



The banner features a dark blue background with a network diagram of white and orange circles. On the left, a circular inset shows two people in conversation. On the right, another circular inset shows a group of people in a meeting. The text is centered and includes the event title, subtitle, and dates.

COVID-19 HEALTH DISPARITIES GRANT
REVERSE SITE VISIT: CELEBRATING OUR SUCCESSES
MARCH 26 - 28, 2024 · CHICAGO, ILLINOIS

PUBLIC HEALTH'S ROLE IN CONTINUING MOMENTUM AFTER DECLARING RACISM AS A PUBLIC HEALTH CRISIS

Areli Williams, MPH
she/her/ella

Vanessa Cummings, MPH, MCHES
she/her/hers

LEARNING OBJECTIVES

By the end of this session, participants will be able to:

- Understand how to layer actions at the County-level and Public Health-level
- Learn about equity containers
- Absorb lessons from a local health department's journey

SACRAMENTO COUNTY



Promote • Prevent • Protect

SACRAMENTO COUNTY

County Population: 1.57 million

7 Cities: Sacramento, Folsom, Isleton, Galt, Citrus Heights, Elk Grove, Rancho Cordova

Federally Recognized Tribe: Wilton Rancheria

7 Threshold Languages: Arabic, Cantonese, Farsi, Hmong, Russian, Spanish, and Vietnamese

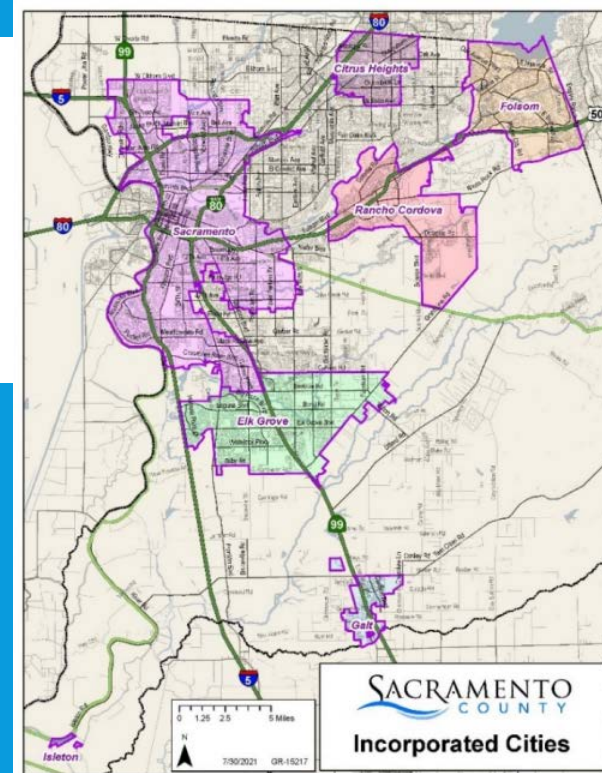
Other:

- 19 major public & private colleges & universities
- 10 hospitals
- 30 parks with 6 million trees

City of Sacramento Population: 525,000

- 46 % White
- 21 % Hispanic/Latinx
- 15 % AAPI
- 10 % Black/African American
- 5 % Mixed
- 2 % Other

Major Employment Sectors: Government (federal, state and local), education, information technology, health services, leisure and hospitality, and transportation



DECLARATION TO ACTION

- September 20th, 2020
 - [Governor Newsom Signs Landmark Legislation to Advance Racial Justice](#)
- November 17th, 2020
 - The Sacramento Board of Supervisors declare *Racism a Public Health Crisis*
- Nationally over **200+ declarations** passed since May 2020.



COUNTY LAYER



2020

2021

2022

2023

2024

- County Board of Supervisor Declaration

- Management Performance County Assessment

- Equity Cabinet

- Government Alliance on Race and Equity (GARE) Subcommittee created
- County Racial Equity Summit

- Hired Diversity Equity Inclusion (DEI) Officer
- GARE Application Submitted 3/8!

