

# Kitsap Health Equity Collaborative

*July 16, 2024: Bias in Healthcare, Part II*



# Informal networking time

## STEP 1:

Introduce yourself with your name, organization, and something that's giving you hope these days. Then, discuss questions below:

## STEP 2:

- What do you hope to get from this HEC meeting?
- What events does your organization have coming up?





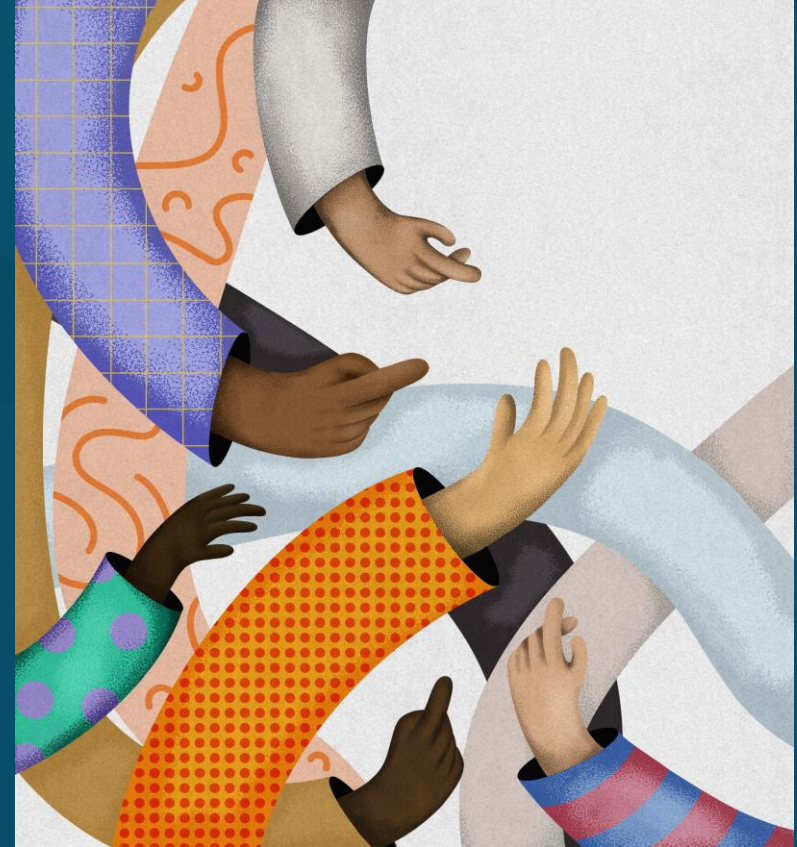
### **Participant Compensation**

Kitsap Public Health District (KPHD) is offering Visa gift cards to compensate Collaborative participants who are not already being paid for their time. Please note that the general Internal Revenue Service (IRS) rule is that any gift is taxable, including gift cards. KPHD does not provide tax advice. Please consult with your tax professional regarding reporting requirements for the receipt of gift cards.

# Welcome

# Agenda

- ~~Networking time~~
- Housekeeping
- Introductions
- What we're doing to address bias in healthcare
- 5 minute break
- "What I need from you" activity
- Wrap-up and closure





# Housekeeping

*A few quick notes...*

# Upcoming Training Opportunity



## Heads up:

- We would like to know:
  - Are any HEC members already planning on attending?
  - Who is interested and has the capacity to attend?
  - Please let Maria or Erica know, or email [equity@kitsappublichealth.org](mailto:equity@kitsappublichealth.org).



Yakima Convention Center  
October 15th-16th, 2024

## 2024 We the People Convening: Be Bold. Be Change

### In-Person Event Registration

You are registering for the In-Person event.

To register for the virtual event, click here: [Virtual Registration](#).

Please email [access@equity.wa.gov](mailto:access@equity.wa.gov) if you have questions or encounter barriers related to filling out this Registration form.

**Sources:** <https://web.cvent.com/event/1e509c0d-0d58-45e6-ac44-7a81eee3361a/websitePage:893ecc1e-93f2-4d89-8969-10d6e4c6fc04>

[kitsappublichealth.org](https://kitsappublichealth.org)



# Who We Are

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Please introduce yourself with your:

- Name
- Organization
- What are you doing to take care of yourself today?



# What we're doing to address bias in healthcare

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- What are you – or your organization(s) – doing to encourage culturally responsive healthcare?

