

# Moving toward equity, health and social justice

Governor's Interagency Council on Health Disparities  
Feb 2016

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Director

Office of Equity and Social Justice

Office of King County Executive Dow Constantine



**King County**

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# Overview

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- Why equity in King County?
  - Frameworks for Equity & Social Justice
    - Strategic plan and ordinance: Integrated and intentional
    - Broadening beyond health and “traditional” partners
  - Countywide and department activities
  - Moving forward, next steps
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# King County Outperforms U.S.

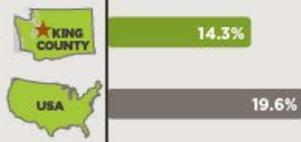


## GOOD HEALTH

### OBESSE ADULTS



### ADULTS CURRENTLY SMOKING



## HIGH LIFE EXPECTANCY

### LIFE EXPECTANCY AT BIRTH



## HIGHLY EDUCATED

### PEOPLE 25+ YEARS OLD WITH BACHELOR'S DEGREE OR HIGHER EDUCATION



## LOWER UNEMPLOYMENT

### UNEMPLOYMENT RATE (Dec. 2013)

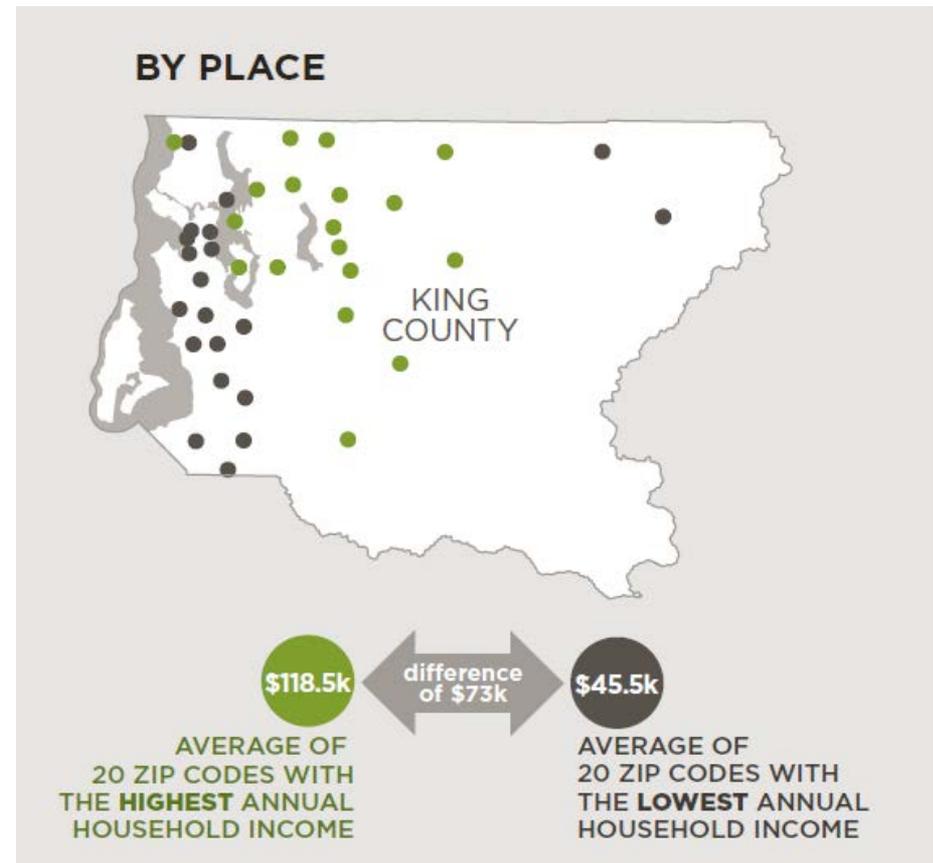
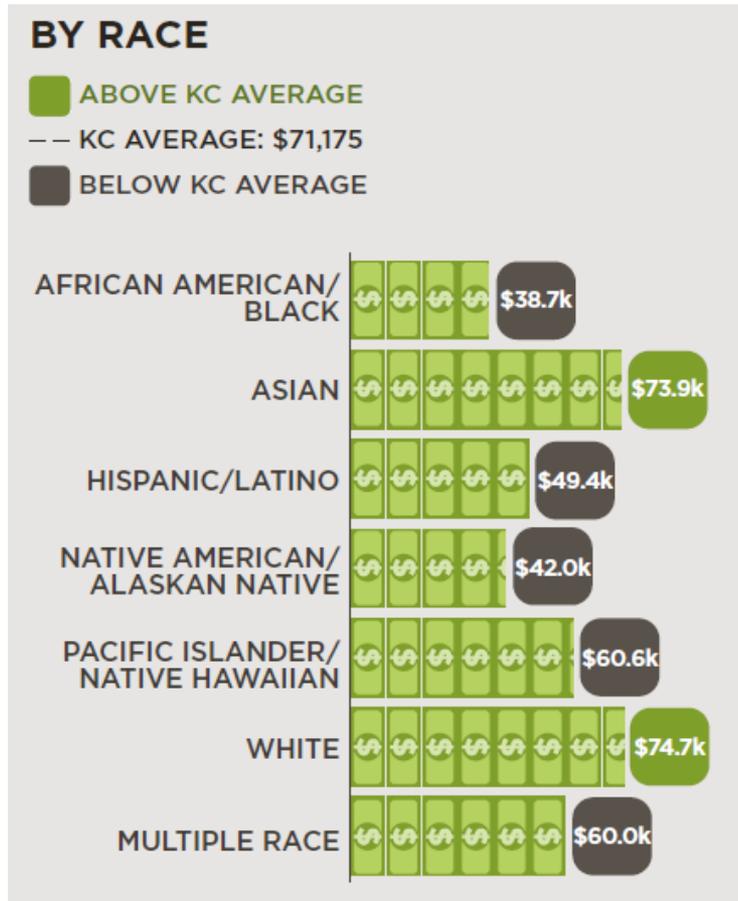