PUBLIC HEALTH LAYER

SACRAMENTO COUNTY



**PUBLIC
HEALTH**

Promote • Prevent • Protect



From left to right, Areli Williams, Vanessa Cummings, Tim Choi, Kirbee Brooks-Gomez, Cassandra Early, and Gurleen Roberts

2019

2020

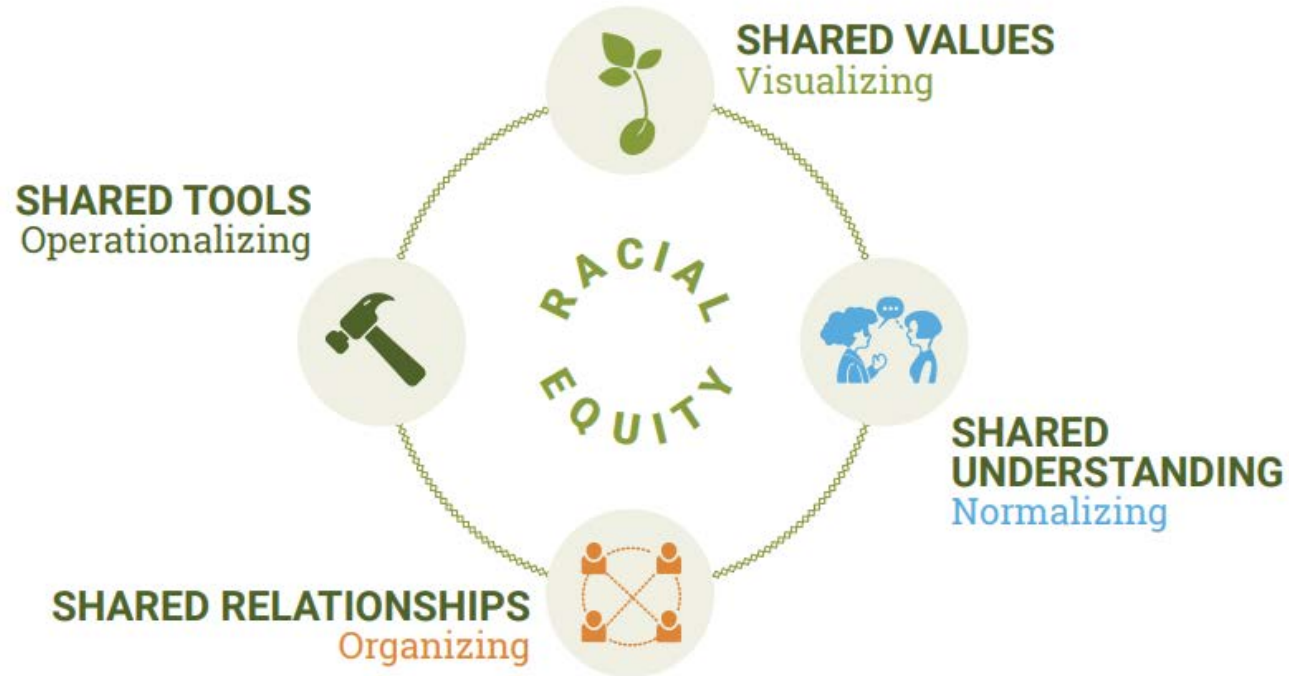
2021

2022

2023

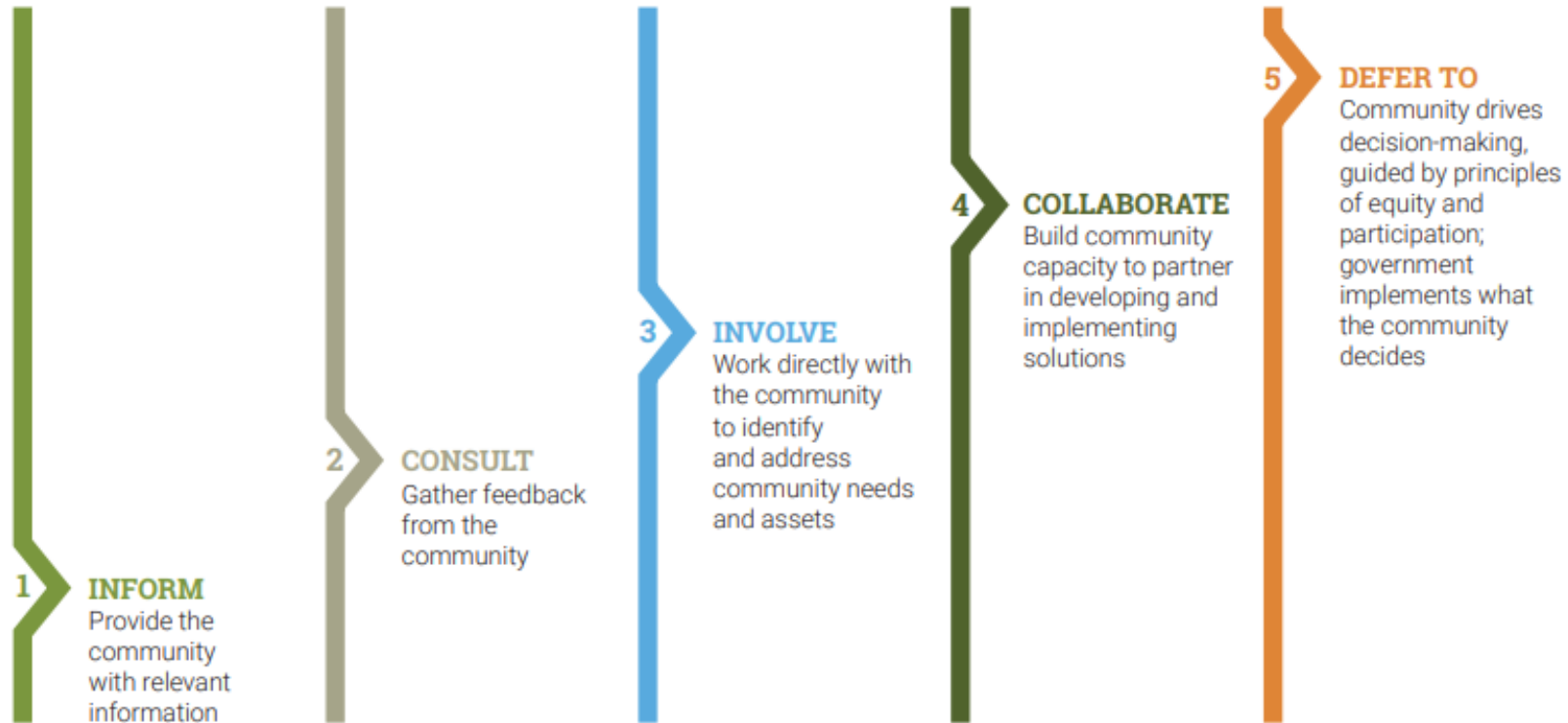
- PH Strategic Plan – Equity is a priority
- Employee Advisory Committee
- PH's role in declaration
- Equity Coordinator hired for COVID response – added to incident command structure (ICS)
- Immunization Assistance Program
- Bay Area Regional Health Inequities Initiative (BARHII) Assessment
- CDC 2103 Grant
- Racial and Health Equity Advisory Team (RHEAT)
- Interdepartmental Racial Equity Committee
- Health and Racial Equity Unit (HRE)
- Hired 2 consultants for training and developing a HRE Action Plan
- Culture Statement
- HRE Unit fully staffed
- Prioritize PH equity infrastructure
 - Staff training assessment and training began
 - Develop equity policy
 - Communication
- Community Health Assessment & Improvement Plan (CHIP) 6

ELEMENTS OF CHANGE FOR RACIAL EQUITY



Government Alliance on Race & Equity
(GARE)

Spectrum Of Community Engagement



Based on the public participation spectrum created by the International Association for Public Participation and on graphics featured in [Spectrum of Community Engagement to Ownership](#) by Rosa González of Facilitating Power.

