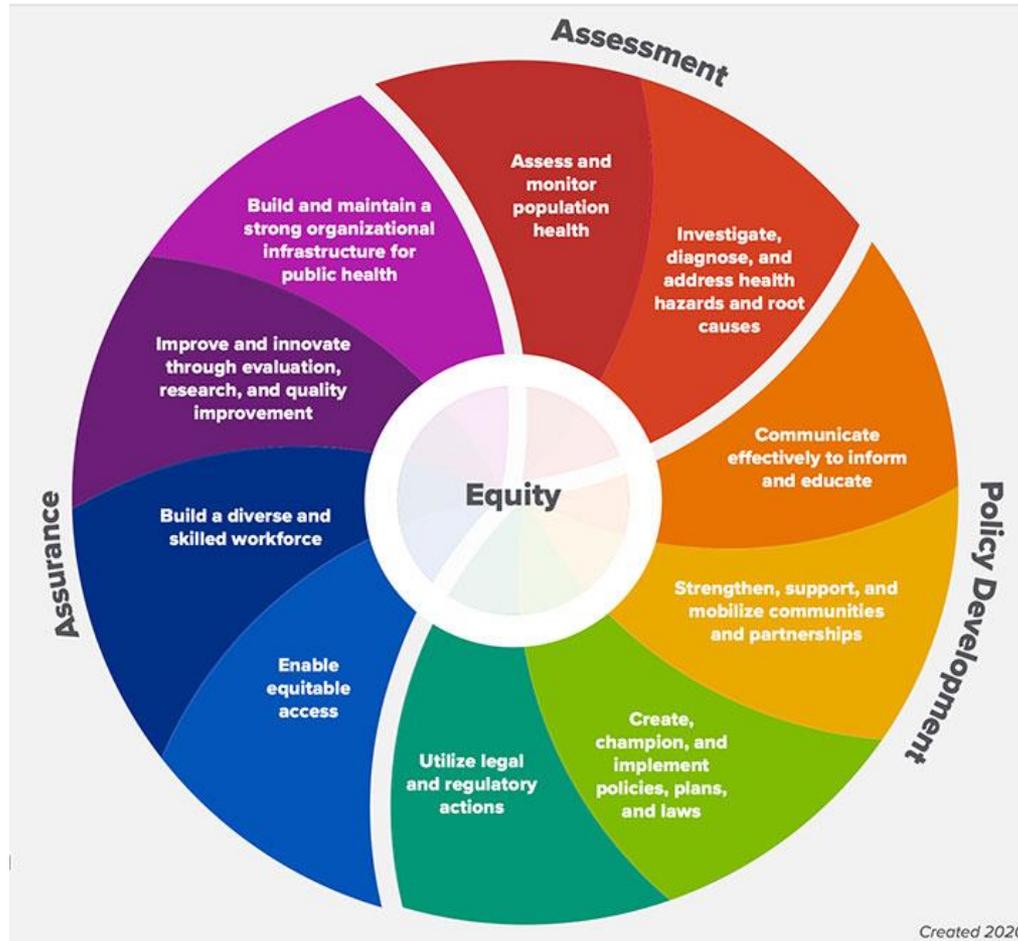
*This work is achieved by promoting healthy lifestyles, researching disease and injury prevention, and detecting, preventing and responding to infectious diseases.*

*Overall, public health is concerned with protecting the health of entire populations. These populations can be as small as a local neighborhood, or as big as an entire country or region of the world.*

<https://www.cdcfoundation.org/what-public-health>



# 10 Essential Public Health Services



<https://www.apha.org/what-is-public-health/10-essential-public-health-services>



# 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.





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.



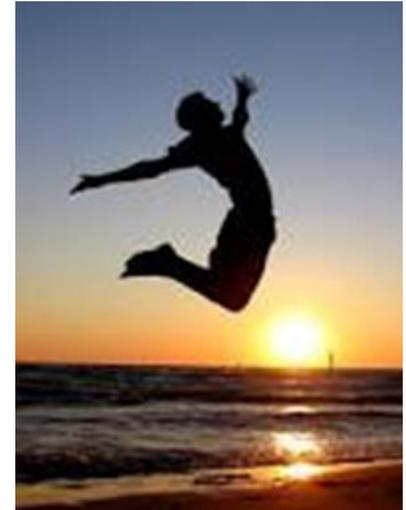
KITSAP PUBLIC HEALTH DISTRICT

# Guiding Principles

- **Prevention** We believe prevention is the most effective way to protect our community from disease and injury.
- **Partnerships** We work with others when collaboration will produce better and faster results.
- **Effectiveness** - We make data-driven decisions, and use and develop science-based practices, to produce the best possible outcomes.
- **Equity** - We believe all Kitsap residents should have an equal opportunity to live healthy and safe lives.
- **Quality** - We continuously improve the quality of our services and systems to better serve the community to which we are accountable.