## STRONG HOUSEHOLD INCOME

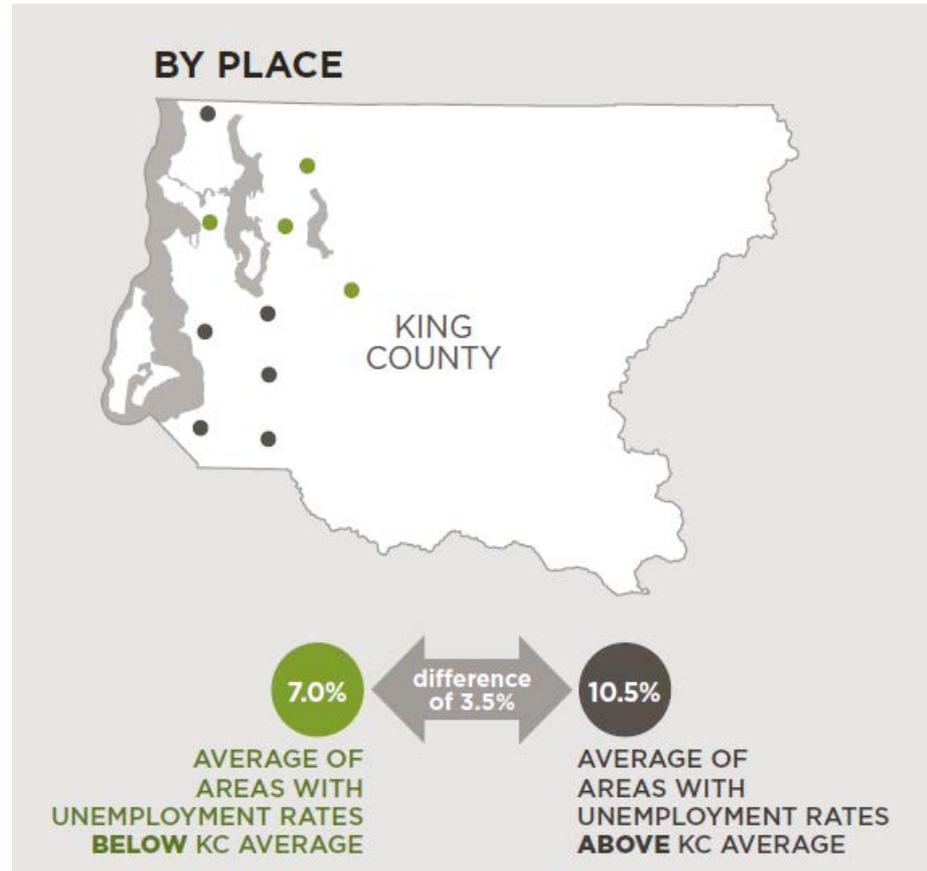
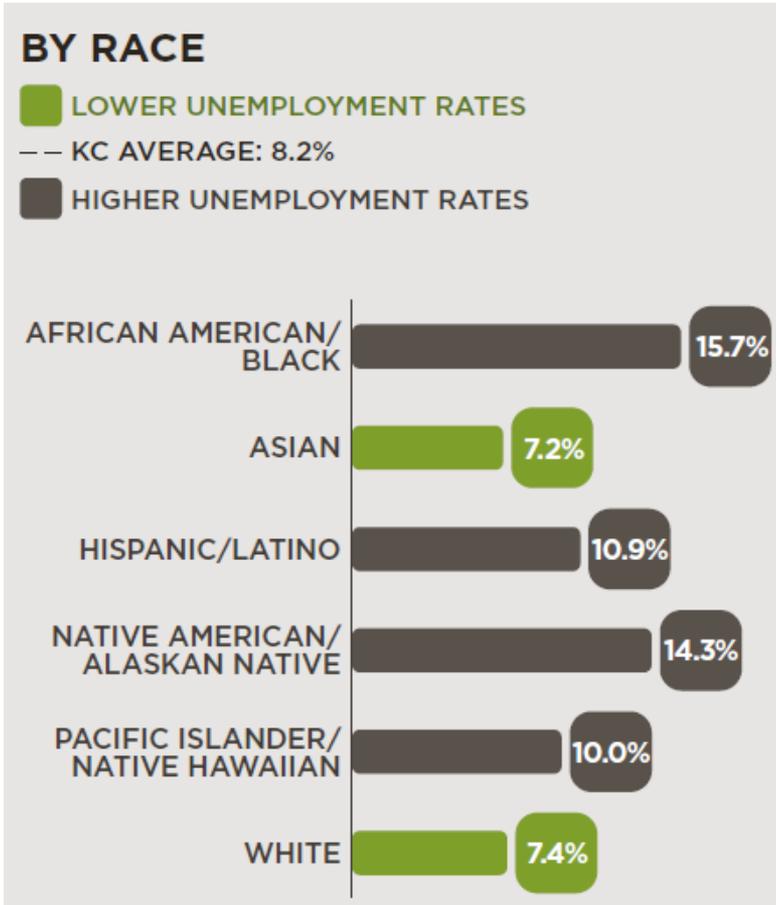
### MEDIAN HOUSEHOLD INCOME



