

Kitsap Health Equity Collaborative Meeting

Tuesday, November 21, 2023; 2-3:30 p.m.

Conducted in person at the Norm Dicks Government Center Chambers and virtually via Zoom.

Attendees

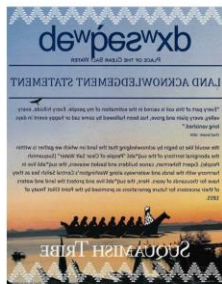
Akueya Vargas, Various
Alecia Nye, Olympic College-Z
Alicia Charles, Living Arts Cultural Heritage
Allison Wareham, Olympic College - Guest
Andy Lujan, NW Hopeful Horizons -Z
Angela Armendariz, Better Together Equity Foundation
Annika Turner, Kitsap Immigrant Assistance Center
Anthony Ives, Kitsap Community Resources-Z
Augustine 'Augi' Lujan, NW Hopeful Horizons, KCCCHR
Baily Tupai, Gods Broken Home University
Brandon Myers, Kitsap County Sheriff's office - Guest
Chris Tersigni, Olympic College Guest
Deborah Moore Jackson, Surviving Change
Erica Whares, Kitsap Public Health District
Gabriela Ituarte, Better Together Equity Foundation
Guyland Charles, Living Arts Cultural Heritage
Jerry Hebert, Westsound Wellness Foundation
Jessica Guidry, Kitsap Public Health District
Jewel Shepherd, Kitsap Black Student Union
Juan Galvez, Gods Broken Home University Guest (KFG)
Karisha Stanley, Bremerton Housing Authority-Z

Leiyomi Preciado , Various
Maria Fergus, Kitsap Public Health District
Marsha Cutting, Various
Marwan Cameron, Gather Together Grow Together-Z
Melia Hughes, Kitsap County Parent Coalition-Z
Melissa Hartman, Kitsap Public Health District
Noel Mendoza, Filipino American Association of Kitsap County
Pastor Frankie Coleman, Sinclair Missionary Baptist Church
Ranae Beeker , KCACAC -Z
RC Kimz, Filipino American Association of Kitsap County Guest
Rena Brown, Surviving Change Guest
Richard Becker, Kitsap County (Veterans Program)-Z
Robert Harris, NAACP Bremerton Unit 1134-Z
Sgt Donna Main, Guest - Port Orchard Police
Sherita Jones, Guest - United Way
Siri Kushner, Kitsap Public Health District
Stephanie Christensen, Virginia Mason Franciscan Health
Stephen Kutz, Suquamish Tribe
Tanner Justin, Kitsap County Sheriff - Guest
Victoria Hilt, Kitsap Strong
Wendy Jones, Olympic Educational Services District

Welcome and Recap by Jessica Guidry

- Due to technical difficulties the meeting start time: 2:20 p.m.

Jessica shared a land acknowledgement, labor acknowledgement, reviewed meeting goals, recapped last meeting, and gave thanks to meeting planning workgroup for this and the last meeting:



Labor Acknowledgement

We must acknowledge that much of what we know of this country today, including its culture, economic growth, and development throughout history and across time has been made possible by the labor of enslaved Africans and their descendants who suffered the horror of the transatlantic trafficking of their people, chattel slavery, and Jim Crow. We are indebted to their labor and their sacrifice, and we must acknowledge the tremors of that violence throughout the generations and the resulting impact that can still be felt and witnessed today.

Recap of Last Meeting

- Built relationships among collaborative members.
- Received information about mental health (definition of mental health and behavioral health providers, data trends).
- Received information about services provided by KMHS.
- Discussed plan for next collaborative meeting: Continue discussion on barriers, challenges and opportunities related to mental health services

Meeting Goals

- Connect and build **relationships** among Collaborative members.
- Receive **information about data, barriers, challenges, and opportunities relating to mental health** (data update, impact of bias, stigma and discrimination on health and opportunities to address stigma).
- Discuss **plan for next Collaborative meeting** and next steps through the early 2024.
- Update each other about **events and programs** from our organizations/communities.