PUBLIC HEALTH LAYER



OnTRACK
Program
Resources

Internal Infrastructure

Racial Equity Staff
Assessment

Measure, inform, and
drive HRE Training Series

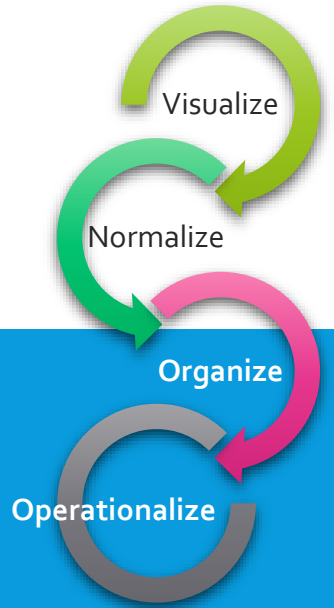
Staff Interviews

Surveys

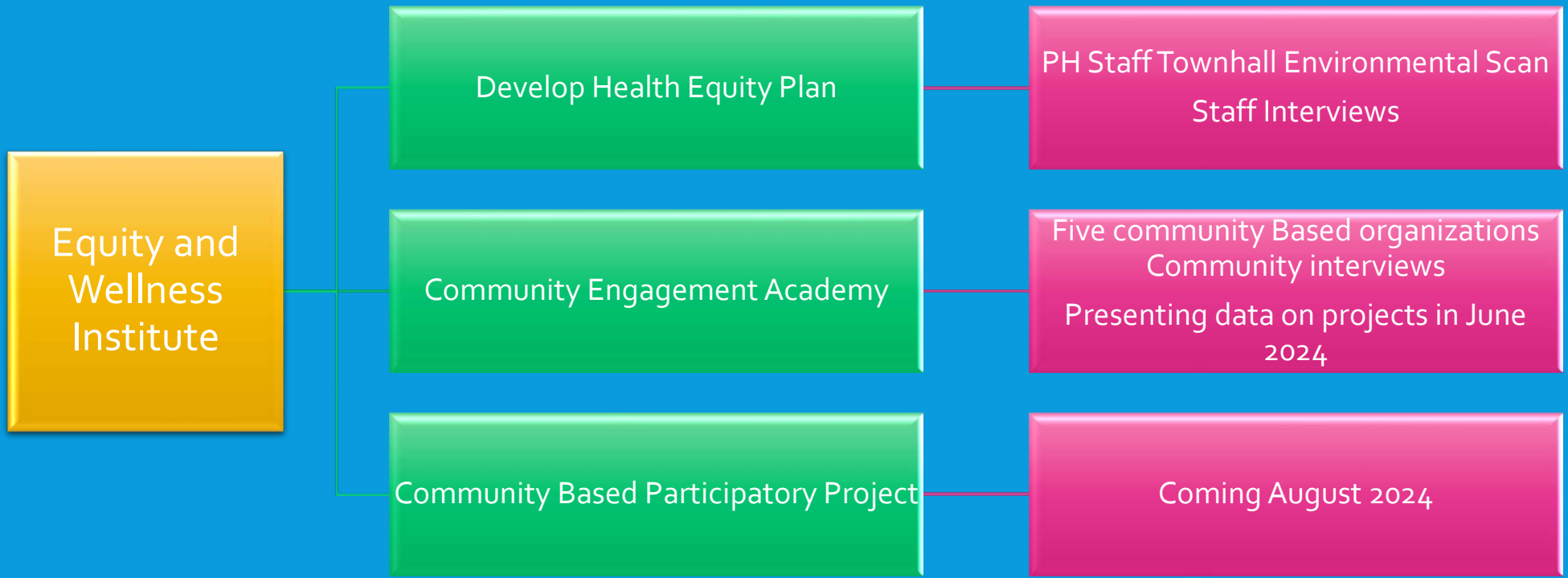
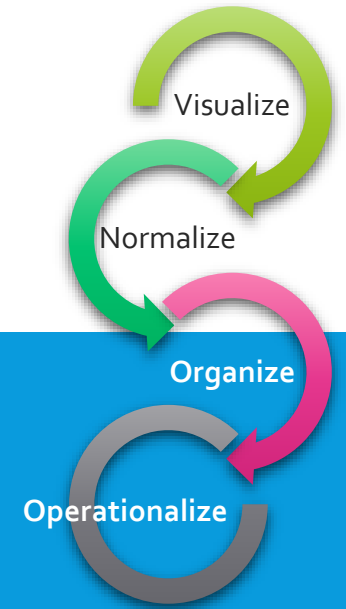
Training Series

7-part – Training Series Begin

- 1) Introduction to Racism
- 2) Racism 101
- 3) Cultural Competency & Humility in Program Development
- 4) Health Disparities, Systemic Racism & Social Determinants of Health
- 5) Community Engagement
- 6) Policy, Advocacy & Systemic Change
- 7) Evaluation and QI