## Examples:

- a. KPHD – Creation of the Black Infants Thrive program for new parents
- b. Sharing resources within your personal network – e.g. who locally offers inclusive practices
- c. Providing cultural competence training to all staff – from front desk to health practitioners





Let's take a 5 minute Break



We're going to break into three groups:



Community  
Members



Leaders of  
Organizations



Healthcare  
Leaders



Then, designate one spokesperson per group

## “What I need from you” activity

- Break into three groups
- Designate one spokesperson per group (can be anyone)
- Ensure that everyone has a worksheet and something to write with.

# What do you need from others to be successful in eliminating bias in healthcare?



Community  
Members



Leaders of  
Organizations



Healthcare  
Leaders

Individually: List top  
1-2 needs from  
each group (2 min)

In your table group  
or breakout room:  
Share your lists (6  
min)

Spokespeople:  
Determine your  
group's top 1-3  
needs for each  
group



# Example

I am representing (circle/check one)

☒  
☐  
☐

Community Members

Leaders of Organizations

Healthcare Leaders

Example  
recommendations  
should be clear and  
specific

## Step 1: Formulate Needs

Instructions: List your top 1 or 2 needs from each other group (*don't include needs for the group you are representing.*)

My needs from Community Members:

- 1.
- 2.

My needs from Leaders of Organizations:

1. Hire more staff of color
2. Translate resources into Spanish

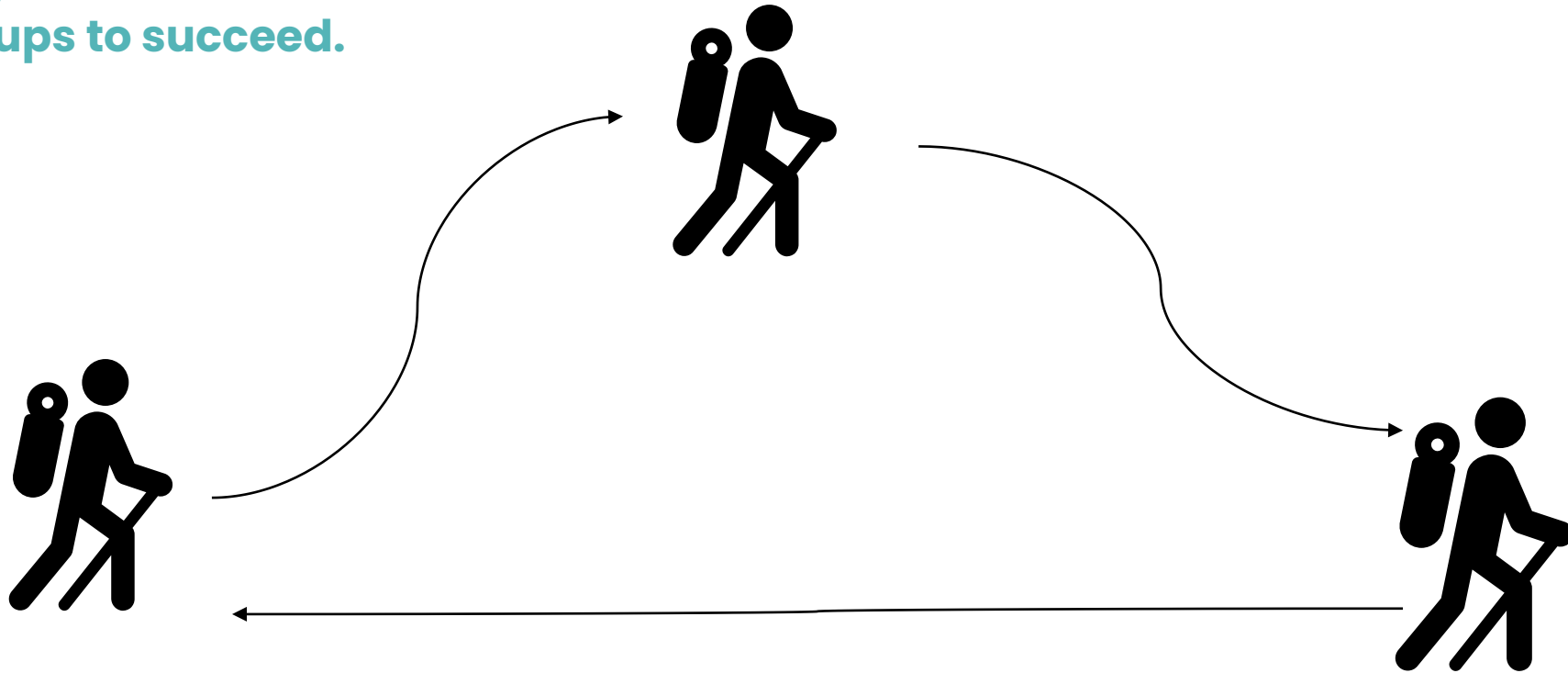
My needs from Healthcare Leaders:

1. Train staff on LGBTQ+ identities
2. Offer forms with inclusive gender options

# Step 2: Make Requests

One by one, each  
spokesperson asks for  
what they need from the  
other groups to succeed.

