

Racial Equity Working Group

March 15, 2021

Next meeting: April 12th

Our Vision

- King County's Equity and Social Justice Strategic Plan is committed to leading with race and addressing intersectionality in communities and other systems
- HCHN GC envisions a King County Public Health that is reflective of the community it serves

Key documents for reference:

King County's Equity and Social Justice Strategic Plan

- <https://www.kingcounty.gov/elected/executive/equity-social-justice/strategic-plan.aspx>

Racing to Equity – Racial Caucusing Report, 2019

- <https://www.kingcounty.gov/depts/health/locations/homeless-health/healthcare-for-the-homeless/~media/depts/health/homeless-health/healthcare-for-the-homeless/documents/racial-caucusing-report-2019.ashx>

Key Context

- In assessing priorities for Racial Equity Working Group, the Group relied on recommendations from HCHN Admin team and as well as from the Raging to Equity project
- The first priority was HR policies and practices within HCHN and the broader network of contractors
- The Racial Equity Working Group thought it was important to start internally and get practices in place within King County before moving to look at the provider group

Changes We Would Like to See

The following practices done with a racial equity lens:

- Professional development targeting lower ranges on the salary scale
 - Training and development opportunities of existing staff
 - Paid time away from work to engage in these opportunities
- Promotion
 - Promote people are doing the work already
 - Look at with an eye to those with lived experience, including those from communities we serve
- Hiring practices
 - Where are we getting the word out to communities, including those with lived experience
 - How are people prepared to apply (e.g., technical assistance)
 - Not having it vary by department heads

Professional Development

- Provide opportunities for professional development at all levels
- Compensate for special duty assignments
- Educate managers about importance of professional development and reward them for providing such opportunities

Promotion

- Define what it means to embed equity into what it means to do a good job
- Document when people are doing a good job in their personnel file and share it with the employee
- Train managers to ensure they are promoting appropriately
- Analyze who gets promoted and who doesn't
- Make sure that preferred qualifications not overwhelm who is identified as candidates

Hiring Practices

- Value lived experience
- Think hard about whether “preferred” qualities are required
- Provide training on writing cover letters
- Provide questions in advance
- Analyze who gets hired and who doesn't

Our Discussion Today

- Feedback on our approach
 - Focus on go-first priorities for HCHN from Bernardo Ruiz
- Feedback on these priorities
 - Do you agree with a focus on hiring/promotion/professional development
- Where should we go next?

Brainstorming Our Next Steps

-
-
-
-