



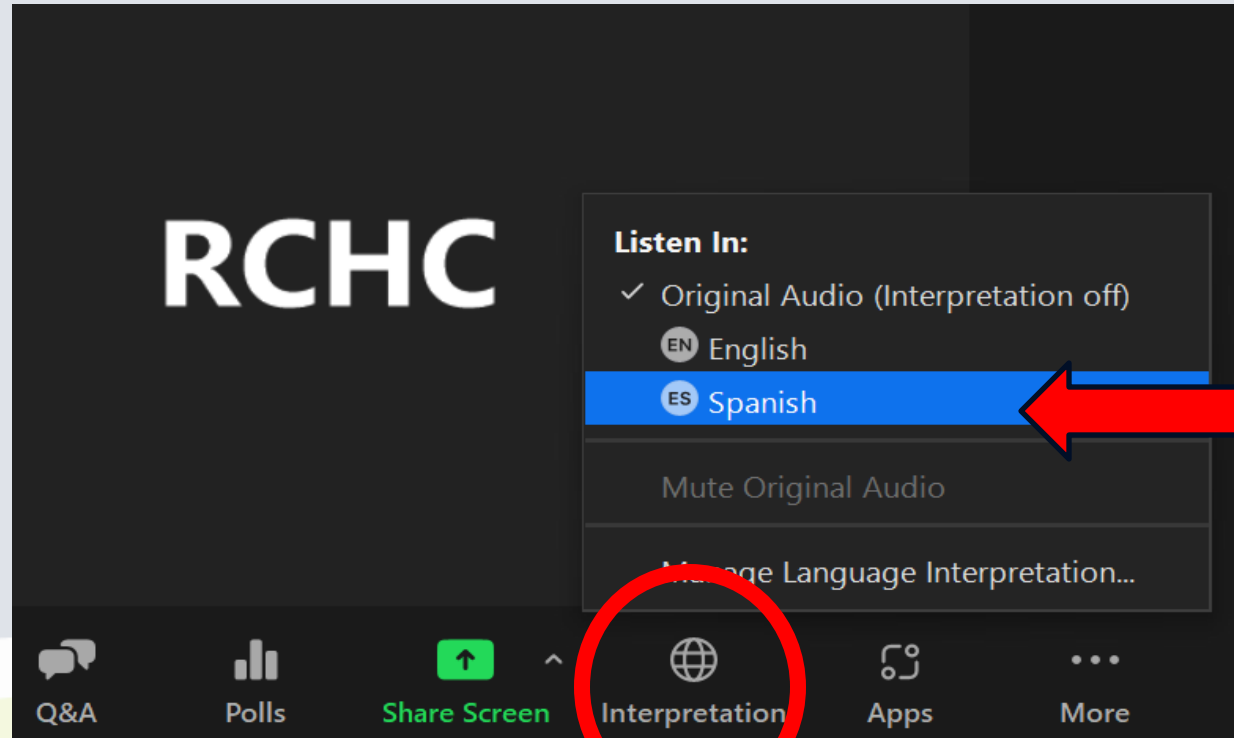
RIVERSIDE
COUNTY HEALTH
COALITION

*Revisiting Racism and Inequity as a Public Health Crisis:
Where We Are Now and Where We Are Headed*

*Revisitando los Temas del Racismo y la Inequidad
Como Una Crisis de Salud Pública:
Dónde Estamos Ahora y Hacia Donde Nos Dirigimos*

**Welcome! We will begin
momentarily.
¡Bienvenidos! Comenzaremos en
un momento.**

October 18th, 2023



Para audio en español, haga clic en el la opción de "Interpretation." Luego hará clic en la opción de "Spanish".



RIVERSIDE
COUNTYHEALTH
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*Revisiting Racism and Inequity as a Public Health Crisis:
Where We Are Now and Where We Are Headed*

*Revisitando los Temas del Racismo y la Inequidad Como Una Crisis de Salud Pública:
Dónde Estamos Ahora y Hacia Dónde Nos Dirigimos*

**Welcome and
Acknowledgements!**

¡Bienvenida y Reconocimientos!



RIVERSIDE COUNTY HEALTH COALITION

Mission:

to Promote, Improve, and Sustain

social and physical environments for health and wellness in Riverside County!

¡Una coalición hecha para

Promover, Mejorar y Mantener

entornos sociales y físicos para la salud y el bienestar en el condado de Riverside!

Why are we here?

¿Por qué estamos aquí?



- Expansion of partnerships
- Shared resources
- Highlighting innovative practices
- Community empowerment



- Expansión de asociaciones
- Recursos compartidos
- Destacando prácticas innovadoras
- Empoderamiento de la comunidad



RIVERSIDE COUNTY HEALTH COALITION

Please pass this invitation along to your partner networks as we welcome their participation!

Community resources and events shared by the coalition can be found on our [LINKTREE](#)

2024 General Membership Meeting Schedule:

TIME:
10 a.m. - 12 p.m.

LOCATION: Hybrid
In Person or Online

[REGISTRATION INFORMATION](#)

Wednesday January 17, 2024

Wednesday April 17, 2024

Wednesday July 17, 2024

Wednesday October 16, 2024

The Riverside County Health Coalition Mission

The Riverside County Health Coalition is a public and private partnership whose mission is to promote, improve, and sustain social and physical environments for health and wellness through policy development and advocacy, environmental change, and community empowerment in Riverside County.

To fulfill its mission, the Riverside County Health Coalition meets quarterly every year to provide an excellent forum to share knowledge and experience; collaborate and network with other agency partners, schools, and organizations. The coalition aims to gather, support, and mobilize partners from multiple domains; provide leadership and vision; and coordinate county-wide efforts in the promotion of healthier living throughout our County.