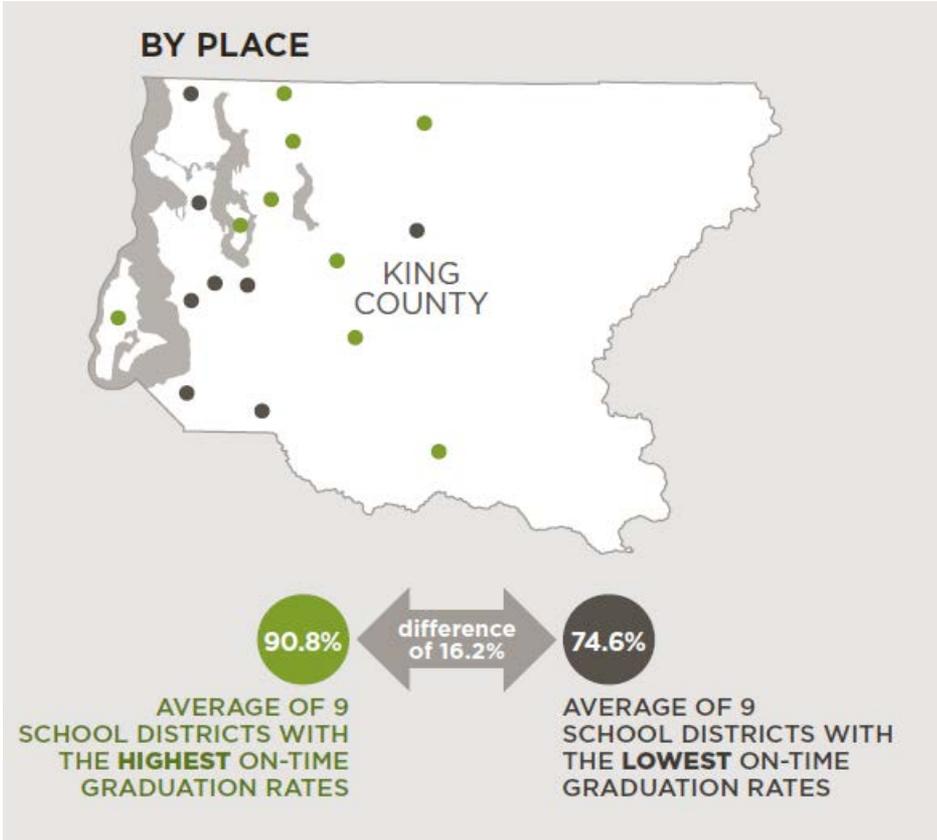
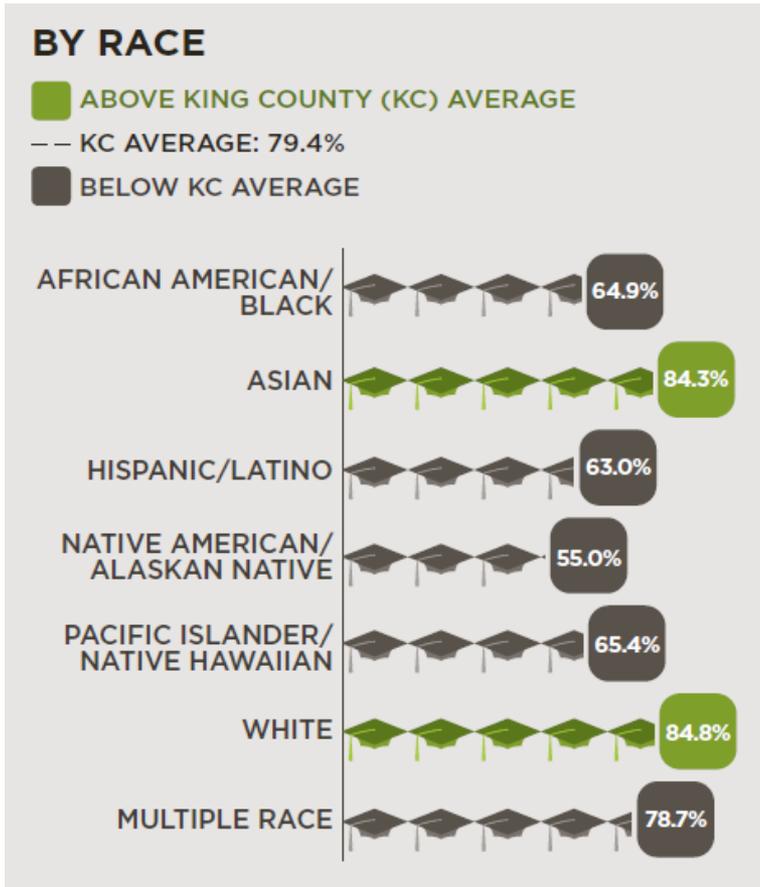
# A Closer Look: Income by Race & Place



