Overview

- History of Racial Equity Workgroup
- Development of Racial Equity Resolution
- Overview of Racial Equity Assessment Process
- Presentation of Assessment Report and Results
- Poll/Questions for Audience
- Next Steps

Learning Objectives

- Describe WPHA's Racial Equity Assessment Process and Report
- Share Results and Recommendations
- Engage Audience in Discussion of Next Steps

Timeline for the Creation of Racial Equity Workgroup

- May 2017: Gap in racial equity in strategic plan identified
- June 2017: WPHA Executive Committee calls for workgroup members
- July 2017: Board creates Racial Equity Workgroup
- Sept 2017: WPHA Board orientation with cultural competency speaker
- Oct 2017: First meeting of Racial Equity Workgroup
- Feb 2018: Health Equity Priorities Meeting from the Healthiest State Agenda Setting Meeting
- Mar 2018: Initial draft of resolution; recommendation for action items at Healthiest State Summit
- Sept 2018: Healthiest State Pre-Summit Webinar & Summit Partnership, Promotion and Support
- May 2019: WPHA Board sponsors cultural competency speaker
- Sept 2019: Whole County of GAINER: Partners Get Involved

Process of “Declaring Racism as a Public Health Crisis” Resolution

- Resolutions and position papers must be reviewed by a committee and the WPHA Board (April) prior to being made available to the membership through a webinar (May)
- Resolutions and position papers are acted upon at WPHA’s annual meeting, which is held in conjunction with the annual conference (May)

Highlights from the Resolution

- Asserts that racism is a public health crisis
- Provides specific rationale that can also be utilized in local and organizational messaging and training
- Offers actionable steps for WPHA, members, and partner organizations to take to address racism at the systemic level (“Therefore, Be It Resolved”)
“Therefore, Be It Resolved” that WPHA:

1. Asserts that racism is a public health crisis
2. Conducts an assessment of internal policies and procedures to ensure racial equity
3. Works to create an equity and justice-oriented organization
4. Incorporates into the organizational workplan
5. Advocates for relevant policies
6. Works to build alliance and partnerships

Selection of Consultant

- Wrote Request for Proposal (RFP)
- Released RFP
- Reviewed applications
- Interviewed consultants
- Selected UBUNTU Research and Evaluation
- Intro session at Board and Leadership meeting

Assessment Methodology

- Website and Document Review
- Key Informant Interviews
- Member Survey

Assessment Results

- Website and Document Review
  - Practical suggestions for updating website to be accessible to various populations and people with special needs
  - Documents were found to be at the “Basic” level for communications around racial equity
    - “Moderate” would exemplify a general shared understanding of racial equity throughout organization

- Key Informant Interviews
  - WHPA has silenced and ignored issues of race
    - Fear of the unknown
    - Protection of the status quo
    - Lack of skills to engage in difficult conversations
  - “There have not been enough opportunities to connect understandings and discussion about race and racism among academic literature, practical experiences as a part of the public health workforce, and internally to the organization’s membership network.”

- Member Survey (N=64 or ~10% response rate)
  - Utilized Beloved Community Survey to understand climate and culture at its current state
    - Found “Low Working” or group demonstrates a low level of effort towards growing capacity
      - Embracing Conflict
      - Seeing Redeeming Qualities
      - Seeking Reconciliation
      - Moving Toward Liberation
      - Love
    - Found “Impaired” or group demonstrates harm is created through some organizational practices
      - Forgiving

Assessment Results

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Suggested Priorities

- Create a budget for equity
- It’s a public health issue, now what?
- The voice of the conscientious objector is needed
- Membership should mean more than access

Recommended Action Steps

- Own the work of racism being a public health issue
- Build digital communications to a broad, diverse and engaging membership base
- Create equity-initiatives for the network

Questions about Process or Findings

Poll

- Which of these would you like to see as immediate next steps?
  - Create learning activities for members
  - Update the WPHA website
  - Engage conscientious objectors
  - Launch a digital media campaign
  - Update Nominating Committee processes
  - Build a Toolkit of Racial Equity Resources
  - Create caucus groups or meeting spaces

Co-Creating an Action Plan

- Board, Committees and Sections
- Annual Conference – May 18-21
  - Board presence
  - Keynote Speakers
  - Breakout Session
  - Exhibit station
- Public Health in Practice Conference – August 11-12

Next Steps

- Integrate recommendations into 2020 WPHA Workplan
- Form Racial Equity Committee
- Identify and Plan for Member and Non-Member Input
Appreciation

Founding Members of the WPHA Racial Equity Workgroup
(not all members featured in this photo)