



RACISM: A PUBLIC HEALTH CRISIS

WASHINGTON STATE
PUBLIC HEALTH ASSOCIATION



INTRODUCTIONS AND JOURNEYS

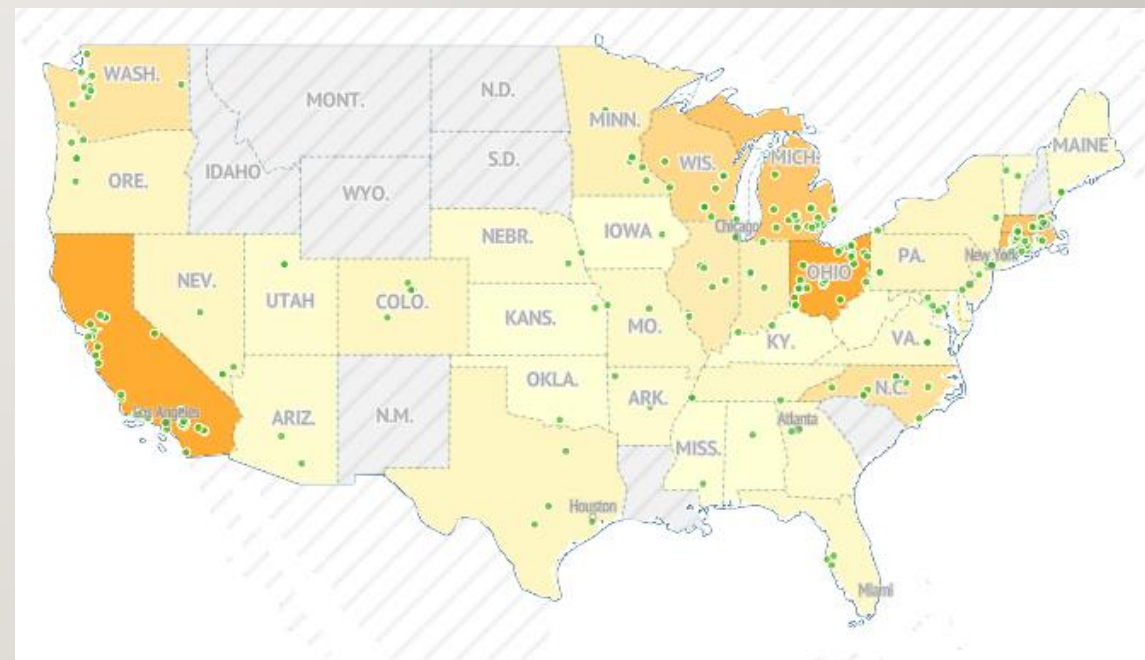
- **Adrian Dominguez, WSPHA President**
- **JanMarie Ward, WSPHA President-Elect**
- **Jefferson Ketchel, WSPHA Executive Director**

INTRODUCTION TO WSPHA

- Affiliate of the American Public Health Association
- 2020-2022 Strategic Plan
- Vision – A healthy Washington for all
- Mission – Working together to improve the health of all people, places, and communities in Washington
- Strategic Priorities
 - Community & Member Engagement
 - Organizational Growth & Sustainability
 - Diversity, Equity & Inclusion

RACISM AS A PUBLIC HEALTH CRISIS RESOLUTIONS

- Across the United States of America, local and state leaders declared racism a public health crisis or emergency starting in 2020.
- 256 total resolutions across states, counties, cities, and other jurisdictions
- While resolutions and formal statements are NOT necessarily legally enforceable, they can drive meaningful change.



WHY NOW?

Institutional, Structural, and Environmental Racism is a source of illness, injury, and premature death in BIPOC communities

Public health has a role to play. Unclean water, prevalence of commercial tobacco, and the spread of communicable disease mobilized public health to protect their communities by reducing illness and premature death through education and policy.

Policies and infrastructure have been put in place and are maintained that drive poor health outcomes for people of color

The public health system must change if we are to have a healthy Washington for all

THE NECESSITY & OPPORTUNITY FOR WSPHA AND OTHERS

- Racist words, actions, and micro-aggressions are becoming more prevalent and acceptable, and more overt than covert
- Racism and inequities are absolutely causing illness, injury, and premature death
- WSPHA has created a direction— we invite you to join us in collaboration
- Who will join us to provide leadership?
- If not us, who? If not now, when?

