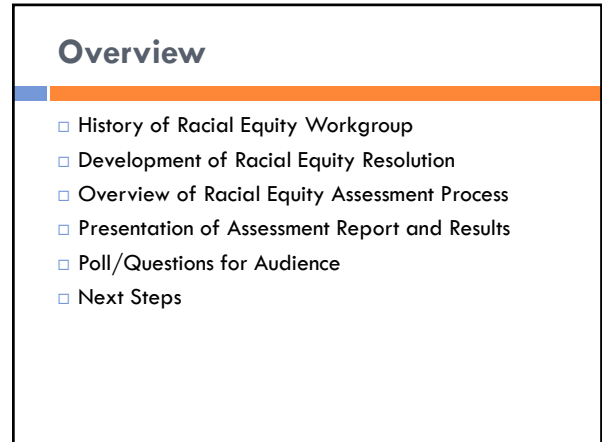


Webinar: Racial Equity Assessment Report

Robin Lankton, MPH, CHES
 Elise Papke, DrPH
 Ellen Koski, MPH, CPH

Original Air Date: February 28, 2020

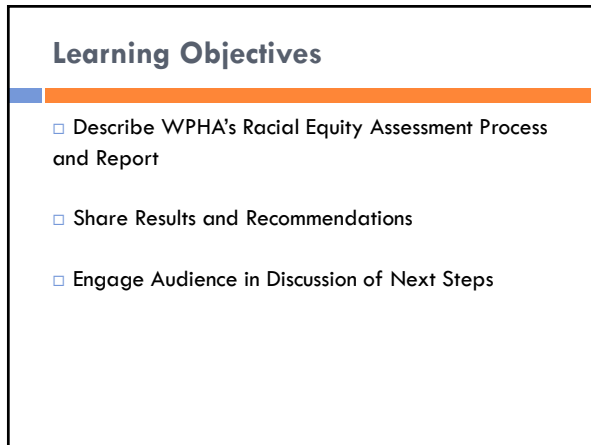
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Overview

- 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

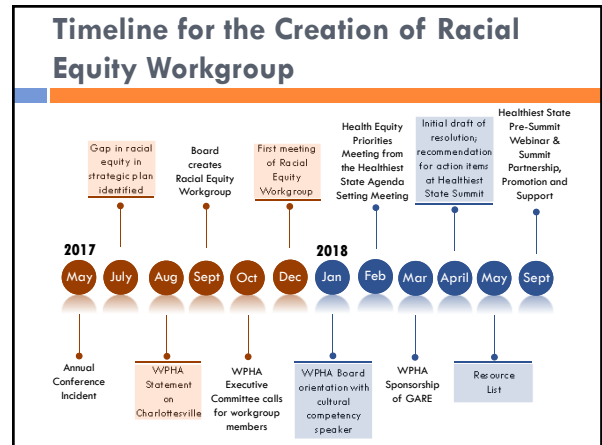
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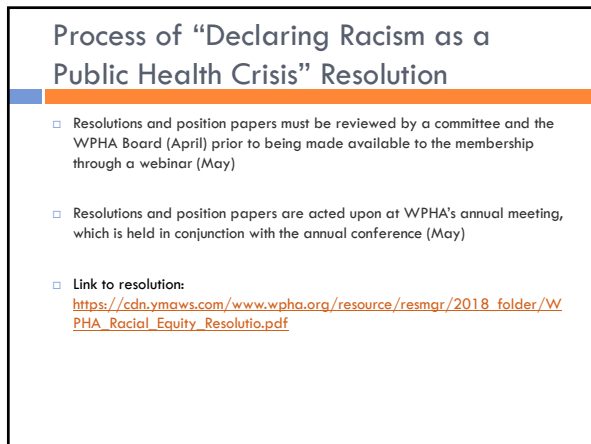
Learning Objectives

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

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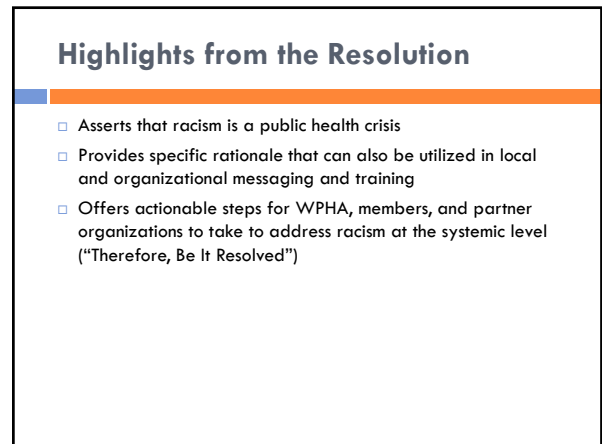
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Process of "Declaring Racism as a Public Health Crisis" Resolution

- 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)
- Link to resolution: https://cdn.ymaws.com/www.wpha.org/resource/resmgr/2018_folder/WPHA_Racial_Equity_Resolution.pdf

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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")

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“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




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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

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Assessment Methodology

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

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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

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Assessment Results

- Key Informant Interviews
 - WPHA 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.”

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Assessment Results

- 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

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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

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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

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Questions about Process or Findings



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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

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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

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Next Steps

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

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Appreciation



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