




# **RACIAL EQUITY TOOLS**

## **HEALTH COMMISSION PRESENTATION**

**OFFICE OF HEALTH EQUITY 2/16/2021**

**AYANNA BENNETT, DIRECTOR**



**REAP SECTION  
7 – KEY GOALS**

Add a “Health Equity”  
category to the Health  
Director’s performance  
evaluation

Establishing an equity  
review process using a  
standardized equity tool

Request information about  
equity in presentations to  
the commission



## THE HEALTH COMMISSION HAS 14 REAP ACTIVITIES TO COMPLETE:

- “Adopt ORE racial equity assessment tools to inform decision-making of Boards and Commissions”
  - Request a DPH presentation on proposed Racial Equity Tool.
  - Consider adoption +/- customization
  - Utilize the tool in all Health Commission meetings and sub-committees
- OHE will train senior leaders on how to use the tool

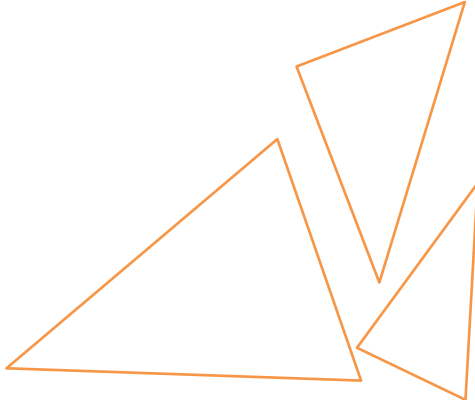
# A RACIAL EQUITY TOOL IS:

- A set of questions and activities (a form, a worksheet, a guidebook)
- Identifies clear goals, objectives and measurable outcomes
- Plans for implementation and evaluation

Lean/QI  
elements

- Proactively seeks to eliminate racial inequities
- Engages community and decision-making processes
- Identifies who will benefit or be burdened by a given decision
- Examines potential unintended consequences and mitigates

Equity  
elements



## USES FOR AN RE TOOL

### Before:

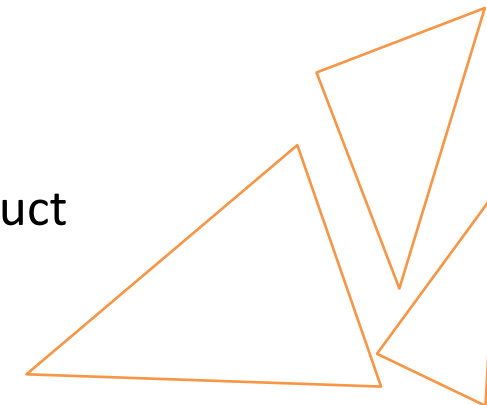
- Plan for input from the community impacted
- Community influence decision-making
- Ensure alignment with departmental racial equity goals

### Approval:

- Use as an Equity Impact Report, a preapproval process
- Community involvement can serve as a *community approval* step for the HC

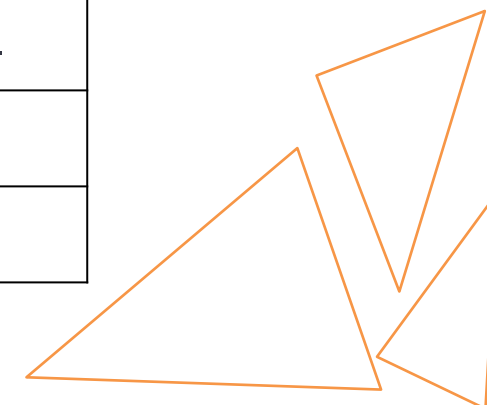
### On-going Evaluation:

- Predictions of impact can be part of the program or policy evaluation
- Confirm that community-stipulated elements are included in the final product



## SOME AVAILABLE TOOLS

Government Alliance on Race and Equity (GARE)	<a href="#"><u>GARE Toolkit</u></a>
Big Cities Health Coalition (BCHC)	<a href="#"><u>Health Equity Tool</u></a>
San Francisco Office of Racial Equity	Racial Equity Budget Tool
Seattle Race and Social Justice Initiative	<a href="#"><u>RSJI Analysis</u></a>
Long Beach Office of Equity	<a href="#"><u>Long Beach Equity Toolkit</u></a>
Michigan Department of Civil Rights	<a href="#"><u>MDCR Equity Toolkit</u></a>
Multnomah County Office of Diversity and Equity	<a href="#"><u>Equity and Empowerment Lens</u></a>
Portland Office of Equity and Human Rights	<a href="#"><u>Portland Equity Toolkit</u></a>
Greenlining Institute	<a href="#"><u>Greenlining Equity Toolkit</u></a>



The background features a complex, abstract geometric pattern. It consists of numerous overlapping triangles and polygons of various sizes and orientations. The primary colors used are a vibrant orange and a light beige or cream color. The orange shapes are solid, while the beige shapes are defined by thin orange outlines. The overall effect is a dense, layered composition of geometric forms.