Thank you to HEC planning Workgroup

- Ayesha Chander, Kitsap Mental Health Services
- Marybel Lund, Kitsap Mental Health Services
- Jessica Guidry, Kitsap Public Health District
- Maria Fergus, Kitsap Public Health District
- Alecia Nye, Olympic College
- Allison Wareham, Olympic College
- Chris Tersigni, Olympic College
- Marsha Cutting, Various
- Dr. Kimberly Riley, You Are Beautiful, PLLC



Jessica shared the HEC survey results and proposed Health Equity Collaborative membership guidelines. The guidelines will be discussed at a future meeting.

Health Equity Collaborative Survey Results

- Should the KHEC continue to meet every other month on the thirteenth Tuesday from 2-3:30pm?
 - Results: 80% answered YES.
 - Other suggestions:
 - First Thursday in the AM
 - Second Thursday in the AM
 - Third Thursday in the AM
 - Fourth Thursday in the AM
 - Second Tuesday in the AM
 - Overall, most other suggestions chose a Thursday in the AM.



Health Equity Collaborative Survey Results

- Top 3 Highest Ranking Mission Statements:
 - The Kitsap Health Equity Collaborative convenes to identify and implement shared solutions and collective actions, promote pro-equity policies, and amplify the voices of communities most affected by systemic inequities, including racism. **(7 Votes for Number 1)**
 - The Kitsap Health Equity Collaborative convenes to identify and implement shared solutions and collective actions that address systemic inequities and advance health equity. **(6 Votes for Number 1)**
 - The Kitsap Health Equity Collaborative convenes to amplify the voices, lived experiences and solutions proposed by communities most affected by systemic inequities, including racism, to identify and implement shared solutions and collective actions that address systemic inequities and advance health equity. **(4 Votes for Number 1)**



Health Equity Collaborative Survey Results

- Feedback about Mission Statement:
 - Health equity cannot be achieved without improving access to care in Kitsap County, especially in the area of specialty care. I would appreciate seeing a mission statement that addresses prevalent disease conditions among the various ethnic groups so we can measure real health outcomes and associated improvements among segments of the population. Consequently, I recommend adding to the #1 mission statement (whatever it turns out to be) something like, "...implement shared solutions that improve access to medical services and result in improved health outcomes."
 - How do we socialize all of our "ism"s? I feel like holding racism out, as if it was left out of our thinking and had to be added, makes me feel like we do not live the reality of hate and inequity daily. This may be the wrong forum for this discussion.



Health Equity Collaborative Survey Results

There was only one vote against the Collaborative Agreements as presented:

- Respect – We will use respectful and inclusive language to honor different lived experiences and perspectives, recognize individual biases and systems/ structures of oppression, assume good intent, and distinguish that intent doesn't negate impact, and keep sensitive information shared at meetings confidential.
- Inclusion and Open-mindedness – We will honor the contributions of all members and seek and value every person's input by ensuring everyone has a chance to comment and by being open to different and opposing perspectives and opinions.
- Consensus – We understand consensus is desired as the decision-making process and that differing opinions are part of the process, and while majority vote will determine next steps, the opinions of those in the minority will be honored by members with respect, inclusion, and open-mindedness.



Health Equity Collaborative Survey Results

Feedback #1 on Collaborative Agreements (if not listed, agreement was the kept the same by respondent):

- Respect – We will use respectful and inclusive language to honor different lived experiences and perspectives, **recognize individual biases and systems/structures of oppression, assume good intent, and distinguish that intent doesn't negate impact**, and keep sensitive information shared at meetings confidential.
- Respect – We will use respectful and inclusive language to honor different lived experiences and perspectives **in order to consider all ideas and at the same time**, keep sensitive information shared at meetings confidential.
- Consensus – We understand consensus is desired when making decisions and while majority vote will determine next steps, the opinions of those in the minority will be honored by members with utmost respect. **Respect as a NOUN is a feeling of deep admiration for someone or something elicited by their abilities, qualities, or achievements. Due regard for the feelings, wishes, rights, or traditions of others: SIMILAR: :esteem, regard, acclaim, admiration, approbation, and approval**



KITSAP PUBLIC HEALTH DISTRICT

Health Equity Collaborative Survey Results

Feedback#2 on Collaborative Agreements:

- I am late to the discussion so none of my comments are intended to be taken up for change, these are great. I would like to add an additional dimension:
- We seek consensus through understanding, achieved by sharing from our knowledge, experience and culture. We work for better understanding of cultural, tradition and communication.
- I am learning every day, and I feel like **we need to help each other by sharing HOW communication needs to change.**



KITSAP PUBLIC HEALTH DISTRICT

Health Equity Collaborative Survey Results

All but one respondent voted yes to the following guidelines for sharing event information in KHEC emails:

KHEC emails sent by the Kitsap Public Health District Equity Team will adhere to the following guidelines for sharing event information:

- Attendance at the event is free, unless a KHEC member is being recognized, such as receiving an award, or the event is a training.
- The event promotes/celebrates/empowers communities which have been underserved and/or provides resources, such as health (wellness) fairs, or information about community resources.
- The event takes place within Kitsap County or, if within the Puget Sound region, the event addresses issues relevant to topics discussed at KHEC meetings.



KITSAP PUBLIC HEALTH DISTRICT

Health Equity Collaborative Survey Results

Feedback on guidelines for sharing event information in KHEC emails:

- Feedback #1
 - Maybe edit 1. to say at the end "trainings, workshops, or provide education", since some events have a fee and are not considered a training but are designed to advance people's understanding in some way.
 - Maybe share other events that have scholarships available so that people who are unable to afford the fee still have the possibility to attend.
- Feedback #2
 - I don't know that all events need to have free attendance. Perhaps sliding scale could be included?
- Edited version incorporating the above suggestions: Attendance at the event is free, **scholarships are offered or has a sliding scale**, unless a KHEC member is being recognized, such as receiving an award, or the event is a training, **workshop, or provide education.**



KITSAP PUBLIC HEALTH DISTRICT

Health Equity Collaborative Membership Guidelines

Please provide feedback to Maria Fergus about the following suggestions:

- Health Equity Collaborative members have lived experiences with health inequities.
- If not, Health Equity Collaborative members work, serve or advocate for people who experience(d) health inequities.



KITSAP PUBLIC HEALTH DISTRICT

Survey Conclusions:

- Meeting dates will continue to be on the third Tuesday from 2pm to 3:30pm.
- Another survey will be sent to break the almost tie between two mission statements, as well as incorporating feedback on collaborative agreements, guidelines for sharing event information in KHEC emails, and KHEC membership guidelines.

Health Equity Collaborative Timeline for 2023-2024 was placed on the tables for members to provide feedback at future meetings. Majority of members suggested that the January meeting address Substance Use Disorder/Behavioral Health.

Mental health data by Siri Kushner (KPHD): Siri provided clarification and additional information on the mental health data shared at our last meeting.

Follow-up on data

- At the last meeting we shared mental health data - there were groups of people for whom data were not presented - especially for racial groups - due to what we call "small numbers."
- We recognize data collection and presentation carry historical bias, power imbalance and discrimination are there is hesitation for many groups to share personal information.
- We recognize that when data, even with its limitations, is not provided, it does not show the whole picture, it leaves communities out, and can cause mistrust.
- We recognize that data can support funding opportunities so when groups cannot demonstrate need through data, that can impact access to funding.

Why not all data are presented

- Health District epidemiologists follow "small numbers guidance" from the WA State Dept of Health
- When there are fewer than 10 events or people, data are not shared for these reasons:
 - **Confidentiality** - health information is personal and held to strict guidelines for privacy - if there are only a few individuals or events in the data, it can be possible to identify someone specific and therefore know their personal health information.
 - **Accuracy** - Public health data comes from many sources with varying methods, none is without error, subjectivity or bias. With all that in mind, statistical methods are intended to produce a best estimate. Estimates are presented with a range of values, the smaller the numbers, the wider the range.
- Example: [Suicide Mortality Rate | Tableau Public](#)



How we can do better

- We recognize that, while the Health District values protecting privacy and providing accurate statistical analyses, we also recognize that when data is not provided it does not show the whole picture, leaves communities out, and can cause mistrust.
- Strategies we can use with the methods and data currently available and the limitations they carry - combine several years of data which protects privacy and decreases the impact of year-to-year variations.
- Invite community to share stories to add experiences, context and depth as well as provide information where no data exist.
- Participate in efforts to improve methods, strategies and approaches to data collection, analysis and presentation.