# Unemployment by Race & Place



# Graduation Rates by Race & Place



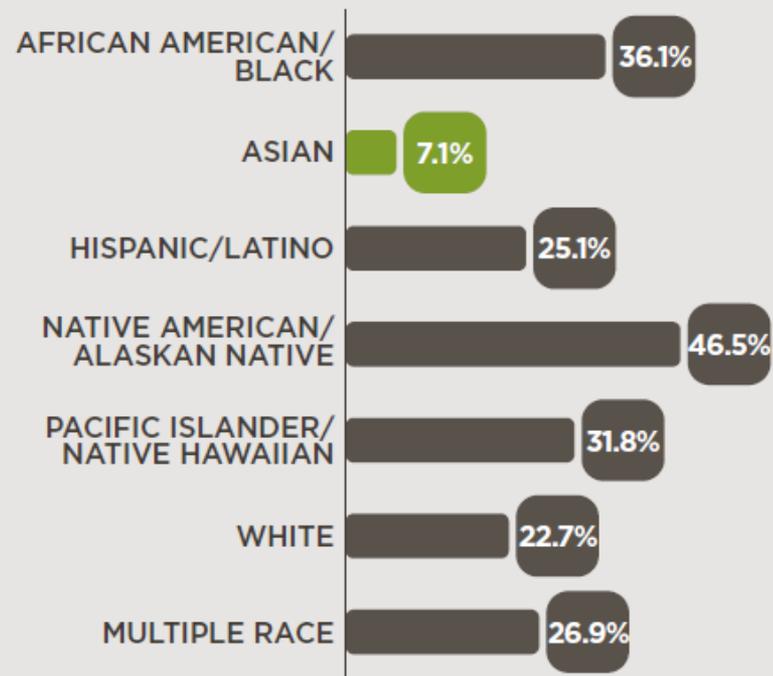
# Adult Obesity by Race & Place

## BY RACE

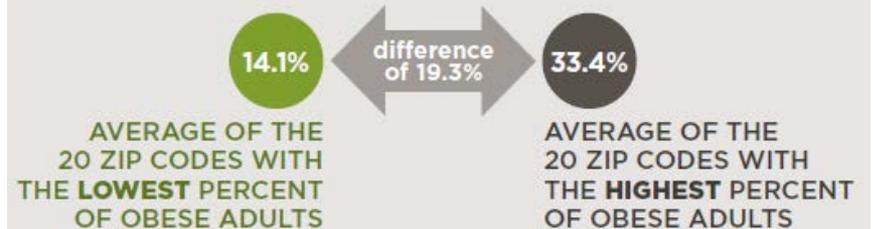
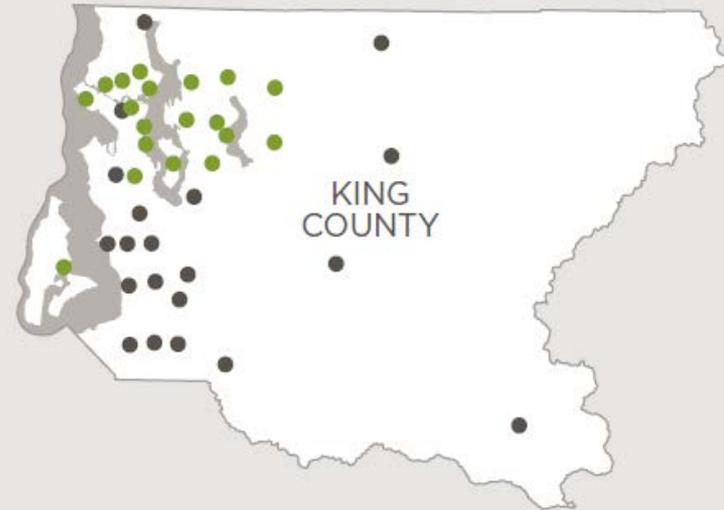
■ LOWER OBESITY RATES