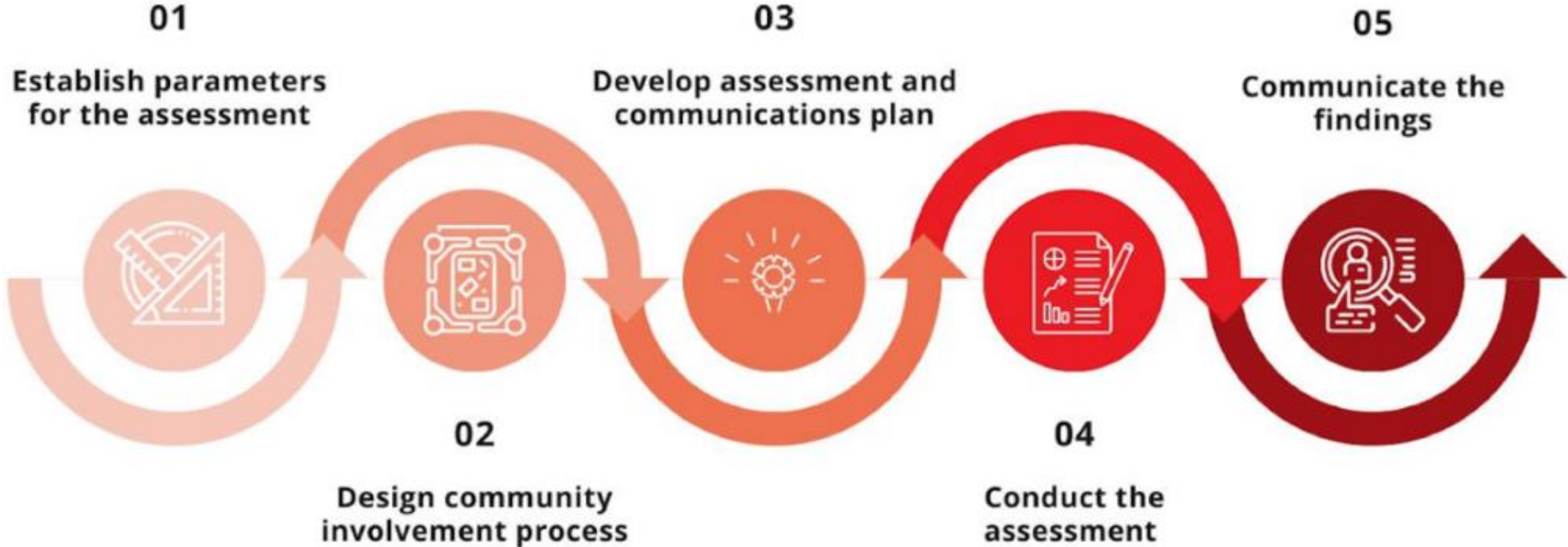
**REVIEW  
BRIEF**

# GOVERNMENT ALLIANCE ON RACE AND EQUITY (GARE)





# BIG CITIES HEALTH COALITION (BCHC)



# SEATTLE RACE AND SOCIAL JUSTICE INITIATIVE (RSJI)



# HOW THIS MIGHT LOOK

## Racial Equity Toolkit Assessment Worksheet

Title of policy, initiative, program, budget issue: \_\_\_\_\_

Description: \_\_\_\_\_

Department: \_\_\_\_\_ Contact: \_\_\_\_\_

Policy  Initiative  Program  Budget Issue

### Step 1. Set Outcomes.

1a. What does your department define as the most important racially equitable **community outcomes** related to the issue? (Response should be completed by department leadership in consultation with RSJI Executive Sponsor, Change Team Leads and Change Team. Resources on p.4)

1b. Which racial equity **opportunity area(s)** will the issue primarily impact?

- |  |   |
|--|---|
| <input type="checkbox"/> Education             | <input type="checkbox"/> Criminal Justice   |
| <input type="checkbox"/> Community Development | <input type="checkbox"/> Jobs               |
| <input type="checkbox"/> Health                | <input checked="" type="checkbox"/> Housing |
| <input type="checkbox"/> Environment           |   |

1c. Are there impacts on:

- |   |   |
|---|---|
| <input type="checkbox"/> Contracting Equity | <input type="checkbox"/> Immigrant and Refugee Access to Services |
| <input type="checkbox"/> Workforce Equity   | <input type="checkbox"/> Inclusive Outreach and Public Engagement |

Please describe:

### Step 2. Involve stakeholders. Analyze data.

2a. Are there impacts on geographic areas?  Yes  No

Check all neighborhoods that apply (see map on p.5):

- |   |   |  |
|---|---|--|
| <input checked="" type="checkbox"/> All Seattle neighborhoods | <input type="checkbox"/> Lake Union       | <input type="checkbox"/> East District                 |
| <input type="checkbox"/> Ballard                              | <input type="checkbox"/> Southwest        | <input type="checkbox"/> King County (outside Seattle) |
| <input type="checkbox"/> North                                | <input type="checkbox"/> Southeast        | <input type="checkbox"/> Outside King County           |
| <input type="checkbox"/> NE                                   | <input type="checkbox"/> Delridge         | Please describe:                                       |
| <input type="checkbox"/> Central                              | <input type="checkbox"/> Greater Duwamish |  |

2b. What are the racial demographics of those living in the area or impacted by the issue?