Data workgroup

- Want to get involved? We will be pulling together a workgroup to discuss data so we can create a more equitable, inclusive process that incorporates more qualitative data (stories).
- Anyone interested in learning more about this workgroup, or joining it, [please contact Maria](#).

Chris Tersigni, workgroup planner, of Olympic College presented on "How bias, stigma, and discrimination cause a deficiency in health, mental health outcomes and the importance of changing the language we use that perpetuates bias and stigma." (PDF of his slides will be attached to the HEC email used to distribute the November 21, 2023, meeting notes.).

Dr. Marsha Cutting presented on eliminating language that stigmatizes mental illness. She shared appropriate language, highlighted what ableist language is, made suggestions on how to address when someone uses stigmatizing language, and made suggestions on how to stop using stigmatizing language.

Planning for next meeting: The members agreed that will discuss substance use disorder (SUD) at the January meeting. We will address access to healthcare services in March, which will be especially timely since the Kitsap County comprehensive healthcare assessment report will be released in February. Other suggestions included sharing our organizations' legislative priorities and addressing language barriers when accessing services.

HEC Updates

- Jessica announced that she is changing roles at the Health District. She will be the District's next Assistant Director for Community Health. This is her last Collaborative meeting.
- Stephen: The Suquamish Healing House is accepting anyone who has Medicaid for services.
- Jerry: Clallam County World AIDS Day event in Port Angeles and online.

- West Sound Wellness foundation is having its first event at Elk's Club in Bremerton; launching PrEP program too.
- Ren of Olympic Community of Health mentioned a few events and going to send details to Maria
 - Person-first language workshop and it's going to be a roadshow – could come to your org (first one in January at Coffee Oasis in Bremerton)
- Living Life Leadership will be hosting the third annual Healing Hearts Holiday Retreat the weekend of December 1st.
- Hope 360's 16th annual Christmas giveaway will be on December 23rd from 4pm to 6pm at Sinclair Missionary Baptist Church in Bremerton. There is a musical this year, along with dinner. Come and bring a thank you card for the sponsors.
 - The Washington State African American Achievement Awards "The Queen Within" will be hosted by Surviving Change on Feb. 24, 2023, from 4 p.m. to 6 p.m. at Marvin Williams Center.
- NW Hopeful Horizons is hosting a Youth Townhall Dec. 9 from 12:30pm to 3pm in Tracyton (5153 Naomi Drive, Bremerton).
- Robert Harris of NAACP: Annual community law enforcement dinner on Dec. 8, outreach program happening in first or second week of March 2024 and annual freedom banquet is Sept. 14, 2024 (keep eyes out for additional info)
 - NAACP has monthly meetings on fourth Monday of every month at 6:30 p.m. – info on how to access via Zoom can be found at naacpbremerton.org
 - NAACP is looking for volunteers for their various committees. Please contact Robert if you would like to learn more.
- Jewel of Kitsap Black Student Union: KBSU is producing a play for one of the MLK offerings for the weekend of Feb. 19 and 20; cross-county project with Central Kitsap High and Bainbridge Island Museum of Arts.
 - Need people to be in it, music director, someone who reads music, singers who can help coach kids, flyer coming out tomorrow with info on how to audition, etc.
 - The Director is flying in from out of state to produce this project with them – offering for social justice to have uncomfortable conversations around creative arts because kids have been going through a lot and need an outlet
- Noel of Fil-Am Association of Kitsap: On Dec. 9 at 5 p.m., the Filipino American Association will be having an annual Christmas party and food provided for community.
- Melia Hughes of EasterSeals: November 29, 2023, from 4pm to 5:30pm, there is a "Special Ed Training: Mediation and Facilitated IEP." Melia will provide flyers for other events and asked for the information to be added to the events listing shared with HEC members.
- Annika: Dec. 9 – Holiday celebration for immigrant families and are looking for volunteers to help.
- Maria: Couple of brochures and flyers about events in the back