@equityinrivco
FOLLOW US ON SOCIALS



Questions?

Email the Health Equity Team

✉ RivCoHealthEquity@ruhealth.org

RIVERSIDE COUNTY HEALTH COALITION

¡Por favor, pase esta invitación a sus redes de socios para invitarlos a participar!

Recursos y eventos comunitarios compartidos por la coalición:
[LINKTREE](#)

Calendario de juntas de membresía general del 2024:

HORARIO:
10 a.m. - 12 p.m.

UBICACIÓN: híbridas
En persona o en línea

[INFORMACIÓN DE REGISTRO](#)

Miércoles 17 de enero, 2024

Miércoles 17 de abril, 2024

Miércoles 17 de julio, 2024

Miércoles 16 de octubre, 2024

La misión de la coalición de salud del condado de Riverside

La Coalición de Salud del Condado de Riverside es una asociación pública y privada cuya misión es promover, mejorar y mantener entornos sociales y físicos para la salud y el bienestar a través del desarrollo y la defensa de políticas, el cambio ambiental y el empoderamiento de la comunidad en el Condado de Riverside.

Para cumplir con su misión, la Coalición de Salud del Condado de Riverside se reúne trimestralmente cada año para proporcionar un excelente foro para compartir conocimientos y experiencias; colaborar y establecer contactos con otros socios de agencias, escuelas y organizaciones. La coalición tiene como objetivo reunir, apoyar y movilizar socios de múltiples dominios; proporcionar liderazgo y visión; y coordinar los esfuerzos de todo el condado en la promoción de una vida más saludable en todo nuestro Condado.

@equityinrivco
SÍGUENOS EN LOS REDES SOCIALES



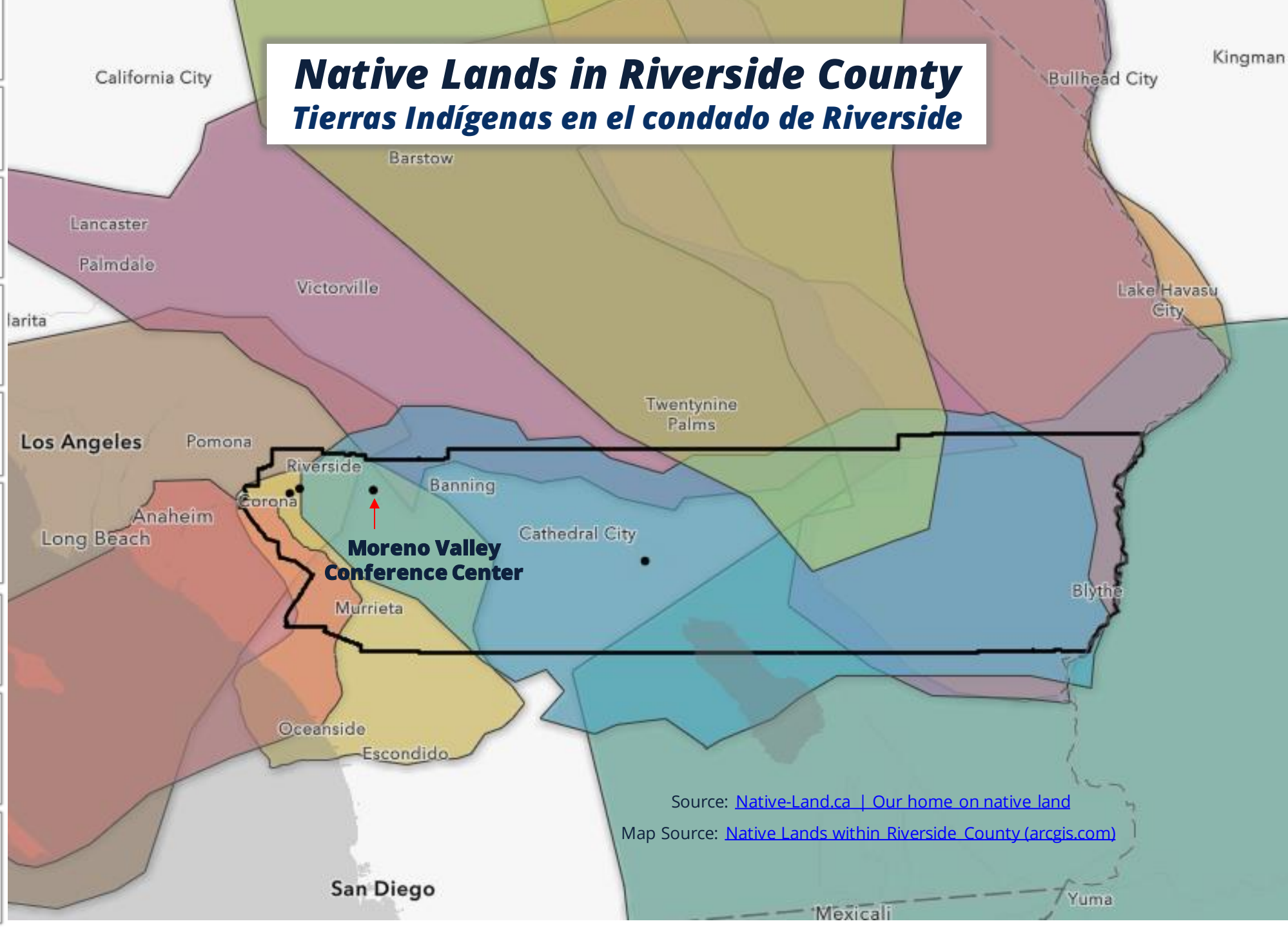
¿Preguntas?