No responses from the  
other spokespeople...yet!



# Our needs



Community  
Members

- Example



Leaders of  
Organizations

- Example



Healthcare  
Leaders

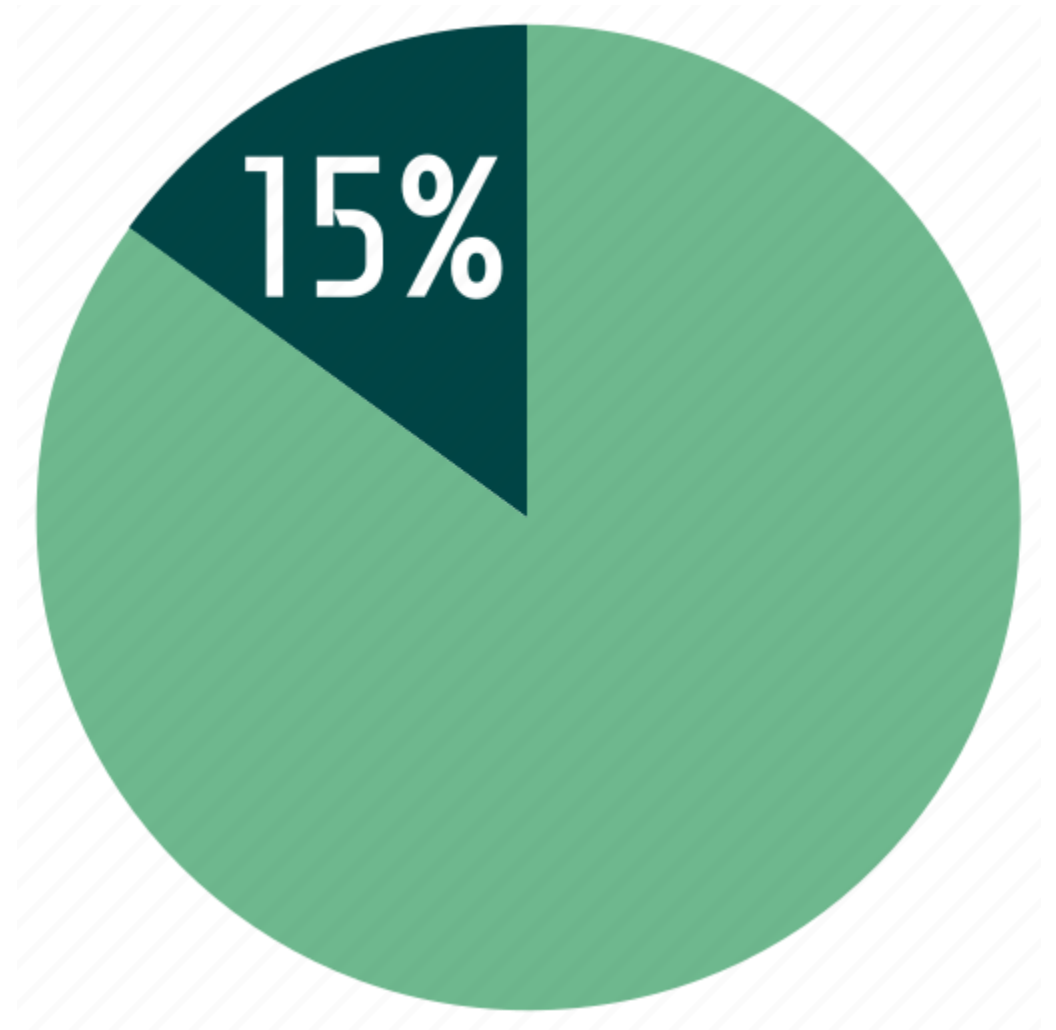
- Example



# Our Commitments

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- This conversation is not over!
- Based on these needs, what is your “15% solution?”
  - Where do you have the freedom and discretion to act?
  - What can you (or you and your colleagues) do without more resources or authority?
  - You can group with others from your same organization to create communal commitments





Where we go from here...

## Input for September HEC meeting



## Seeking input

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- Do you want our next meeting to be a continuation of our conversation today OR do you want to switch our focus to Substance Use Disorders?
- If you have other feedback for us, please feel free to share.



# THANK YOU!

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Next meeting:  
September 17, 2024  
1:30 – 3:30 pm



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# Community News and Updates