

KITSAP PUBLIC HEALTH BOARD

June 1, 2021

Document entered into the record

1. Resolution 2021-01, Declaring Racism A Public Health Crisis

- a. Implementation Plan for Kitsap Public Health District (May 28, 2021)

KPHB RESOLUTION 2021-01
DECLARING RACISM A PUBLIC HEALTH CRISIS

IMPLEMENTATION PLAN FOR KITSAP PUBLIC HEALTH DISTRICT (May 28, 2021)

Commitment	Lead	Timetable	Notes
Ongoing review of existing policies and procedures to address and reform structures and processes that contribute to race-based decisions and actions	ELT, Human Resources, and internal equity committee	Ongoing	KPHD has a process for ongoing review of policies and procedures; need to find or develop an evaluation framework to identify policies that could have race-based implications.
Ongoing review of programs and services through a racial justice and equity lens, using established tools. Encourage programs to include activities that address equity to annual work plans.	ELT, Program Managers, and internal equity committee	Ongoing	Need to review Government Alliance for Race and Equity tool and develop new policy / procedure for operationalizing.
Apply strategies for recruiting and hiring a workforce that reflects the demographic, cultural, and linguistic characteristics of Kitsap County.	Human Resources and internal equity committee	Ongoing	Completed HR assessment to evaluate existing KPHD workforce as a reflection of Kitsap County's demographics. See here: https://public.tableau.com/profile/andrew2613#!/vizhome/KPHDEmployeeDemographics/EmployeeDemo?publish=yes Develop new policy/procedure?
Create and implement professional development program for all staff to include training on core competencies in health equity, cultural competency, and anti-racism.	Human Resources, Community Equity Liaison, and internal equity committee	31-Mar-22	Social Determinants of Health video series? Kitsap County Health Disparities Report? (Update?)
Establish an internal equity committee.	ELT, Human Resources, and Community Equity Liaison	1-Oct-21	
Create and implement a Community Liaison for Equity position.	Human Resources and ELT	1-Sep-21	Position to lead all of this work as part of the duties? Which division/program to locate this position? Classification type?
Partner with community to co-create solutions to address structural inequities.	Community Equity Liaison	Ongoing	Through Community Equity Liaison
Promote policy and system level changes in Kitsap County to move beyond equity only and undo racist structures.	Community Equity Liaison, ELT, KPHB	Ongoing	Include in position description / work plan for Community Equity Liaison
Board members commit to consulting with Tribal governments on a government-to-government basis.	Health Board Members	Ongoing	
Board Members commit to taking a stand for nonviolence and inclusion in our communities, and environmental restoration throughout Kitsap County.	Health Board Members	Ongoing	