

Public Health - Seattle & King County

Racism is a Public Health Crisis / Equity and Social Justice

Division Plan 2023-24

Your Division: Environmental Health

Division Director: Darrell Rodgers

Person submitting plans: Dylan Orr

1) What is the division’s process for developing this plan (who has participated from employees and communities)? How will they continue to be engaged? What systems of transparency and accountability will you create?

- Development
 - Full engagement of ESJ Committee
 - Review of previous surveys of community organizations and feedback from community
 - Review and opportunity for input by all staff

- Systems of Transparency and Accountability
 - EHS created an ESJ project tracker that is accessible to all staff on sharepoint (for adding, editing, and updating progress on projects). EHS will also create a process whereby staff are asked to regularly review and update the project tracker.
 - EHS created an ESJ in EHS share-point page where the ESJ plan will be housed, along with other ESJ resources.

2) Priorities for the next 2 years will be on Racism is a Public Health Crisis policies and budget, workforce/workplace equity and community partnerships

A. Racism is a Public Health Crisis policies and budget

Inequities addressed	Actions, Objectives and Measures
1. Inequities inherent in ESJ fee for service model that restrict services to what customers pay for versus what they need to protect their health and address environmental racism. Prevents our staff from being able to provide the services we would	<u>Action and Objective:</u> Continue to identify and prioritize alternative funding sources in order to diversify our funding streams to allow more flexibility in the work we prioritize and prioritize initiatives that center equity. Measure: Progress with funding diversification (i.e., % of revenue that is not generated by fees). <u>Action and Objective:</u> Reduce barriers in our fee for service model for those services that require a fee.

<p>otherwise prioritize with more flexibility.</p>	<p>Measure: Development of new projects that reduce fees and/or increase access to our services (e.g. Commissary Kitchen Project).</p> <p><u>Action and Objective:</u> Use plumbing and gas piping rate study to identify inequities in rate determination and create alternative structure.</p> <p>Measure: New fee structure implemented for plumbing and gas piping services.</p> <p><u>Action and Objective:</u> Continue to prioritize equity as a core focus for all FPHS funding allocated to EH in order to continue to deepen our equity focus and giving us flexibility beyond fee-based programs.</p> <p>Measure: Proportion of equity-focused projects funded.</p>
<p>2. Need for More Equity Data Informed Initiatives</p>	<p><u>Action and Objective:</u> Continue to find opportunities to create and use demographic and population data tools to inform how we can serve our communities from an equity perspective.</p> <p>Measure: Data sets created and/or used to forward policy or initiatives that center equity.</p>
<p>3. Lack of process for equity within code development leading to inequitable outcomes in code.</p>	<p><u>Action and Objective:</u> Create system to incorporate equity within our code development process so that it becomes how we do things in order NOT to perpetuate the status quo in our codes.</p> <p>Measure: Incorporation of equity review as standard operating procedure for all proposed BOH rulemaking from Environmental Health.</p>
<p>4. Funding community-led work Federal funding</p>	<p><u>Action and Objective:</u> Capitalize on opportunities for more funds to go directly to communities (like EPA Environmental Justice grants).</p> <p>Measure: Number of grants received where funds go directly to communities.</p>
<p>5. Western oriented food code.</p>	<p><u>Action and objective:</u> Start process of identifying non-Western cooking practices that conflict with our state food code.</p> <p>Measure: Creation of list to help with eventual adoption of changes in the code.</p>
<p>6. Lack of services among donated food distribution organizations (DFDOs)</p>	<p><u>Action and objective:</u> Expand presence in supporting donated food distribution organizations with inspection and other technical support.</p> <p>Measure: Number of inspection services offered and plan review received by DFDOs.</p>
<p>7. Bias and lack of diversity within OSS industry resulting in inequitable</p>	<p><u>Action and objective:</u> Equity analysis of on-site sewage system industry oversight to identify policies or approaches that reduce bias in oversight and promote more consistent standard of services for all King County residents.</p>

impacts on low-income BIPOC residents and OSS industry members	Measure: New policies adopted/approaches implemented for OSS industry oversight.
8. Disproportionate wastewater infrastructure costs born by low-income and BIPOC communities	<p><u>Action and objective:</u> Identify pathways for federal and state infrastructure funding to go to communities with histories of disinvestment and red lining.</p> <p>Measure: Amount of funding directed to identified high-priority areas and communities.</p>