(See Stakeholder and Data Resources p. 5 and 6)

2c. How have you involved community members and **stakeholders**? (See p.5 for questions to ask community/staff at this point in the process to ensure their concerns and expertise are part of analysis.)

## Community Engagement Plan

After completing the six steps of the BPHC community engagement planning process, describe the community engagement plan below. Share responses with stakeholders when implementing the plan.

Plan Name: \_\_\_\_\_

Duration:

One Time  Phases  Monthly  Series  Other:

Leads: \_\_\_\_\_

Team Members: \_\_\_\_\_

Start Date: \_\_\_\_\_

End Date: \_\_\_\_\_

What is the purpose of the engagement?

What is the anticipated decision or outcome of the engagement?

Who are the final decision makers?

List the required resources needed to support the engagement.

- |  |                                  |
|--|----------------------------------|
| <input type="checkbox"/> Policy                    | <input type="checkbox"/> Program |
| <input type="checkbox"/> Practice                  | <input type="checkbox"/> Project |
| <input type="checkbox"/> Community Funding Benefit |                                  |
| <input type="checkbox"/> Budget                    |                                  |
| <input type="checkbox"/> Other: _____              |                                  |

(Budget, staff, etc)

Which stakeholders will participate in the planning?

Which stakeholders will be engaged?

At what level will stakeholders be engaged?

What is the anticipated value of the engagement for residents or neighborhoods?

- |   |
|---|
| <input type="checkbox"/> Inform                   |
| <input type="checkbox"/> Consult                  |
| <input type="checkbox"/> Collaborate              |
| <input type="checkbox"/> Transfer Decision-Making |

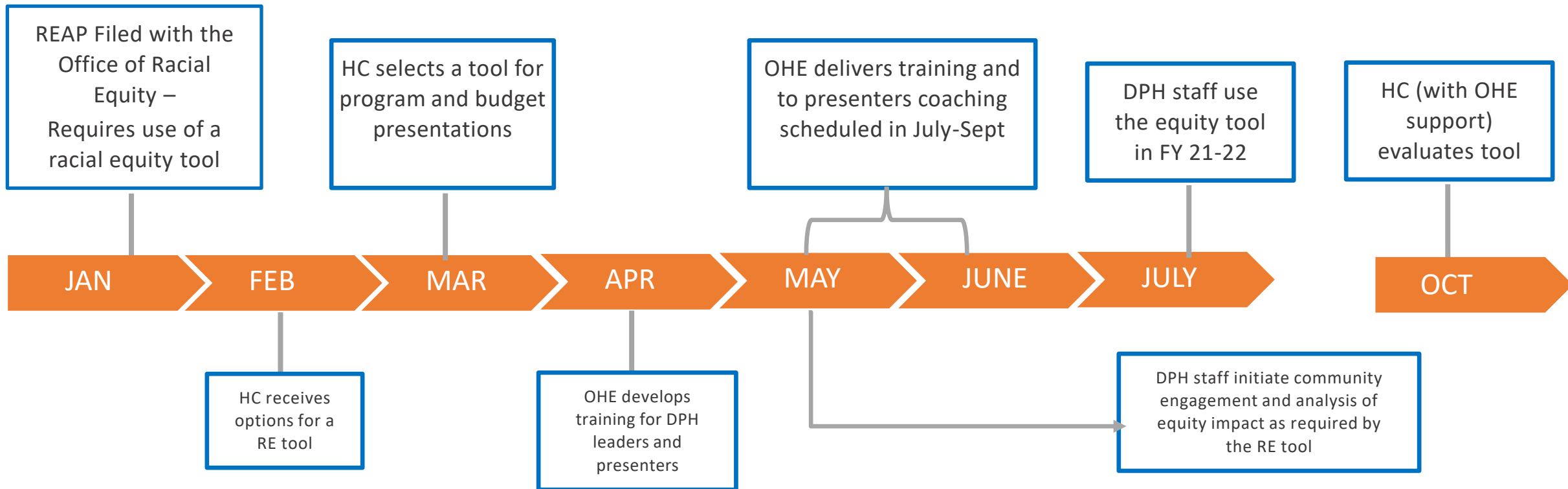
What engagement methods will be used to communicate with stakeholders?

What new information is needed to make a decision and how will responses be collected?

When and how will the results of the engagement be reported back to stakeholders?

When and how can stakeholders provide feedback on the engagement?

## POSSIBLE TIMELINE





QUESTIONS?