# Defining Health

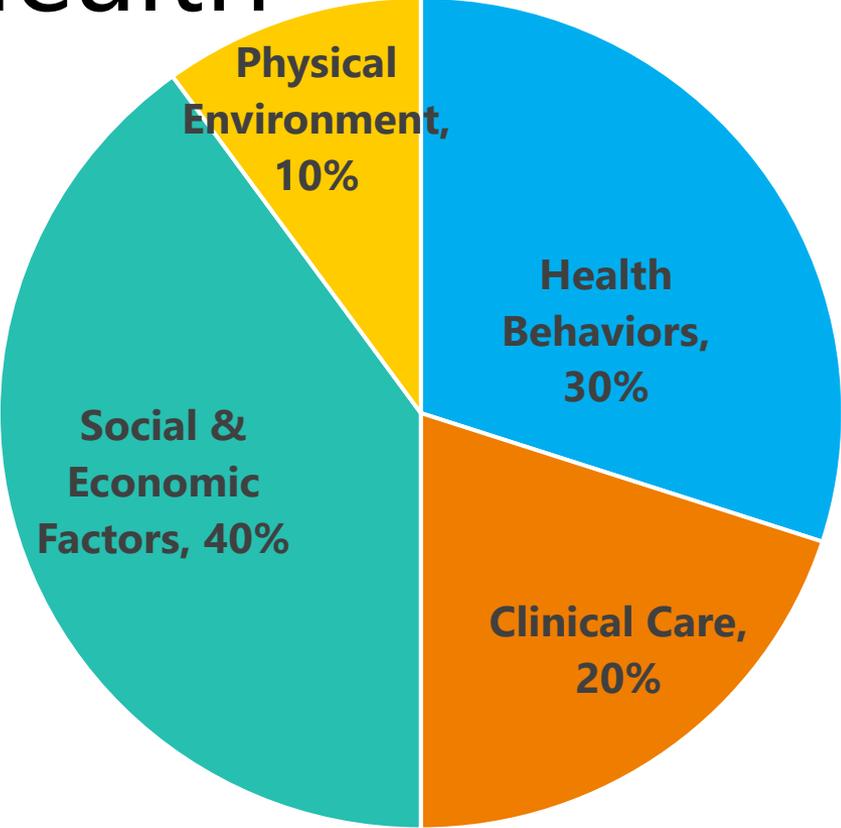
“Health is a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity.”



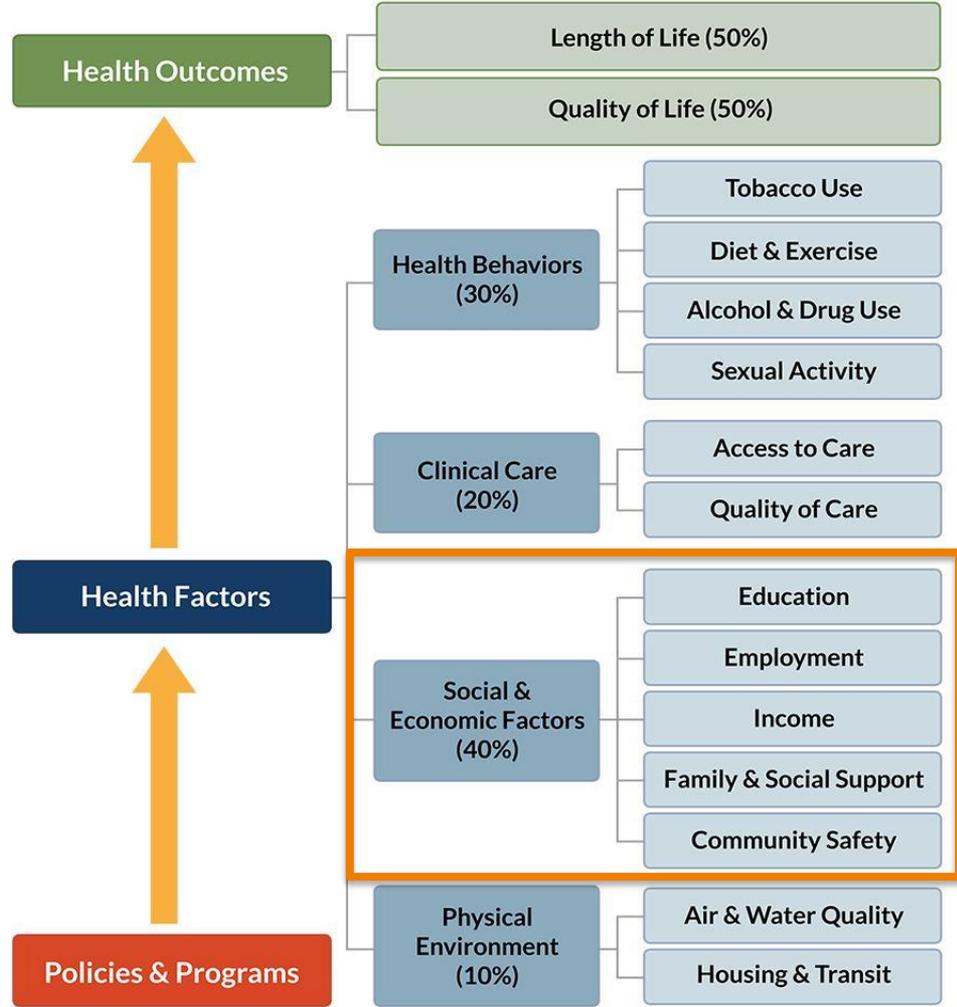
--Preamble to the Constitution of the World Health Organization,  
International Health Conference, New York, 19-22 June, 1946