B. Workforce/workplace equity

Inequities addressed	Actions, Objectives and Measures
1. Workforce development opportunities among students of color, especially in the sciences	<p><u>Action and Objective:</u> Expansion of internship/apprenticeship opportunities that focus on minority-serving institutions.</p> <p>Measure: Number of minority-serving institutions/organizations we have partnered with and number of students we create opportunities for from historically under-represented groups.</p>
2. Lack of common foundation for ant-racist analysis to center equity in our work	<p><u>Action and Objective:</u> Creating opportunities for all staff to attend People’s Institute Undoing Institutional Racism (UIR) Training with co-horts of EHS colleagues.</p> <p>Measure: Number of EHS staff attending UIR training in 2023-2024.</p>

C. Community Partnerships

Inequities addressed	Actions, Objectives and Measures
1. Inequities in our contracting and invoicing process that leave out and/or harm community organizations	<p><u>Action and Objective:</u> Better support community partners and sub-recipients who are newer to King County with technical assistance and capacity building by providing guidance, coaching and other opportunities where possible.</p> <p>Measure: Creation of webinar, video, or other instructional material to give to potential sub-recipients about requirements and process, documentation needed to receive funding from King County (via CPRES?)</p> <p>Measure: Make introductory meeting (to share expectations, requirements, etc) for new contractors mandatory in EH.</p>

	<p>Measure: Routine connection to capacity-building/coaching resources at the beginning if funded by BSK.</p> <p><u>Action and Objective:</u> Explore methods, expediency and transparency of payment for community partners so they receive timely payments. Link with ODIR commitment for the contracting/payment process to become an even greater focus in 2023-24 with additional resources from CHE and CDC Infrastructure Grant.</p> <p>Measure: Ability of community partners to receive faster payment and see they've been paid.</p>
<p>2. Language access</p>	<p><u>Actions and Objectives:</u></p> <ul style="list-style-type: none"> • Centralize resources into EHS specific language access resource page and integrate that page into regular onboarding process so that all staff have access and can readily use these resources. • Simplify website language to prepare for multilingual website in the long-term. • Analyze and adjust program budgets to reduce/eliminate inequities across programs. • Create opportunities/trainings for language access expertise development among staff. • Explore whether there are opportunities to set aside language access funding to help facilitate language access across programs. <p>Measure: Increase in EHS staff who are aware of, comfortable with, and utilizing language access resources.</p>
<p>3. Inequitable remedies for Tenants</p>	<p><u>Action and Objectives:</u> Finalize and implement Tenants Remedy procedure under Residential Landlord Tenant Act for harmful conditions in rental properties.</p> <p>Measure: Inclusion of consideration of remedy for tenants within our complaint response procedure.</p>
<p>4. Inequitable services by plumbing contractors resulting in sub-standard construction</p>	<p><u>Action:</u> Add information to plumbing permit requesting home owners email addresses and directly autogenerating an email or other communication that will provide options to common issues that may arise as part of a plumbing project. For example, provide weblinks to actions such as how to file a complaint with LNI, how to file a complaint with Public Health, direct phone number to plumbing inspector, asking the plumbing installer to see their plumbing license, general feedback, etc.</p> <p><u>Objective:</u> To provide options unknown by homeowner to empower them to limit sub-standard construction.</p> <p><u>Measure:</u> Tracking of complaints/phone calls received by home owners or general feedback about their plumbing installation.</p>