Envíe un correo electrónico al
Equipo de Equidad en Salud

✉ RivCoHealthEquity@ruhealth.org

Native Lands in Riverside County ***Tierras Indígenas en el condado de Riverside***

- Acjachemen (Juaneño)
- Cahuilla
- Newe (Western Shoshone)
- Nuwuvi (Southern Paiute)
- Nüwüwü (Chemehuevi)
- Payómkawichum (Luiseño)
- Tongva (Gabrieleno)
- Xawill kw'ichawaay (Cocopah)
- Yuhaviatam/Maarenga'y am (Serrano)



Source: Native-Land.ca | Our home on native land

Map Source: [Native Lands within Riverside County \(arcgis.com\)](http://Native Lands within Riverside County (arcgis.com))

HOUSEKEEPING / ASUNTOS



In-Person

- Please sign in at the greeter's table
- Restrooms located in the hallway/
Breastfeeding room available
- Staff will monitor throughout the meeting
- We have closed captioning services in English & Spanish and an ASL Interpreter.
 - Information provided as QR code below
- Slides and a recording of this event will be shared after the meeting.



English Stream Text



En persona:

- Regístrese en la mesa de bienvenida
- Baños ubicados en el pasillo/
Sala de lactancia disponible
- El personal supervisará durante toda la reunión.
- Contamos con servicios de subtítulos en inglés y español y un intérprete de ASL.
 - Información proporcionada como código QR a continuación
- Las diapositivas y una grabación de este evento se compartirán después de la reunión.

Español Stream Text



HOUSEKEEPING / ASUNTOS



Virtual:

- Please enter your name, pronouns, and affiliation in your profile name.
- Staff will monitor throughout the meeting
- All participants are muted upon entry.
- Please submit any questions through the Q&A box
- We have closed captioning services in English & Spanish and an ASL Interpreter.
 - Information provided in the chat



Virtual:

- Por favor ingrese su nombre, pronombres, y afiliación en su nombre de perfil.
- El personal supervisará durante toda la reunión.
- Todos los participantes son silenciados al entrar.
- Envíe cualquier pregunta a través del cuadro de preguntas y respuestas.
- Contamos con servicios de subtítulos en inglés y español y un intérprete de ASL.
 - Información proporcionada en el chat.

AGENDA

Presentation from the County Executive Office

Update on the Board of Supervisor's declaration on Racism and Inequity as a Public Health Crisis in Riverside County

Barry E. Knight (he/him), County DEI Officer

Q&A

Break

Presentation from Prevention Institute

Title: Update on the Riverside County Health Equity Strategic Plan: Responding to Racism as a Public Health Crisis

Katie Miller (she/her), Associate Program Director

Q&A

Partner Updates

Health Equity Program Updates/Wrap-Up

Presentación de la Oficina Ejecutiva del Condado

Actualización sobre la Declaración de la Junta de Supervisores sobre el Racismo y la Inequidad Como Crisis de Salud Pública en el Condado de Riverside

Barry E. Knight (el), County DEI Officer

Preguntas y Respuestas

Descanso

Presentación de Prevention Institute

Actualización sobre el Plan Estratégico de Equidad en Salud del Condado de Riverside: Respondiendo al Racismo como una Crisis de Salud Pública

Katie Miller (ella), Associate Program Director

Preguntas y Respuestas

Actualizaciones de los Socios

Actualizaciones del Programa de Equidad en Salud / Conclusión

INTRODUCTORY POLL ICEBREAKER

ENCUESTA INTRODUCTORIA

What sector does your organization represent?

¿Qué sector representa su organización?

- Community Members/ Students
- Community-Based Organizations / Faith-Based Organizations
- Education / Academia
- Government
- Healthcare / Public Health
- Housing/ Planning
- Law Enforcement / First Responder
- Native / Tribal Community
- Social Services / Mental Health
- Other
- Miembros de la comunidad/Estudiantes
- Organizaciones basadas en la comunidad / Organizaciones basadas en la fe
- Educación / Academia
- Gobierno
- Cuidado de Salud / Salud Pública
- Vivienda/ Planificación
- Aplicación de la ley/ Primeros Auxilios
- Comunidad Nativa / Tribal
- Servicios Sociales / Salud Mental
- Otro

Who is here? ¿Quién está aquí?





30 YEARS OF BUILDING FOR GOOD



WORLD BE WELL, INC.



Building Bridges for Special Needs-CV



Racism and Inequity as a Public Health Crisis

Board of Supervisors Resolution

- **On Aug 4, 2020, the Riverside County Board of Supervisors voted 5-0 to declare racism as a public health crisis.**
 - Create an inclusive, well-informed governmental organization that is conscious of injustice and unfairness through robust trainings and continuing education
 - Eliminate those policies and practices that facilitate discrimination and violence against specific populations.
 - Implement community-based alternatives to address harms and prevent trauma.

RESOLUTION NO. 2020-179

A RESOLUTION OF THE BOARD OF SUPERVISORS OF THE COUNTY OF RIVERSIDE DECLARING RACISM AND INEQUITY AS A PUBLIC HEALTH CRISIS

RESOLUTION NO. 2020-179

A RESOLUTION OF THE BOARD OF SUPERVISORS OF THE COUNTY OF RIVERSIDE DECLARING RACISM AND INEQUITY AS A PUBLIC HEALTH CRISIS

WHEREAS, the County is dedicated to improving health and wellness, eliminating health disparities and achieving health equity for all residents; and

WHEREAS, the County is deeply saddened by the tragic deaths of George Floyd, Breonna Taylor, Rayshard Brooks and countless Black Americans and other people of color who have been the victims of racially motivated violence; and

WHEREAS, systemic racism causes persistent racial discrimination in housing, education, employment, transportation, and criminal justice and an emerging body of research demonstrates that racism is a social determinant of health and a significant barrier to achieving health equity; and