RESOLUTION – KEY POINTS

- WSPHA acknowledges the effect of white supremacy and institutional racism on health status resulting in inequities of higher rates of morbidity and mortality among Black, Indigenous, and People of Color (BIPOC) populations.
- Besides race, we recognize that bigotry exists for LGBTQIA, disabled, and religious individuals and that these bigotries have resulted in inequities and trauma. By centering on racism, we are not ignoring these other forms of oppression, but WSPHA is dedicated to eliminating all aspects of bigotry.
- Racism has led to distrust in our communities amongst BIPOC. This has resulted in BIPOC distrusting healthcare, police, programs and services, and government. This weighs heavily upon us, as the public health system, and we must raise our voice to this failure.

ACTIONABLE COMMITMENTS – ADVOCACY

Strategies

- Adopt and promote anti-racist ideas and organizational values
- Advocate for anti-racist policies and practices
- Identify, raise awareness, and publicize when we see disparities in illness, injury, and premature death among BIPOC
- Support policies that disrupt the school to prison pipeline and advance educational and leadership capacity and positionality of BIPOC as equitable partners and decision-makers
- **Advocate for equity of data**

ACTIONABLE COMMITMENTS – ADVOCACY

Actions

- **Campaign for organizations throughout Washington State to declare racism a public health crisis and take steps to dismantle institutional and structural racism**
- Campaign for people, police unions, police chiefs, sheriffs, prosecutors, judges, and district attorneys across Washington State to stand firm against all who would use hate, violence, and intimidation to achieve their ends, whether private citizens or law enforcement officials
- Campaign for all organizations, associations, businesses, and governments to provide education and training on bias, anti-racism, and equity
- Campaign for our schools to teach anti-racist practices and accurate histories of BIPOC
- Campaign for the education system to reform by integrating cultural practices, traditions, and histories
- Campaign for public agencies to collect data accurately and appropriately to assess full health impacts and statuses on BIPOC
- **Campaign for governmental jurisdictions to prioritize programs dismantling systemic racism, and economic and racial inequalities and away from imprisonment and incarceration systems**
- Campaign for voting rights, and equitable and transparent redistricting processes

ACTIONABLE COMMITMENTS – EDUCATION

Strategies

- Be a resource to communities and organizations considering or pursuing anti-racist objectives
- Be a conduit for appropriate, accurate, and effective information by educating ourselves on the history and legacy of colonialism

ACTIONABLE COMMITMENTS – EDUCATION

Actions

- Maintain external facing resources that accurately describe and account for racism's impact on the public's health
- Maintain resources for organizations interested in moving in an anti-racist direction and increasing diversity, equity, and inclusion
- **Conduct educational webinars and workshops on racism and equity**

ACTIONABLE COMMITMENTS – ALLYSHIP

Strategies

- Stand in solidarity with people raising their voice to eliminate racism
- Align our actions and resources with eliminating racism
- Align with partners to fight against white supremacy and institutional racism in the field of public health

ACTIONABLE COMMITMENTS – ALLYSHIP

Action

- Sign onto petitions and letters identifying racism as a public health crisis and support diversity, equity, and inclusion
- When invited or appropriate, participate with BIPOC communities on actions supporting health, anti-racism, diversity, equity, and inclusion

ACTIONABLE COMMITMENTS – ACCOUNTABILITY

Strategies

- Share power and work side by side with anti-racist organizations

ACTIONABLE COMMITMENTS – ACCOUNTABILITY

Actions

- Map out a diversity, equity, and inclusion initiative that will:
 - Center the question, “Where is racism manifested?” in our systems, processes, committees, and convenings
 - Identify and dismantle the barriers created by these systems and work to undo the ways it manifests in our own organization
 - **Recruit and sustain a diverse Board of Directors and staff that reflects our communities**
 - Foster a diverse membership

DISCUSSION QUESTIONS

- **What programs and initiatives, that are linked to population health outcomes, does your agency provide?**
- **What are your reactions or thoughts and what is happening in your agency that aligns with the resolution + plan?**
- **How is your agency sharing power, if it does not, does it want to share power, why or why not?**
- **Are there initiatives or legislation (local, state, or federal) that should be proposed or supported by WSPHA?**

Other questions to ponder:

- How can we work together to eliminate racism and improve health?
 - How can WSPHA best support your efforts to eliminate racism?
 - What educational resources (trainings, webpages, etc.) should WSPHA be sharing with its audience?
 - Are there existing projects or programs with similar strategies and actions that WSPHA should be familiar and/or connect?
 - Would you like to work with WSPHA and if so, how? How can we keep you best informed of this work?
 - What can we do together now, or in the future?
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