--- KC AVERAGE: 22.2%

■ HIGHER OBESITY RATES



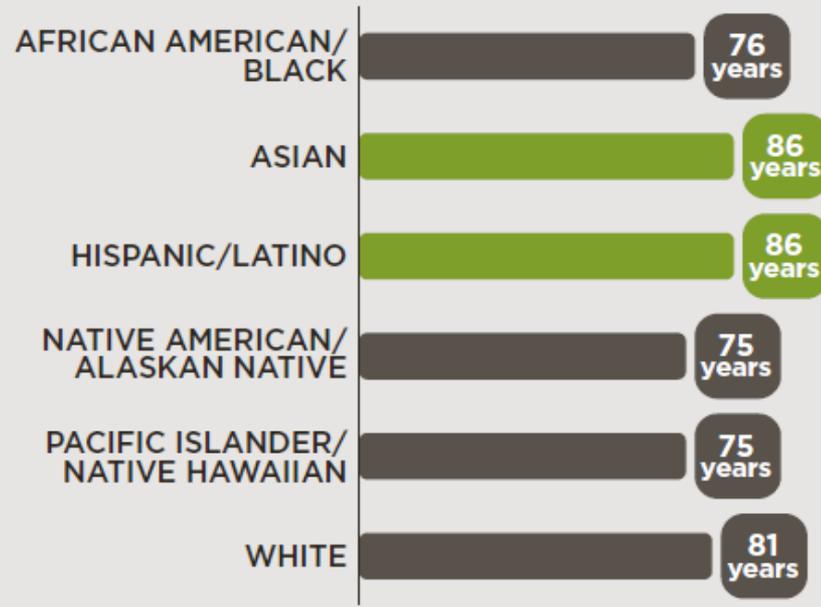
## BY PLACE



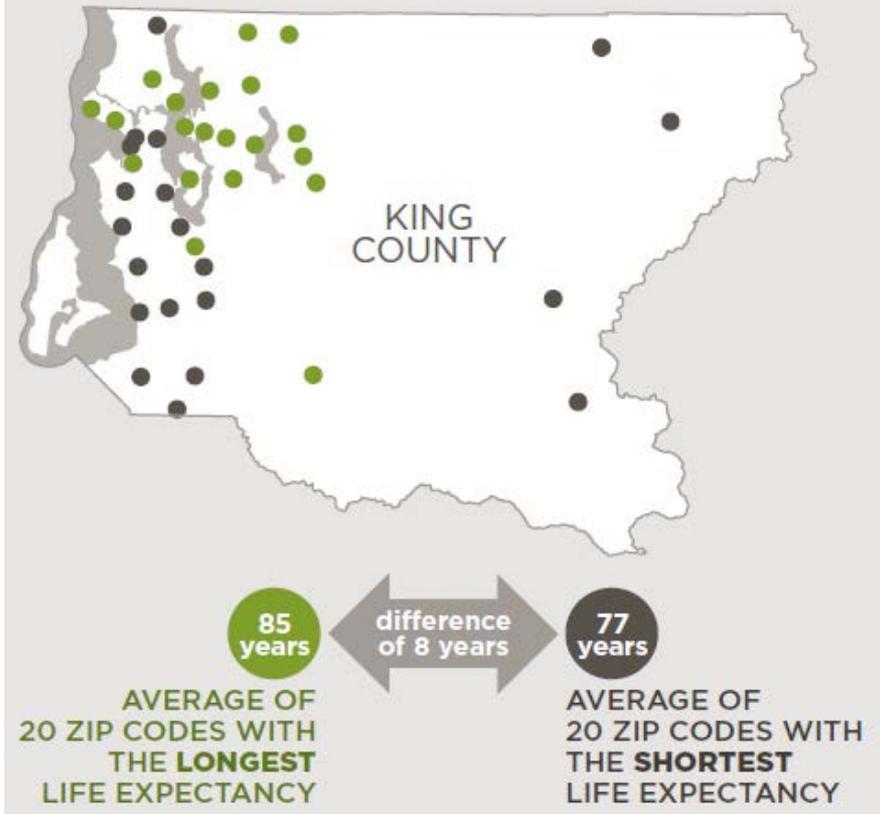
# Life Expectancy by Race & Place

## BY RACE

■ ABOVE KC AVERAGE  
-- KC AVERAGE: 81.4 YEARS  
■ BELOW KC AVERAGE



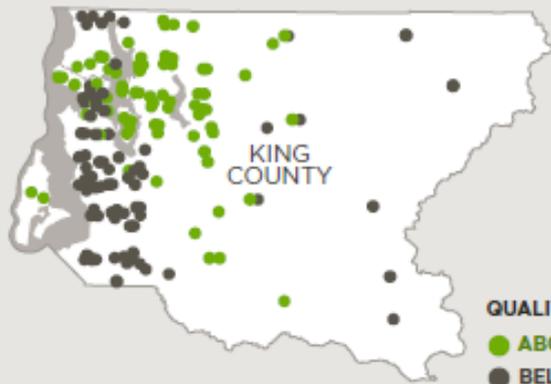
## BY PLACE



# Race & Place Matter in King County

RACE AND PLACE PREDICT WHETHER PEOPLE HAVE THE OPPORTUNITY TO THRIVE.

QUALITY OF LIFE INDICATORS



QUALITY OF LIFE INDICATORS

- ABOVE AVERAGE
- BELOW AVERAGE

COMMUNITIES OF COLOR



PERCENT OF POPULATION ARE PEOPLE OF COLOR

- less than 20%
- 20-40%
- greater than 40%

PEOPLE OF COLOR GENERALLY DO NOT EXPERIENCE THE SAME QUALITY OF LIFE AS WHITE RESIDENTS.

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# History – Equity in King County

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- 2006: King County chosen for Place Matters (Joint Center for Political and Economic Studies, Health Policy Institute)
  - 2006: Publication of the Dellums Commission Report
  - 2007: King County adopts a policy framework for public health with a strong social justice focus
  - February 2008: Launch of the King County Equity & Social Justice Initiative
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# King County Strategic Plan and ESJ Ordinance



# BUILDING EQUITY

STRUCTURES, POLICIES  