WHEREAS, communities of color are disproportionately impacted by the negative effects of the social determinants of health, such as increased exposure to lead, poor air quality, lack of safe places to walk, bike or run, and unequal access to safe, stable housing; and

WHEREAS, living with the threat of discrimination and violence creates toxic stress for communities of color and that continued exposure to threatening situations can have lasting negative effects on health, development, well-being and opportunity; and

WHEREAS, the U.S. National Institutes of Health reports that multiple studies suggest that experiences of racism or discrimination raise the risk of emotional and physical health problems, including depression, cardiovascular disease, hypertension, and even death; and

WHEREAS, racism can manifest in different ways ranging from violent attacks, to implicit bias, to differential access to resources and opportunities; and

WHEREAS, racism operates on systemic, institutional, and interpersonal levels, all of which resonate throughout time and across generations;

WHEREAS, racism has resulted in the development of systems and institutions, including those within government, that perpetuate inequities through policies and practices, and

WHEREAS, systemic racism and the resulting inequities threaten the health and well-being of Black Americans and other communities of color; and

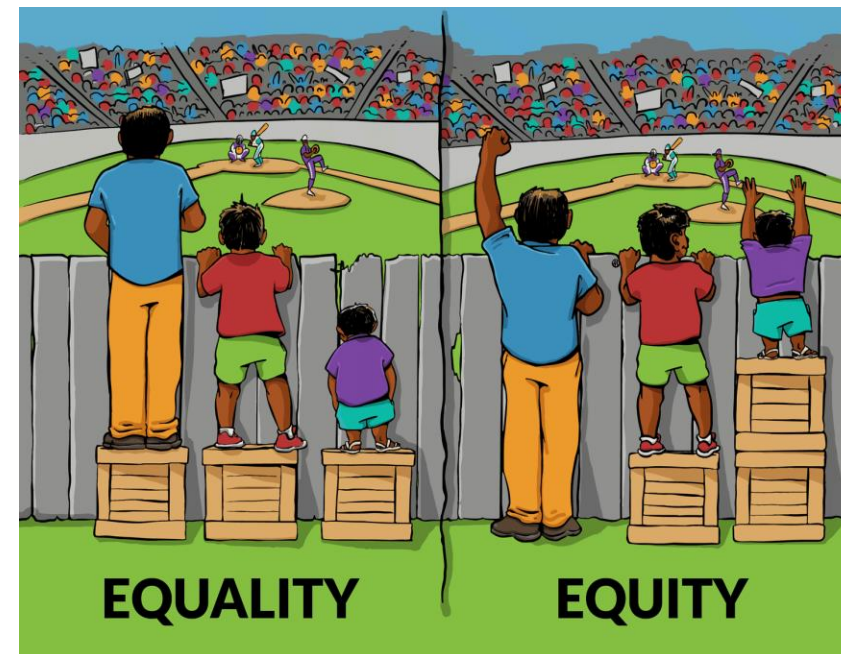
NOW, THEREFORE, BE IT RESOLVED by the Board of Supervisors of the County of

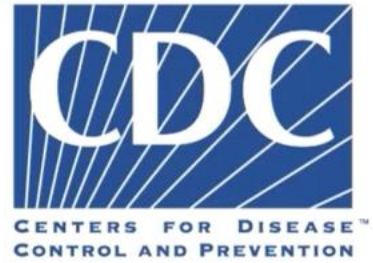


Image Source: Communities Count

Defining Terms

- **Racism:** is a system—consisting of structures, policies, practices, and norms—that **assigns value and determines opportunity based on the way people look or the color of their skin.** This results in conditions that unfairly advantage some and disadvantage others throughout society. (CDC, 2023)
- **Systemic racism:** an infrastructure of rulings, ordinances or statutes created by a sovereign government or authoritative entity, **whereas such ordinances and statutes entitles one ethnic group in a society certain rights and privileges,** while denying other groups in that society these same rights and privileges. (OHCHR, 2023)
- **Inequity:** refers to a lack of equity, which means “justice” or “fairness.”





Racism and Health

Centers for Disease Control and Prevention (CDC)



Barry E. Knight, RivCo DEI Officer

Barry E. Knight serves as DEI Officer for the County of Riverside. His work includes working with department leaders and analysts to identify and implement solutions to eliminate inequity and disparity in all internal and external services for any individual/community and improve the quality of life for the people they serve. Mr. Knight is also the founder and CEO of BEK Impact, a leadership consulting firm dedicated to unleashing the executive leader's power to drive greater impact and change by aligning and optimizing their vision, teams, and strategy.

Barry E. Knight se desempeña como Oficial de DEI para el Condado de Riverside. Su trabajo incluye trabajar con líderes y analistas de departamento para identificar e implementar soluciones para eliminar la inequidad y la disparidad en todos los servicios internos y externos para cualquier individuo/comunidad y mejorar la calidad de vida de las personas a las que sirven. El Sr. Knight también es el fundador y director ejecutivo de BEK Impact, una firma de consultoría de liderazgo dedicada a liberar el poder del líder ejecutivo para impulsar un mayor impacto y cambio al alinear y optimizar su visión, equipos y estrategia.



Pronouns: (He/Him)



COUNTY OF RIVERSIDE

DEIA UPDATES & REPORT

OUR TIME, AT A GLANCE...

- **Definitions**
- **What we've achieved**
- **Operationalizing**



HOW IT STARTED...

On August 4, 2020, the Riverside County Board of Supervisors declared racism and inequity a public health crises.



THINKING PROCESS...

I SKATE TO
WHERE THE PUCK
IS GOING TO BE,
NOT WHERE IT
HAS BEEN.