# Determinants of Health



<http://www.countyhealthrankings.org/what-is-health>

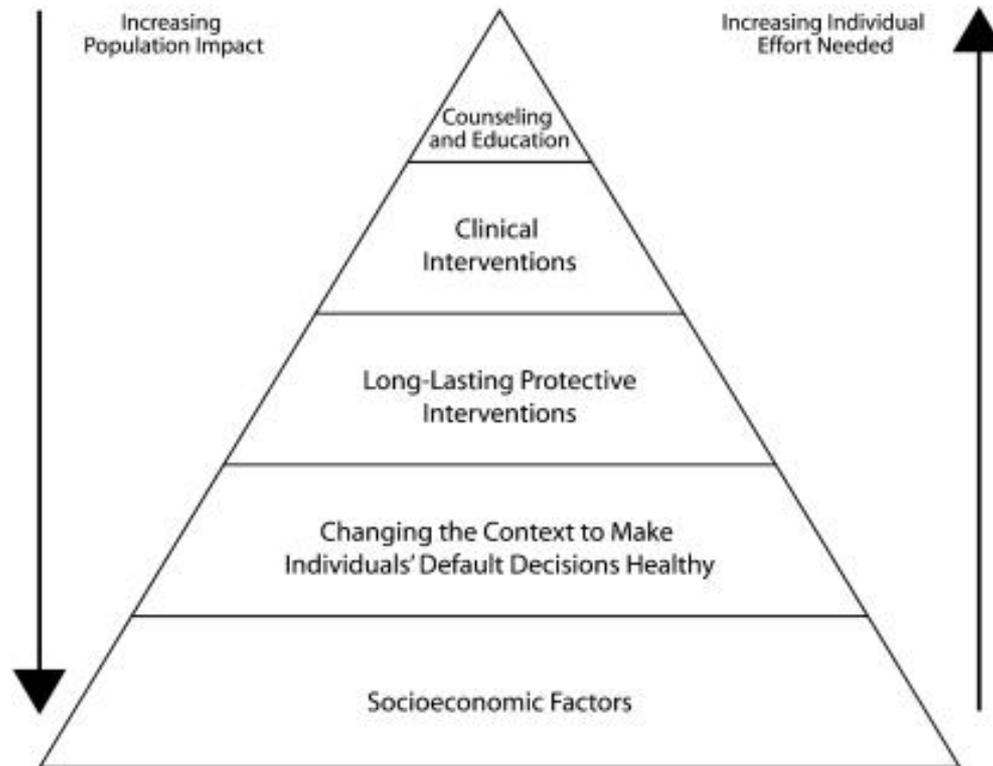


County Health Rankings model © 2016 UWPHI

<http://www.countyhealthrankings.org/explore-health-rankings/what-and-why-we-rank>



# Health Impact Pyramid



Frieden T. R. (2010). A framework for public health action: the health impact pyramid. *American journal of public health*, 100(4), 590–595.  
<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC2836340/>



Research\* unequivocally demonstrates that a history of individual and structural racism spanning generations has denied opportunity to people of color and has impacted their physical and emotional well-being. This is true across America and here in Kitsap County.

\*See list of studies at end of presentation.



# Definitions of Racism

- *"Racism is a system of structuring opportunity and assigning value based on the social interpretation of how one looks (which is what we call "race"), that unfairly disadvantages some individuals and communities, unfairly advantages other individuals and communities, and saps the strength of the whole society through the waste of human resources."*  
-- APHA Past-President Camara Phyllis Jones, MD, MPH, PhD



# Types of Racism

- **Individual Racism:** Pre-judgment, bias, or discrimination based on race by an individual.
- **Institutional Racism:** Policies, practices, and procedures that work better for white people than for people of color, often unintentionally.
- **Structural Racism:** A history and current reality of institutional racism across all institutions, combining to create a system that negatively impacts communities of color.

[https://racialequityalliance.org/wp-content/uploads/2015/10/GARE-Racial\\_Equity\\_Toolkit.pdf](https://racialequityalliance.org/wp-content/uploads/2015/10/GARE-Racial_Equity_Toolkit.pdf)



# Kitsap Disparity Data

## • Socioeconomic Status

- median household income for American Indian/Alaska Native, Black/African American, Hispanic/Latinx and Multi-racial households is at least \$10,000 below that of White, Non-Hispanics

## • Education

- high school graduation rates are at least 5 percentage points lower for Black/African American, Hispanic/Latinx, Native Hawaiian/Pacific Islander students compared to White, Non-Hispanics
- children entering kindergarten ready to learn is at least 14 percentage points lower for American Indian/Alaska Native, Black/African American, Hispanic/Latinx and Native Hawaiian/Other Pacific Islander children compared to White, Non-Hispanics