AND INSTITUTIONAL  
PRACTICES IN **SOCIETY**

CONDITIONS IMPACTING THE HEALTH AND  
WELL-BEING OF **COMMUNITIES**

OUTCOMES FOR  
**INDIVIDUALS  
AND FAMILIES**

## THE "UNHEALTHY STREAM" INCREASES INEQUITIES

class and gender bias  
intergenerational poverty  
structural racism & discrimination  
dilapidated housing  
unemployment & low wage work  
poor quality schools  
food insecurity  
limited & unsafe parks  
pollution & toxic exposures  
absence of community economic development  
unsafe neighborhoods  
disproportionality in justice system  
no insurance or quality healthcare

poor health status  
incarceration  
obesity  
homelessness  
health problems  
untreated mental illness  
low birth weight

## THE "HEALTHY STREAM" CREATES EQUITY

pro-equity policies  
combating structural racism  
diversity and inclusion  
affordable housing  
living wage jobs & job training  
quality education & early learning  
healthy food & food systems  
equitable justice system  
community economic development  
healthy built & natural environments  
transportation  
health care & human services  
safe & supportive neighborhoods  
parks & natural resources

good health  
high quality of life  
healthy years lived  
happiness & satisfaction  
on time graduation  
civic engagement  
physical & emotional well-being