Wayne Gretzky



AZQUOTES

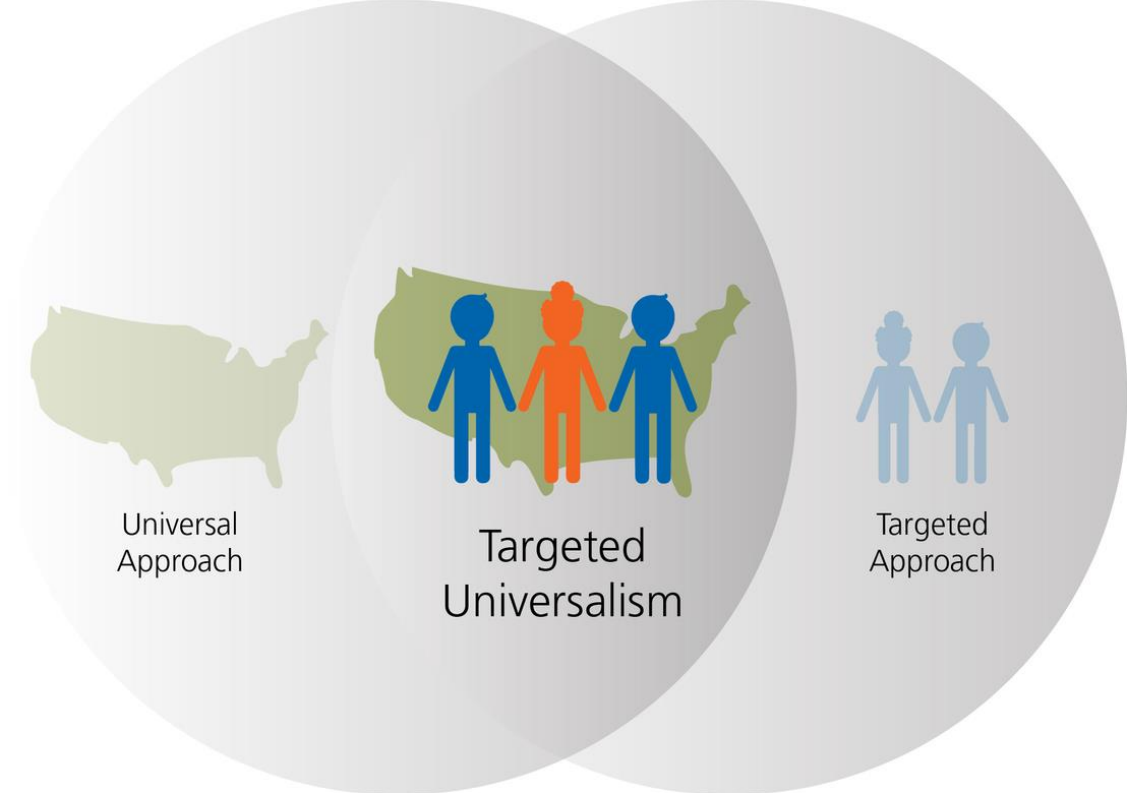


THINKING PROCESS...

“AT SPEC”



THINKING PROCESS... EQUITY 2.0



THINKING PROCESS...

op•er•a•tion•a•lize (*verb*) removing ambiguity in written work and research by defining all relevant variables such that they can be objectively measured



SO WHAT IS DEIA?

DIVERSITY is not an outcome!

DIVERSITY is a strategy that leads to better discussions, decisions, and outcomes.



SO WHAT IS DEIA?

DIVERSITY

SARA BLAKELY
FOUNDER + OWNER OF SPANX

***BUILDING A BILLION DOLLAR
COMPANY FOR COMFORT***



SO WHAT IS DEIA?

EQUITY



SO WHAT IS DEIA?

**INCLUSION &
ACCESS**



SO WHAT IS DEIA?



SO WHAT IS DEIA?

DEIA is...

“The lens that helps us pay attention to what we’re looking at!”



WHAT IN THE WORLD HAVE WE ACCOMPLISHED THE PAST 12MOS?

1. Taskforce to DEIA Advisory Committee
2. Built internal team (management analysts; HR; Data and research; communications; legislative affairs)
3. Data; Dashboards
 - a. Who's applying (10 years); who's being hired (from where); who's being promoted
 - b. Rivco workforce is diverse, but not in management/leadership



DRAFT - Diversity, Equity, and Inclusion - Countywide Applications

Department
All

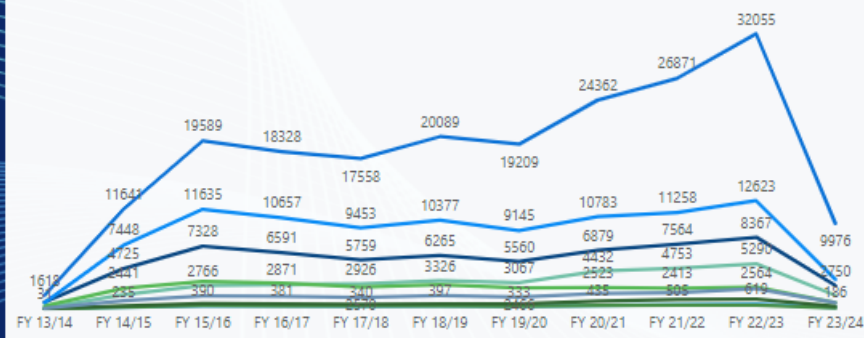
Total Applicants
319,851

Total Applications
1,373,740

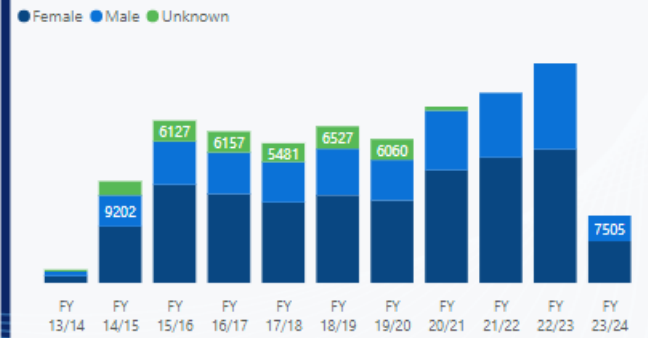
FY 13/14 FY 16/17 FY 19/20 FY 22/23
 FY 14/15 FY 17/18 FY 20/21 FY 23/24
 FY 15/16 FY 18/19 FY 21/22