## • Health Care Access

- approximately 7 of 10 Hispanic/Latina and Black/African American pregnant women access prenatal care in the first trimester compared to about 8 out of 10 White, Non-Hispanics

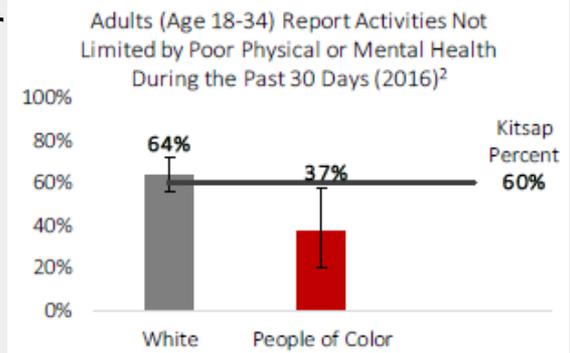
## • Health Outcomes

- Non-white babies are nearly 2 times more likely to die in the first year of life compared to White, Non-Hispanic babies
- life expectancy for Black, Non-Hispanics is 5 years less than White, Non-Hispanics

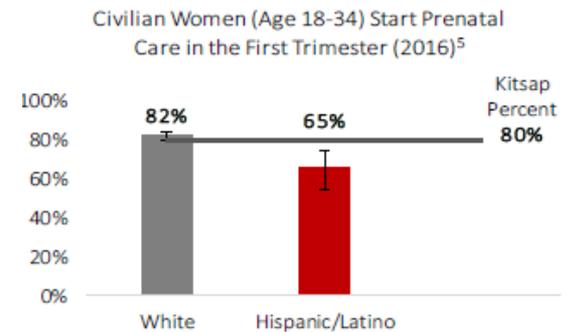


# 2017 Kitsap Disparity Report Key Findings

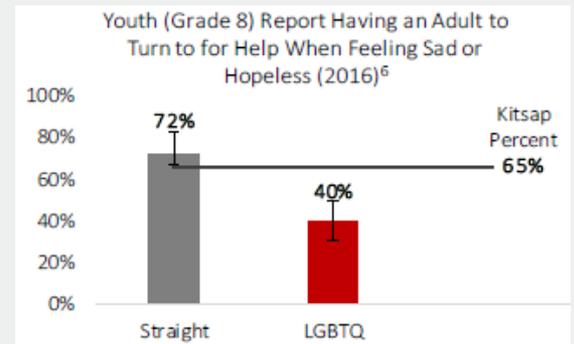
People of Color (compared to White-NHs) may be at higher risk for experiencing chronic diseases, adverse behavioral health, poor birth outcomes



Hispanic/Latinos (compared to White NHs) may be at higher risk for experiencing challenges associated with economic-related social determinants and health care access



LGBTQ (compared to straight) youth may be at higher risk for experiencing adverse behavioral health



# Disproportionate Impact of COVID

For Kitsap communities of color:

- COVID-19 infections have been **more prevalent**, 33% of cases, compared to 25% of the total Kitsap population
- COVID-19 infections have been **more severe**, 40% of hospitalizations, compared to 25% of the Kitsap population

## By Race & Ethnicity - Case Rate per 100,000 (Past 4 Weeks)

People identifying as **Hispanic/Latinx** have the highest rate in the past 4 weeks.

Note: 42% of race & ethnicity data is unknown. Values less than 10 not displayed.

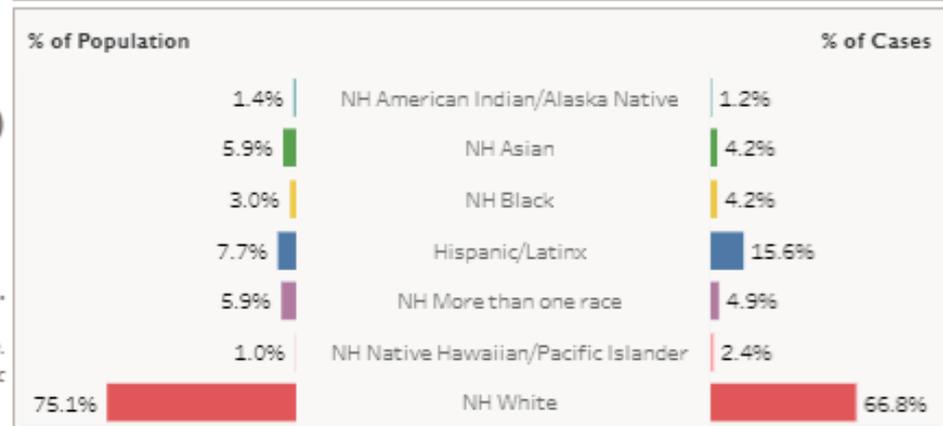
NH = Non-Hispanic



## Percentage of Cases by Race & Ethnicity (All Time)

Since March 1, 2020, those identifying as **Hispanic or 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.