- ### County wide activities
- policies and decision-making
  - organizational practices
  - community engagement

Budgets and business plans



Human resources and hiring



Transit strategic plan and allocation of routes

# Inclusion starts with workforce & workplace equity

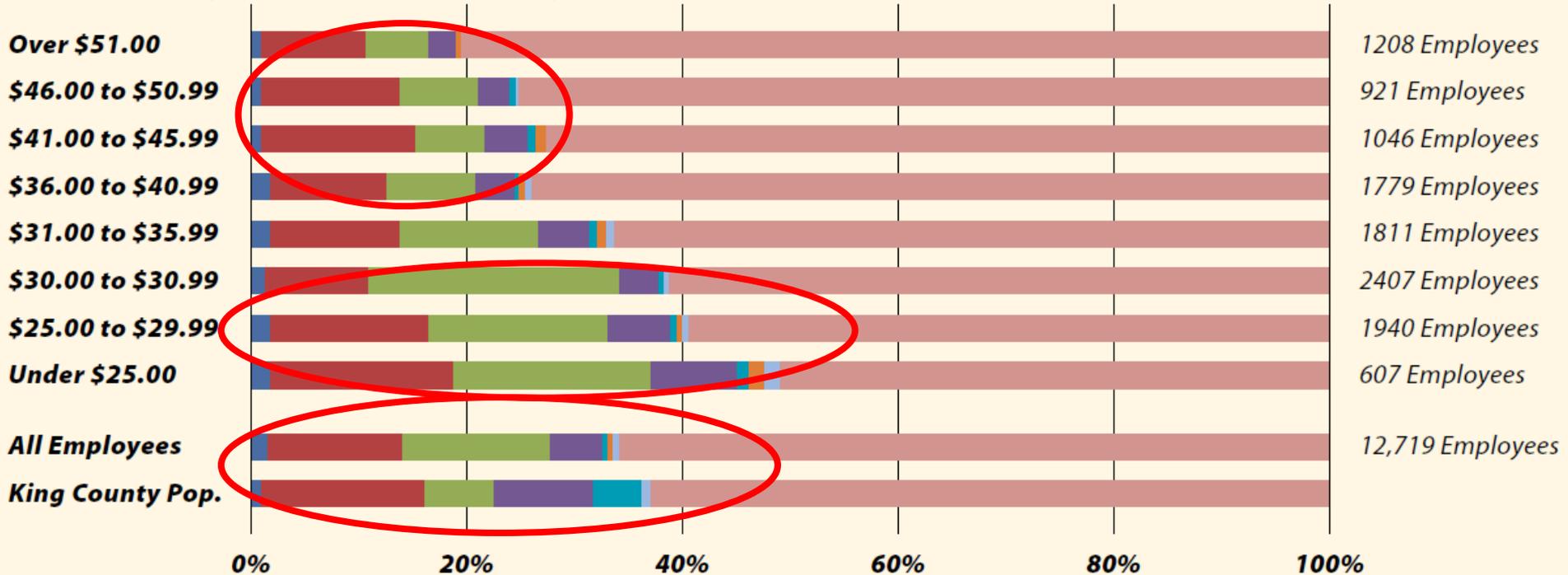


King County

## KING COUNTY EMPLOYEES – RACE BY HOURLY PAY RATES

■ American Indian   
 ■ Asian American   
 ■ African American   
 ■ Latino   
 ■ Multiple races   
 ■ Not identified   
 ■ Pacific Islander   
 ■ White

Source: King County Human Resources Division, July 2013



# Community Engagement Continuum



King County

## Levels of Community Engagement

We inform	We consult	We engage in dialogue	We and community work together	Community directs action
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## Characteristics of Engagement

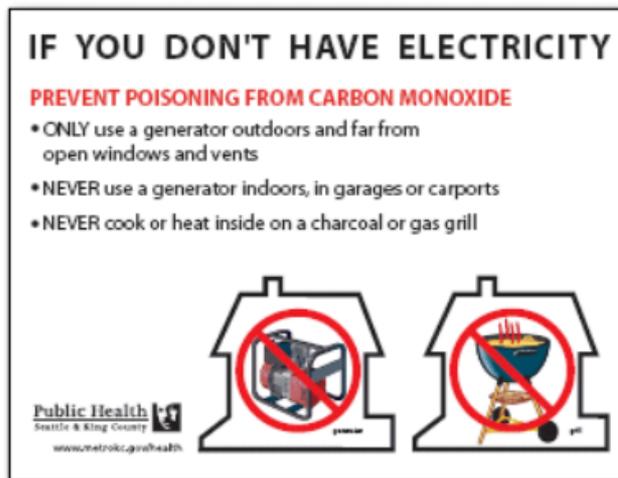
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## Strategies