American India... Asian Black/African A... Decline To State Hispanic/Latino/... Multi-Race Native Hawaii... Not Specified Two Or More, N... White

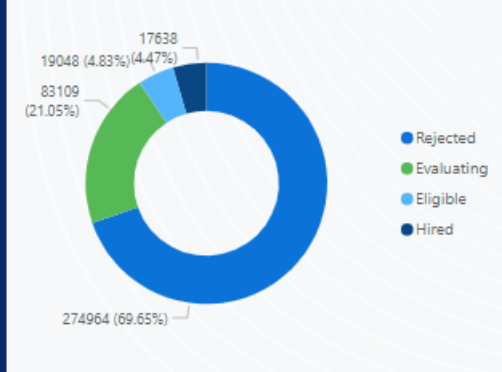
Applicants by Ethnicity



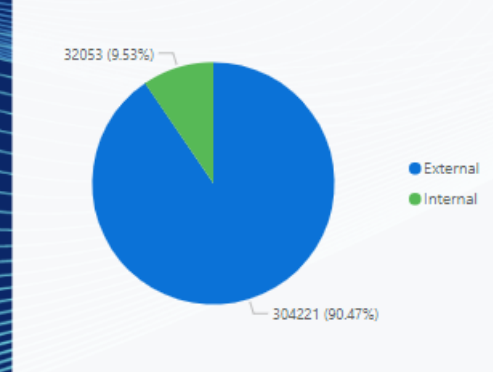
Applicants by Gender



Application Status



Type of Applicants

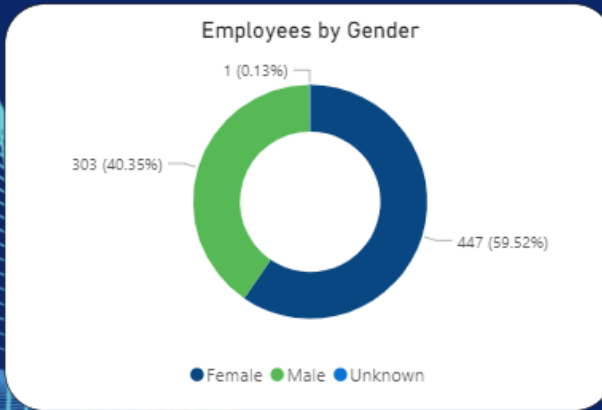




Draft-Countywide Employees

Total Current Employees

751



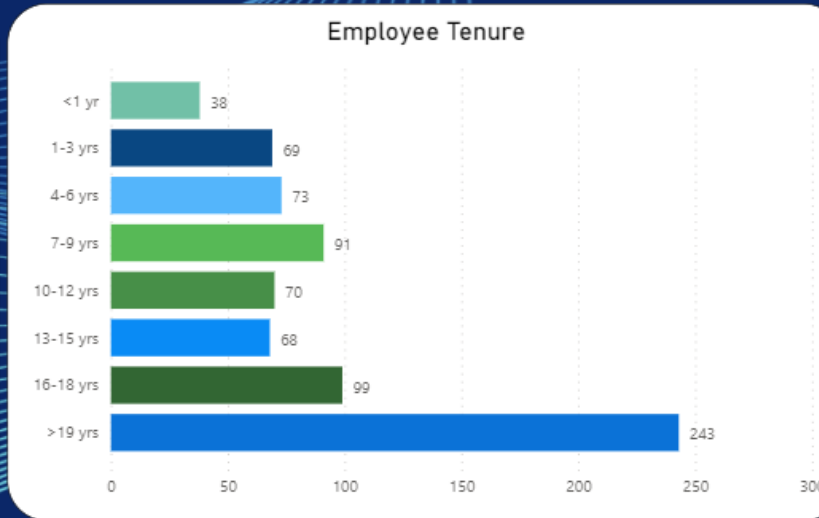
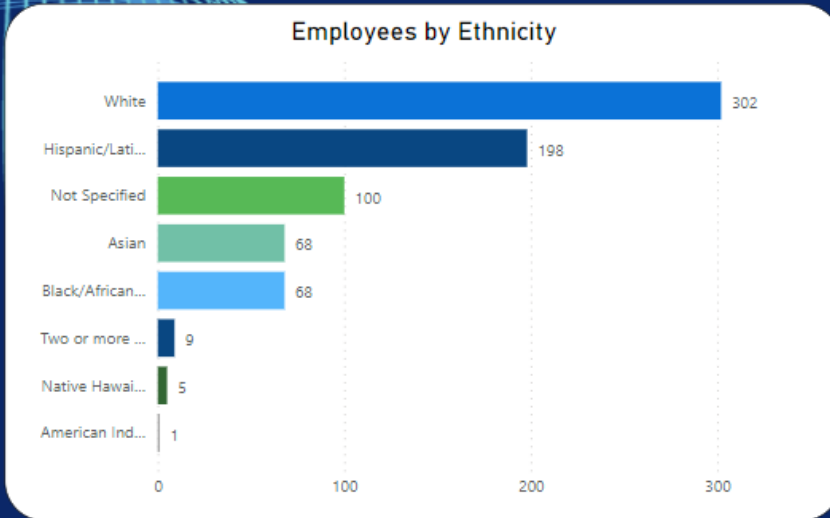
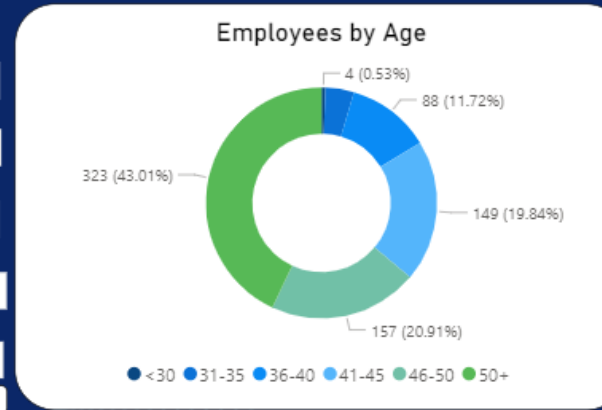
Department:

Budget Unit:

Job Title:

Ethnicity:

Job Category:



WHAT IN THE WORLD HAVE WE ACCOMPLISHED THE PAST 12MOS?

“The problem you’re trying to solve...you probably don’t have the data for it yet.”

“Data are not numbers. Data are people.”



WHAT IN THE WORLD HAVE WE ACCOMPLISHED THE PAST 12MOS?

4. Worked with Public Health to develop Health Equity Strategic Plan
5. DEIA Questionnaire...hired a research specialist to help analyze data
6. Gathering Data Checklist
7. Strategic Equity Plan
8. Joint Department DEIA Committees
9. Equity focus in SFP
10. Partner with ISD/ESRI
11. Partner with Riverside County Superior Court
12. Policy Review Equity Tool





DEIA PLAYBOOK

FY 2023-24



WHAT IN THE WORLD HAVE WE ACCOMPLISHED THE PAST 12MOS?



DEIA Stories: The Learning Series



THANKS

For Your Time and Attention



Q & A

PREGUNTAS Y RESPUESTAS

10 Minute Break

DESCANSO DE 10 MINUTOS

Presentation

PRESENTACIÓN

Katie Miller

Speaker

Katie Miller, MPH, is an associate program director at Prevention Institute, where she provides leadership for project management, strategic thinking, sustainability planning, evaluation, and communication in support of local health jurisdictions, community-based organizations, health systems, and other community-based collaboratives that are advancing health equity and racial justice.

Katie Miller, MPH, es directora asociada de programas en el Instituto de Prevención, donde brinda liderazgo para la gestión de proyectos, el pensamiento estratégico, la planificación de la sostenibilidad, la evaluación y la comunicación en apoyo de las jurisdicciones sanitarias locales, las organizaciones comunitarias, los sistemas de salud y otras colaboraciones comunitarias que promueven la equidad en la salud y la justicia racial.



Pronouns: (She/Her)



Update on the Riverside County Health Equity Strategic Plan: Responding to Racism as a Public Health Crisis

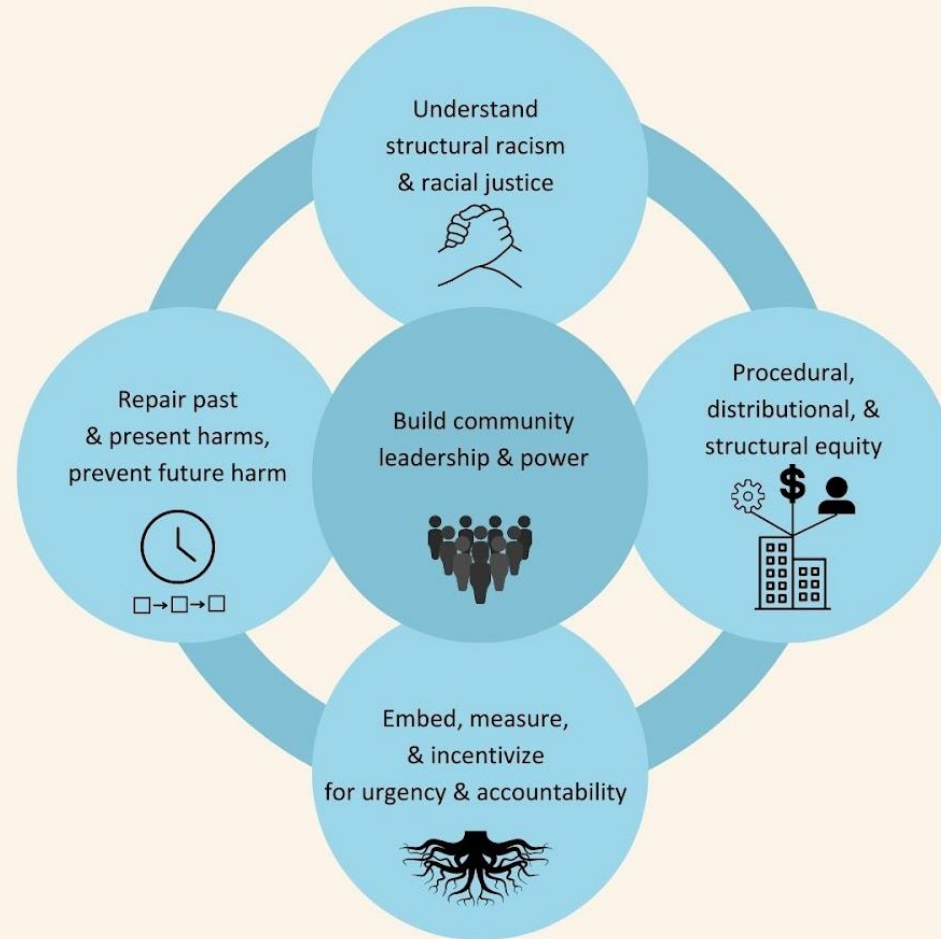
Katie Miller, MPH
October 18, 2023

PREVENTION
INSTITUTE



Prevention Institute

3RD



Five principles of racial justice in action, Prevention Institute.

