



PHT Meeting Minutes December 1, 2022/8:30am Skagit Station Meeting Room

Members: Thomas Boucher, Patty Codd, Bill Henkel, Maddy Mackenzie, Maureen Pettitt, Margaret Rojas, Mandi Rothman, Lyndie Simmonds, Annaliese Vance-Sherman

Community Stakeholders: Polly Dubbel, Kristen Ekstran, Jennifer Sass-Walton

Ex-Officio: Peter Browning

Staff: Melissa Doss

Welcome and Agenda Review:

Maureen welcomed everyone and updated the group about some of the things that were discussed at the last Steering Committee meeting and said that we would be getting into some of those topics in this meeting to get further perspective and insight. She then turned the meeting over to Kristen.

Equity Panel Debrief & Resource sharing activity:

Kristen explained that a good portion of the morning would be spent on finalizing the Equity Panel discussions. She would like to hear about everyone else's takeaways from the presentations, the individual organization's experiences and perspectives, and then for the final part of the discussion she would like to come up with a list of resources to share with people to include in the Trust's report.

1. Summary take-aways

- Valuable to use outside facilitator when no in-house expert to ensure everyone participates and learns
- Vital to have those with lived experience part of the process from the beginning
- Just Start! Take a learning perspective because it can be a long process
- The panelists had a foundational belief in DEI- this wasn't just a box to check
- Not necessary to have an end point in mind but be intentional about a starting point
- Benchmarks important for a societal change process. How to get there? Note places where challenges appear
- Balance of wielding/yielding power. Importance of learning about how to do this, especially for white leaders
- Lift up/hire the value of lived experiences. Critical to support/orient/supervise/build new culture as including those with lived experience in workforce.
- There can be a tension around pace- there needs to be time to bring everyone along but also an urgency to get moving

- The idea of finding champions across division/buildings/teams to share what is going on resonated with Trust members
- Training should be flexible and non-threatening. Find common understandings and use it to focus on what is happening in the organization.
- Be careful about hyperfocus on only one population. Create space for multiple voices, especially voices of dissent.
- Providing mentorship and leadership opportunities are an important way for diverse voices to be a part of the conversation and decision-making.
- Board membership is a critical starting point for DEI initiatives. Because board membership often selects from the top of an organizational chart, selection for seats has a cultural/structural bias. We need to change who we are looking at for Board membership.
- Organizations need to examine hiring practices including outreach (“those with lived experience are highly encouraged to apply” screening procedures, interview questions, etc. and recognize that leadership ability not linked to educational background.
 - Create training and leadership development in house
 - Pay for lived experience
 - Careful about language skills assumptions and how much translating is expected from roles that are NOT about communication
- As a public health system, we need to fix gaps and limitations in data systems. Important to look at outcomes and compare them by race/ethnicity.

Kristen then had the members move into smaller groups to share experiences within their own organizations. She asked them to discuss and report out on these four topics. Here are their collective remarks:

1. Training & Education

- Required & optional seminars for all staff in DEI Education & Training
- Civil Rights Training
- LGBTQ Training
- Mentorship programs encouraging leadership opportunities for marginalized communities
- Understanding there is no “Universal Training” solution
- Focus on Health Disparities
- Find common understandings about racism causes
- Be flexible

2. Attitudes, Behavior, Intergroup Process

- Give voice to differing peoples’ opinions, goals, policy, advocacy, awareness, and do not always look for college educated professionals for board positions
- Small, voluntary focus groups to “tell your truth”
- Intentional conversations with work teams about universal respect and equity topics
- Challenges: How to channel community activism into productive outcomes?
- Getting started is a question of “How do we begin” “How are we creating space for voices”
- Find champions across sectors/teams

3. Organizational Practices

- State L & I has created a DEI Department reporting directly to the Commissioner
 - Job Postings: rigid job descriptions have been changed with updates to minimum requirements
- Recognize leadership ability is not linked to level of education therefore creating leadership development in all positions
- Bilingual pay
- DEI Committee, consultants, Promotoras
- Listen to what the community is asking for
- Need to fix gaps, limitations in forms, data, procedures, etc. early on. (Software, etc.) can be done in the background
- Signal to potential employees that DEI is important to the organization, ie. Asking questions in interview such as what does “DEI mean to you?”
- Challenges: Bilingual staff being asked to do things beyond their role, and being asked to represent entire group, inconsistent multilingual communications, hours of work/schedules, coordinating partnerships with key partners.

4. Assessment, Evaluation, & Strategic Planning. Responses included:

- Review/revise Vision Statement each year
- Equity incorporated into County and Public Health strategic plan
- Each staff person develops professional development goals based on individual needs (then evaluated on these goals)
- Staff and community partner surveys conducted within “Help me Grow” framework
- Improved data collection on race/ethnicity- State WAC 246-101-011
- How do we include Board, staff, & community?
- Be reactive & proactive
- Look at outcomes & build systems for accurate data collection if you don’t have it
- Have a DEI strategy plan that supports/intersects with organizations strategic plan

Finally, members made a list of their favorite DEI resources used within their organizations.

ARPA Project Update

Kristen updated the Trust on the status of the three projects that focus on Access to Care. Partners are working through project design conversations with the hope of bringing the projects back to the Commissioners for a second round of funding.

2022 accomplishments

- Completion of a COVID Recovery Plan which was presented to the BOH and to the community -at-large through a variety of presentations and the Powerful Partnerships event
- Determined metrics for evaluating the Recovery plan strategies
- Developed 12 projects to address the goals and strategies in the Recovery Plan and presented to the Commissioners for ARPA funding
- 3 months of discussion around health equity strategies which will be catalogued into a report for the community

Next Workgroup Decision

Kristen announced that the Steering Committee decided that Food Security will be the next workgroup. She went over the criteria for decision-making and asked members if they have any questions or concerns. There was a short discussion regarding the community resources and what steps will need to be taken to help ensure that we can make Food Security successful in our area.

Kristen also gave a quick overview of the next couple of months meetings, thanked everyone for coming, and for their hard work over this past twelve months.

Meeting adjourned.