<p>Media releases, brochures, pamphlets, outreach to vulnerable populations, ethnic media contacts, translated information, staff outreach to residents, new and social media</p>	<p>Focus groups, interviews, community surveys</p>	<p>Forums, advisory boards, stakeholder involvement, coalitions, policy development and advocacy, including legislative briefings and testimony, workshops, community-wide events</p>	<p>Co-led community meetings, advisory boards, coalitions, and partnerships, policy development and advocacy, including legislative briefings and testimony</p>	<p>Community-led planning efforts, community-hosted forums, collaborative partnerships, coalitions, policy development and advocacy including legislative briefings and testimony</p>
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# Translation Executive Order

"Prevent Poisoning from Carbon Monoxide" -- printable flyers in Adobe PDF format



- [English](#)
- [Amharic](#)
- [Arabic](#)
- [Bosnian](#)
- [Burmese](#)
- [Cambodian](#)
- [Chinese](#)
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- [Vietnamese](#)

# Community Engagement Continuum

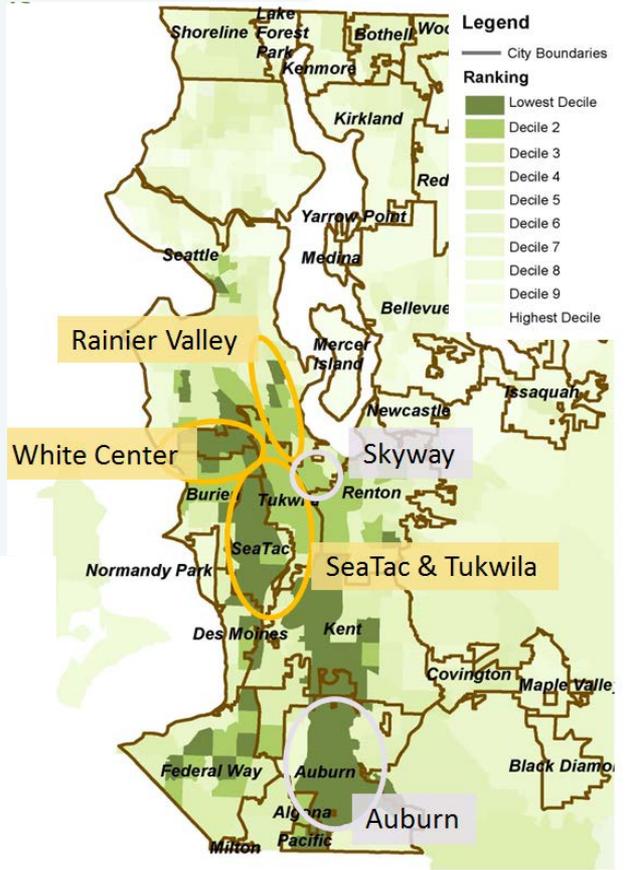


King County

## Levels of Community Engagement

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# Communities of Opportunity



Place-based work, local cross-sector partnership, co-designing



King County



The Seattle Foundation

Your gift. Your community.

THE CENTER FOR COMMUNITY PARTNERSHIPS  
AN ECOSYSTEM APPROACH

**OUR GOAL** Greater economic and racial equity in King County

INITIATIVES & PROJECTS FOR LONG-TERM IMPACT

SMALL GRANTS TO CREATE GRASSROOTS CHANGE

GROUNDED IN COLLABORATIVE RESEARCH AND LEARNING

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# A broader, more strategic effort

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Health Disparities → Equity & Social Justice

Health Department → All Departments

Social Determinants of Health → Determinants of  
Equity

Isolated efforts → A regional movement

Integration: Equity, continuous improvement (Lean),  
employee engagement

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# Keys to success and challenges

- Leadership
- Integration, engagement and part of everybody's work
- Breaking down silos
- Tools and frameworks: Equity tools, ordinance, determinants
- Measurements: Internal & community
- Communications: Employee & community
- Both hearts and minds, including talking about race

- King County Equity & Social Justice  
[www.kingcounty.gov/equity](http://www.kingcounty.gov/equity)
  - Tools, including Equity Impact Review Tool, Community Engagement Guide

**Contact:**

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Director, Office of Equity and Social Justice



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