Overview of Plan Development Process



Health Equity Strategic Plan (HESP) Outline and Content

1. The strategic imperative for health equity and racial justice
 2. Inclusive community engagement and partnership
 3. Organizational change
 - a) Workforce
 - b) Training
 - c) Infrastructure
 - d) Finance
 - e) Data
 - f) Communications
 4. Priority setting for the SDOHs
 - a) Health Care Access and Quality
 - b) Economic Stability
 - c) Education Access and Quality
 - d) Neighborhood and Built Environment
 - e) Social and Community Context
 5. Evaluation, accountability, and sustainability
 6. Next steps
- Appendix: Resources

Health Equity Strategic Plan Overview



Health Equity Strategic Plan Overview

COMMUNITY ENGAGEMENT + PARTNERSHIPS

- **Capacity-building**: Grow agency staff knowledge and build internal capacity to support inclusive community engagement countywide
- **Partnerships**: Strengthen relationships with community-based partners
- **Resources**: Invest in authentic, consequential engagement practices countywide
- **Approach**: Develop a countywide community engagement and partnership plan with ongoing opportunities for quality improvement

Health Equity Strategic Plan Overview

ORGANIZATIONAL CHANGE

- **Workforce**: Increase the diversity of County staff and leadership, with an emphasis on underrepresented groups, especially those disproportionately impacted by historical and present-day inequities
- **Training**: Build the capacity of County staff to understand and address structural and interpersonal racism
- **Infrastructure**: Develop and cultivate internal infrastructure to take action on strategic plan goals and activities
- **Finance**: Utilize transformative resource investment to advance equity
- **Data**: Identify gaps between what is currently measured and what can be measured
- **Communications**: Promote a culture of equity and justice through internal and external County communications

Health Equity Strategic Plan Overview

SELECT SOCIAL DETERMINANTS OF HEALTH (SDOH) EXAMPLE STRATEGIES

- Health Care Access and Quality
- Economic Stability
- Education Access and Quality
- Neighborhood and Built Environment
- Social and Community Context

EVALUATION, ACCOUNTABILITY, AND SUSTAINABILITY

- Track, measure, and evaluate progress towards equity

Feedback Received

- Narrative considerations
- Provide definitions for historically excluded populations and community groups
- Emphasize the importance of community power building (overall, and as an outcome pursued in part through the improvement of County processes)
- Add examples of County agencies implementing equity
- Strengthen action language and ties to accountability

Recommendations

- Continue building relationships with community groups of various sizes and constituencies
- Pursue more streamlined contracting processes
- Conduct racial impact assessment across County agencies
- Use the HESP strategies to develop goals and tactics for action
- Provide regular updates on progress internally and externally
- Equity in action is a continuous improvement process that's not just about implementation, but about ongoing courageous conversations



Q&A

Have a question or want to follow up? Contact us at:

Katie Miller, MPH

Associate Program Director

Katie@preventioninstitute.org

Brianna Hodge

Program Assistant

Brianna@preventioninstitute.org

Q & A

PREGUNTAS Y RESPUESTAS

Kindly take our survey

Por favor responda a nuestra encuesta

Your feedback will help us advance health equity in
Riverside County, together!

¡Sus comentarios nos ayudarán a promover la equidad en salud en el condado de
Riverside, juntos!

English & Español



The survey link is also in the chat.

El enlace de la encuesta también está en el chat.

PARTNER UPDATES

ACTUALIZACIONES DE SOCIOS

Health Equity Program Update

*ACTUALIZACIÓN DEL PROGRAMA DE
EQUIDAD EN SALUD*

Follow Us on Social Media

Síguenos en las redes sociales

@equityinrivco



Instagram



Tik Tok

Links in Chat

Enlaces en el Chat



EQUITEA

RIVCO PUBLIC HEALTH PODCAST



@EquityInRivco





RCHC LinkTree



RivCo Health Coalition

Equity in RivCo Resources, Events, and Coalition Registration Link



RCHC Meeting Registration



Riverside County Health Coalition - July 19, 2023 (Hybrid Options)

Community Resources and Events

Partner Resources

Partner Events

Funding Opportunities

HCAI- Caring4Cal- Workforce Fund

CDPH- Injury & Violence Prevention Branch Program- Strengthening Economic Security and Mobility



Yield Giving Open Call for Community Based Organizations

Riverside University Health System



4.27.23, Promote Self-Efficacy & Community Efficacy Training

Social Media Links

Enlaces de Redes Sociales



Share Your Thoughts

Comparta Sus Ideas

Kindly take our survey. Your feedback will help us advance health equity in Riverside County, together!

Por favor responda a nuestra encuesta ¡Sus comentarios nos ayudarán a promover la equidad en salud en el condado de Riverside, juntos!

English & Español



The survey link is also in the chat.

El enlace de la encuesta también está en el chat.



RIVERSIDE
COUNTY HEALTH
COALITION

Riverside County, Health Equity Program

RUHS – Public Health, Epidemiology & Program Evaluation

**Programa de Equidad en Salud
Epidemiología y Evaluación de Programas**

RivCoHealthEquity@ruhealth.org

THANK YOU

GRACIAS

Next meeting:

Wednesday, January 17th, 2024

The meeting will take place virtually and in person.

Próxima reunión:

miércoles, 17 de enero de 2024

La reunión se llevará a cabo de manera virtual y presencial.