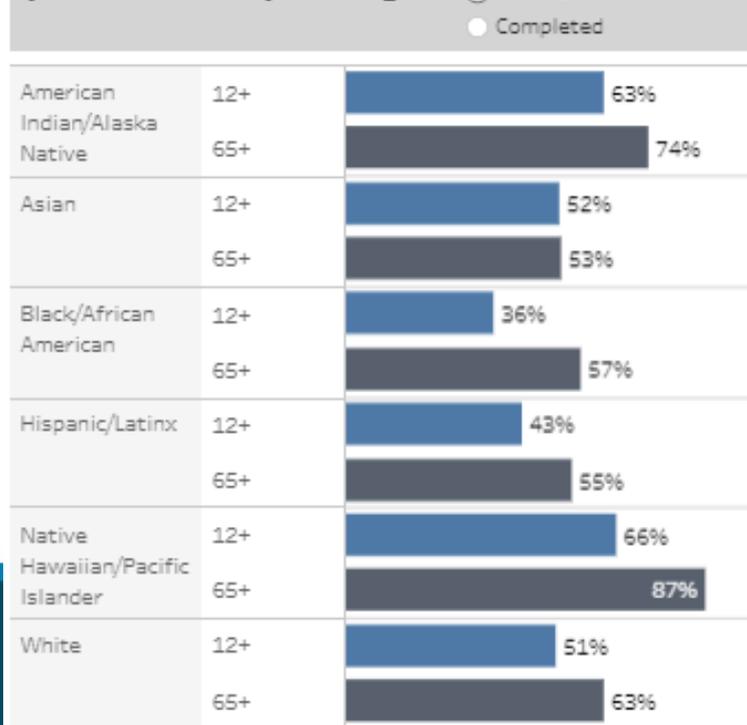
Note: 42% of race & ethnicity data is unknown. NH = Non-Hispanic



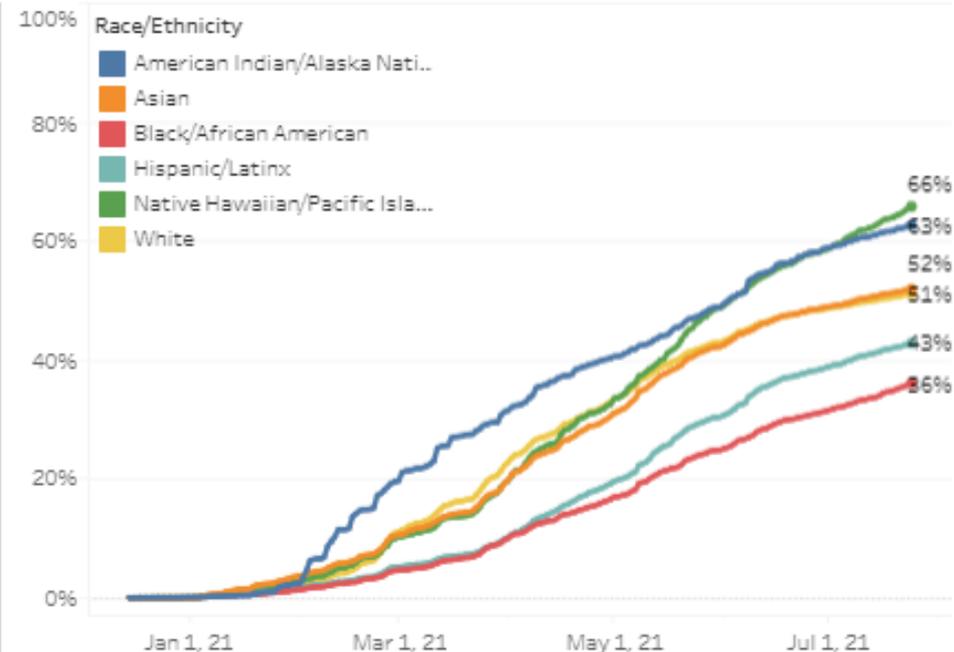
# COVID Vaccine Initiation

- Compared to Whites, COVID-19 vaccination initiation rates are lower amongst Black/African Americans and Hispanic/Latinx
- Notably, the highest rates of COVID vaccination are amongst Native Hawaiian/other Pacific Islander and American Indian/Alaska Native communities

**Percent of Vaccinated Kitsap Residents by Race/Ethnicity and Age:**



**Percent of 12 + Kitsap Residents who have Initiated Vaccination by Race/Ethnicity and Week of Vaccination**



# CALL TO ACTION

## AN OPEN LETTER TO OUR COMMUNITY,

The mission of the Kitsap Public Health District is to prevent disease and protect and promote the health of all persons in Kitsap County. Like many people in our community, we at Kitsap Public Health District have experienced feelings of grief, outrage, and frustration over the death of George Floyd in Minneapolis and our failings as a nation to address systemic racism. We need to do better.

Kitsap Public Health District joins in solidarity with our community partners to build a more equitable and just society. The pain felt across our country is deep and real. Healing can only come with meaningful change, and we all have roles in creating that change.