PUBLIC HEALTH LAYER

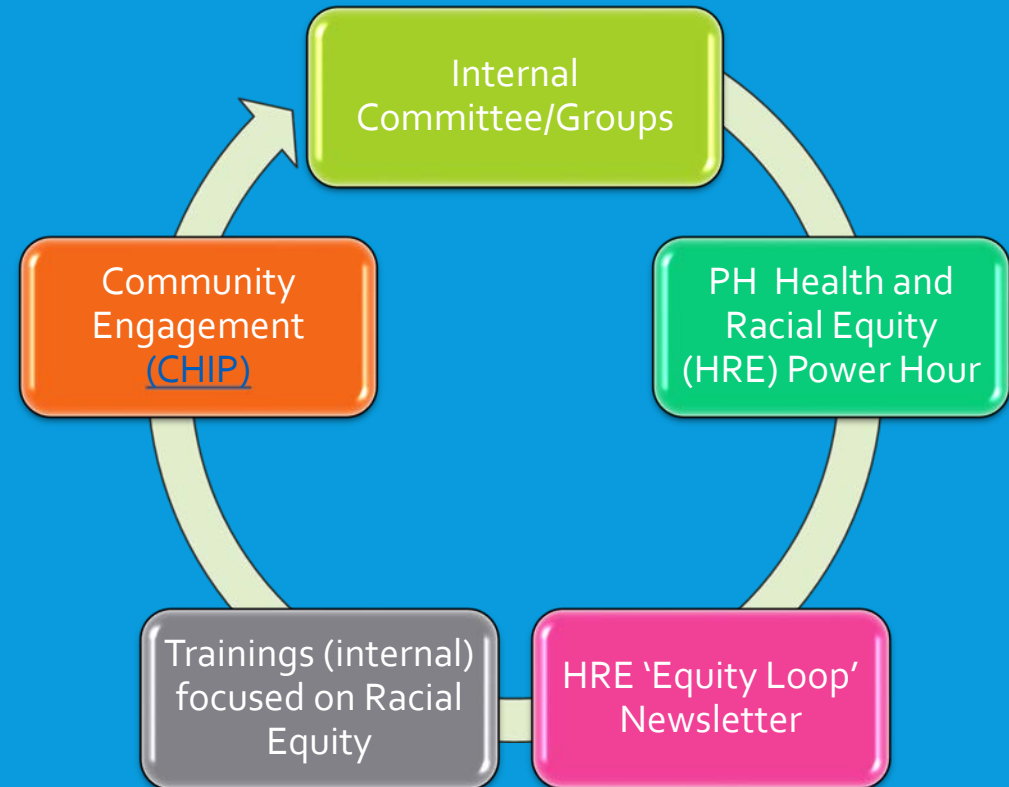


LAYERS IN ACTION EQUITY CONTAINERS



What comes to mind when think about a 'container'?

- The practices and norms that create a communal space.
- Made of different shapes and boundaries that are particular to the things they are designed to hold; they protect and keep together.
- Creates space for staff (and groups) to learn and belong.



LAYERS IN ACTION RACIAL EQUITY SUMMIT



Racial Equity
Summit Stream

October 18-19, 2023, at Sacramento State University

- Hybrid event with ~ 400 in-person attendees and 100 attendees who joined virtually.
- Open to the County staff and community

Day 1

- Four learning sessions highlighting racial equity work being done across County Departments in collaboration with Community Based Organizations (CBO's)
- Six Panel discussion focused on Racial Equity

Operationalize - learn and use racial equity tools, use data/ metrics.

Visualize - shared values and center equity.

Organize - internal infrastructure and laying the foundation for equity.

Day 2

- Featured over 20 CBO's shared resources/services.

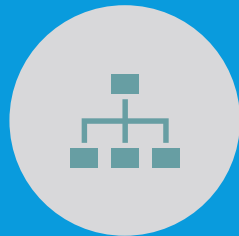


Dr. Rohan Radhakrishna (CDPH OHE), Phil Serna (County Board Supervisor), Areli Williams, Dr. Olivia Kasirye, (Public Health Officer) Vanessa Cummings (left to right)

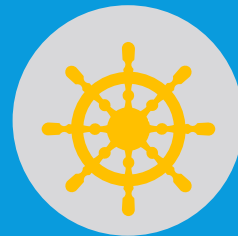
LESSONS LEARNED



MULTIFACETED
APPROACH



DISMANTLE
DEPARTMENTAL
SILOS



LEADERSHIP BUY IN
AND SUPPORT



WORK "MILE DEEP,
INCH WIDE"



IMPACT VS.
INTENTION

A large, stylized yellow quotation mark icon consisting of two facing chevrons.

We will not go back to normal. Normal never was. Our pre-corona existence was not normal other than we normalized greed, inequity, exhaustion, depletion, extraction, disconnection, confusion, rage, hoarding, hate and lack. We should not long to return, my friends. We are being given the opportunity to stitch a new garment. One that fits all of humanity and nature.

SONYA RENEE TAYLOR

THANK YOU!

Areli Williams, MPH Williamsar@sacounty.gov

Vanessa Cummings, MPH, CHES Cummingsva@sacounty.gov

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