As public health workers, we know that racism and discrimination ingrained in our societal systems undermine the health of communities and increase suffering. Kitsap County is no exception. Our own [2017 Health Disparity Report](#) displays data revealing that people of color in our county are more likely than their white neighbors to experience illness, violence, and poor health, from infancy through adulthood. Kitsap Public Health is committed to collaborating with partners and communities to address the root causes of these disparities, creating an environment where all residents can thrive.

We are grateful to every community member and organization striving to make Kitsap County a safe and healthy place to live, learn, work and play.

Sincerely,

Dr. Susan Turner, Health Officer

Keith Grellner, Administrator

Yolanda Fong, Director of Community Health

John Kiess, Director of Environmental Health

Siri Kushner, Assistant Director of Community Health

Eric Evans, Assistant Director of Environmental Health

*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.

The screenshot shows the APHA website with the following elements:

- Header: APHA logo, navigation links (About APHA, Join, Renew, Annual Meeting, Careers, Contact Us, Store), and a search bar.
- Navigation: A horizontal menu with categories like Public Health, Topics & Issues, Policy & Advocacy, etc.
- Page Title: "Racism is a Public Health Crisis" with a breadcrumb trail: APHA > Topics & Issues > Health Equity > Racism and Health > Racism Declarations.
- Text: "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." Buttons for "Become a Member" and "Donate Now" are visible.
- Map: "Map of declarations" with filters for "Type of declaring entity" (All levels (217), State (16), City (118), County (83), County Board (1)) and "Select state". A legend indicates "States colored by declaration count: 1 to 30+". The map shows several states in the western and central US highlighted in yellow and orange, indicating declarations.

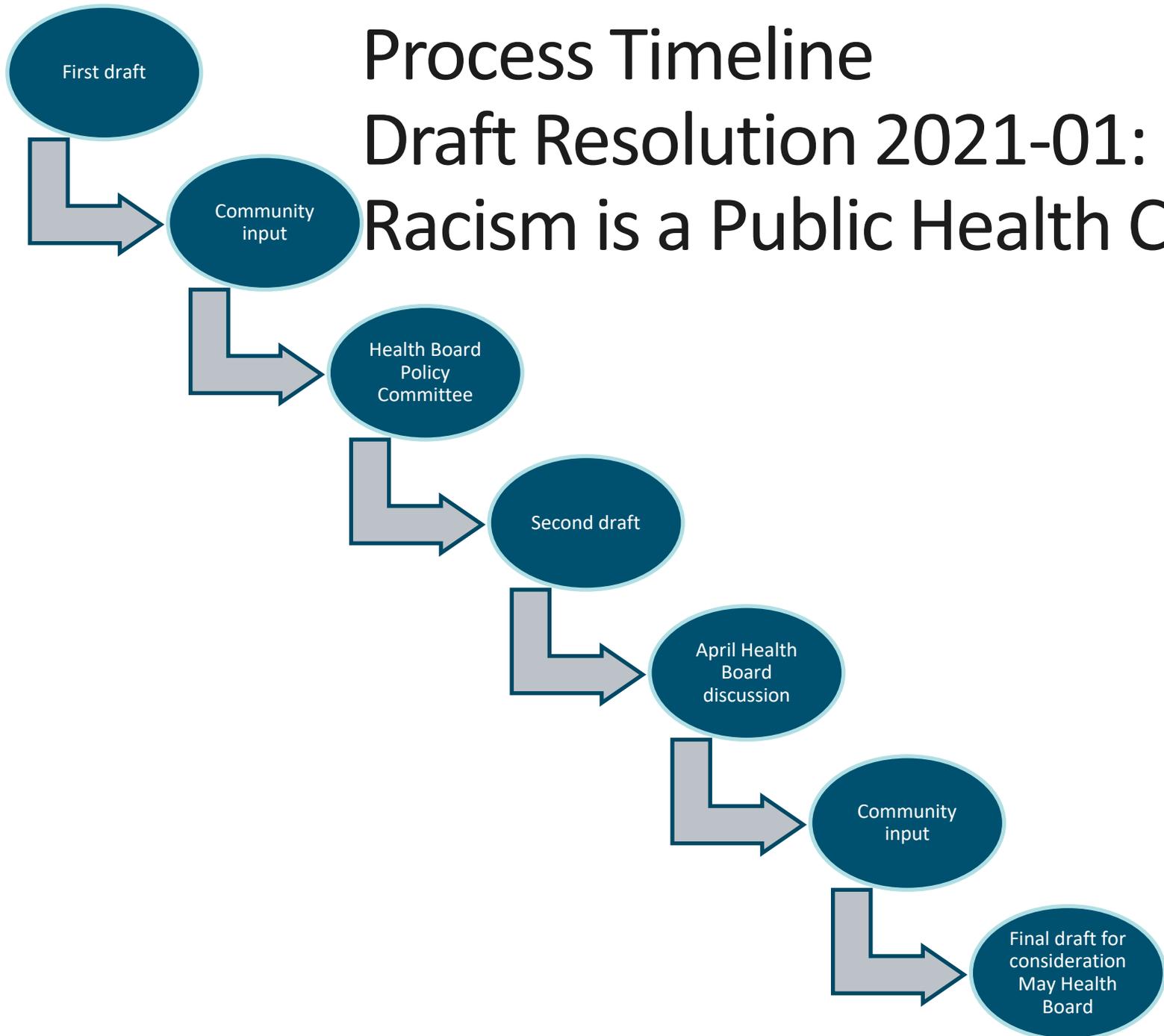
- 217 city, county, and state declarations listed
- 7 declarations listed in WA State: Jefferson, King, Snohomish, Spokane, Tacoma-Pierce, Thurston, Whatcom

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

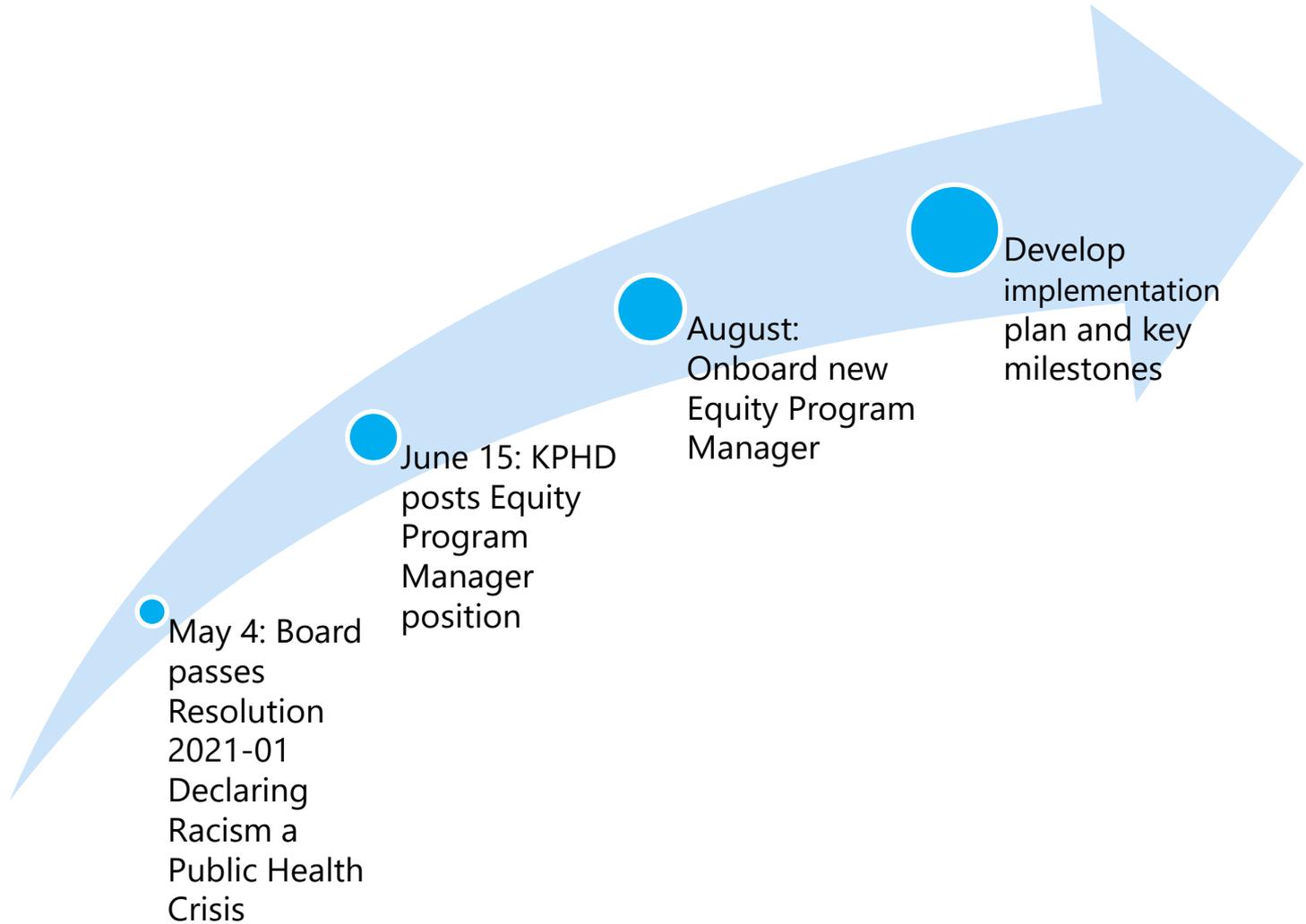


# Process Timeline

## Draft Resolution 2021-01: Racism is a Public Health Crisis



# Timeline



## 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



## Welcome to Kitsap Public Health District




### 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](mailto: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.

# New: Equity Program Webpage

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

# New: Diversity at Kitsap Public Health District Dashboard

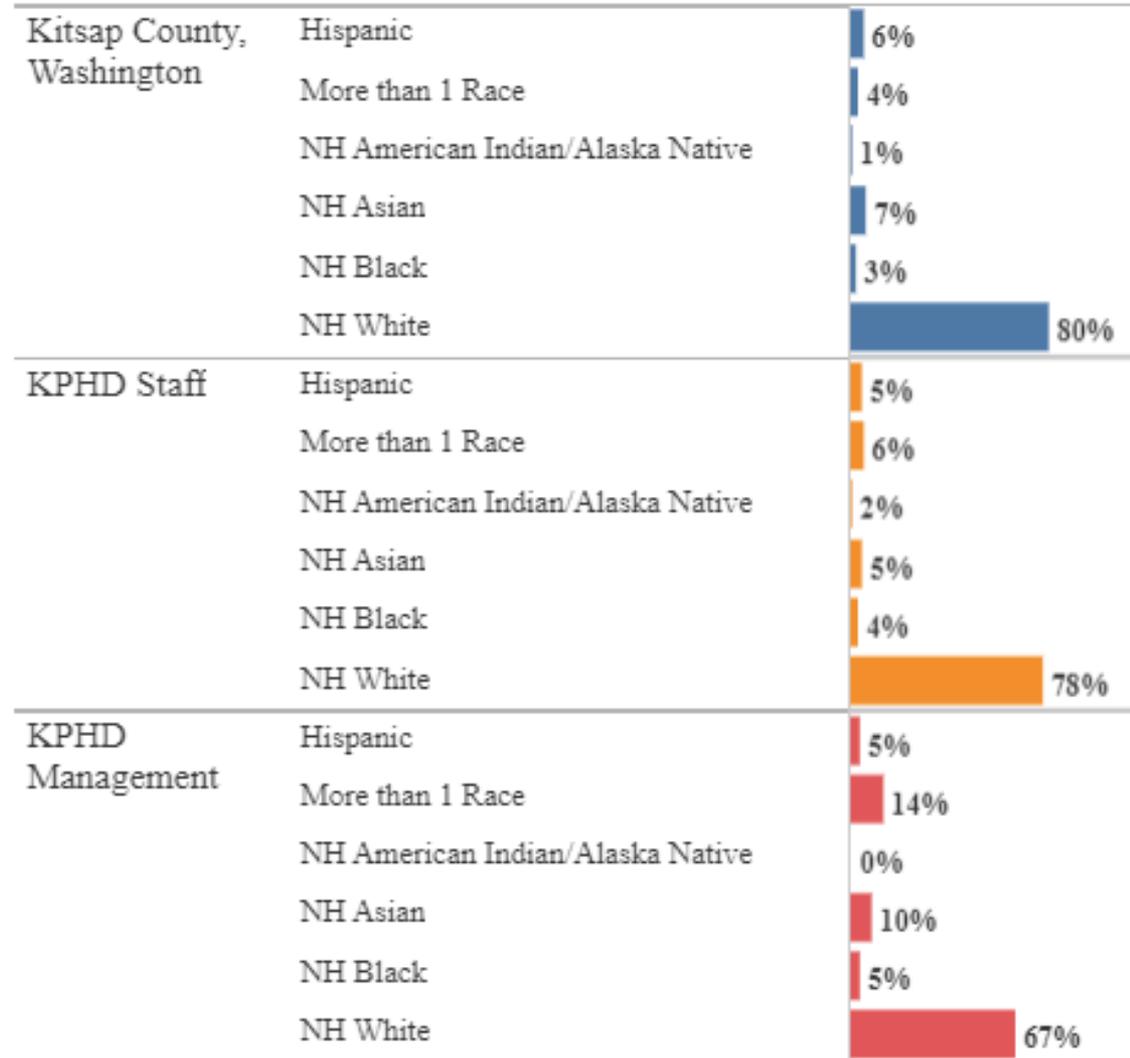
- Display and comparison of demographic characteristics:
  - Kitsap County population (age 20 and older)
  - KPHD staff
  - KPHD management
- Plan dashboard updates in January and July
- Current dashboard shows staff data as of 4/26/21
- Dashboard online at: <https://kitsappublichealth.org/about/equity.php>



# 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.



# Equity Program Components

- Equity Committee
- Staff training
- Policy/procedure/services review with a racial justice and equity lens
- Workforce recruitment and inclusion
- Board and community partnerships to co-create solutions to address structural inequities and promote policy and system level changes



# Questions?

Jessica Guidry

Equity Program Manager

[Jessica.Guidry@kitsappublichealth.org](mailto:Jessica.Guidry@kitsappublichealth.org)

(360) 728-2267



# Resources

- <https://kitsappublichealth.org/about/equity.php>
- [https://kitsappublichealth.org/information/data\\_Indicators.php](https://kitsappublichealth.org/information/data_Indicators.php)
- <https://kitsappublichealth.org/communityHealth/COVID-19/CoronaVirus.php>
- <http://www.kitsapchp.org/assessments.html>
- <https://www.countyhealthrankings.org/>
- <https://www.rwjf.org/en/library/collections/racism-and-health.html>



# Resources

- <https://www.apha.org/topics-and-issues/health-equity/racism-and-health>
- <https://www.cdc.gov/healthequity/racism-disparities/index.html>
- <https://health.oregonstate.edu/eid/camara-phyllis-jones>

