



Engagement and Equity

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Defining Equity

Equity is **just** and **fair** inclusion into a society in which all, including all racial and ethnic groups, can participate, prosper, and reach their full potential. Equity gives all people a just and fair shot in life despite historic patterns of racial and economic exclusion.

www.policylink.org



EQUALITY



EQUITY

Why Equity? Why Now?

- Growth + Equity = sustained growth patterns
- Diversity = economic opportunity
- Meeting the American Promise... for everyone



Reflection and Examples

- Where do you see your department furthering equity concepts already?





King County



King County serves all residents by promoting fairness and opportunity and eliminating inequities.

King County Strategic Plan—Fair And Just Guiding Principle



Affordable, safe, quality housing
Access to parks and natural resources
Equity in county practices
Access to affordable, healthy, local food
Equitable law and justice system
Community and public safety
Access to safe and efficient transportation
Quality education
Healthy built and natural environments
Family wage jobs and job training
Early childhood development
Economic development
Strong, vibrant neighborhoods

DETERMINANTS OF EQUITY

The conditions in which people live, work and play are determinants of equity. Equal opportunity in these areas is necessary for all people to thrive and achieve their full potential regardless of race, income or language spoken.

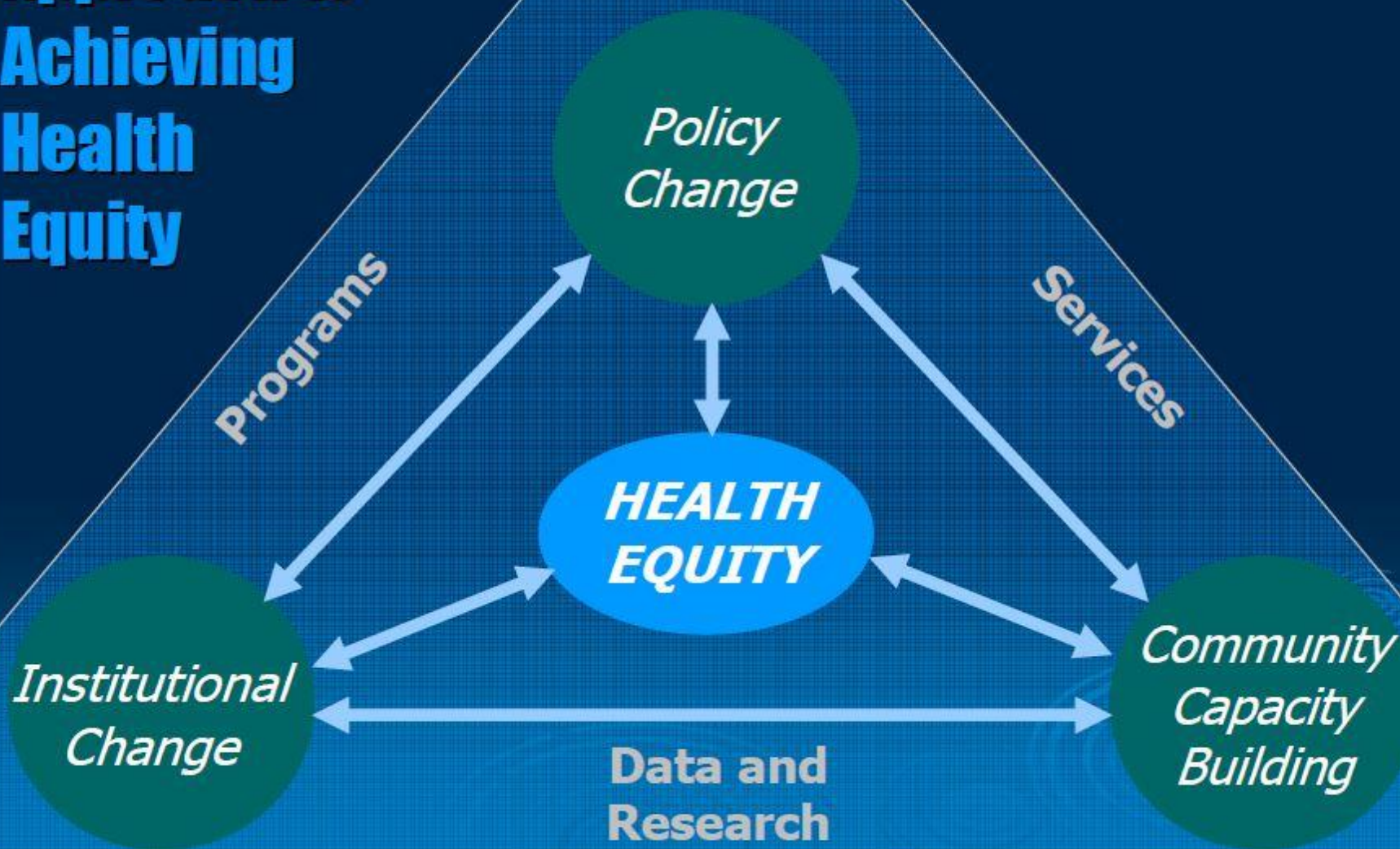
www.kingcounty.gov/Equity

Available in alternate formats upon request 206-263-3703 TTY Relay 711

King County

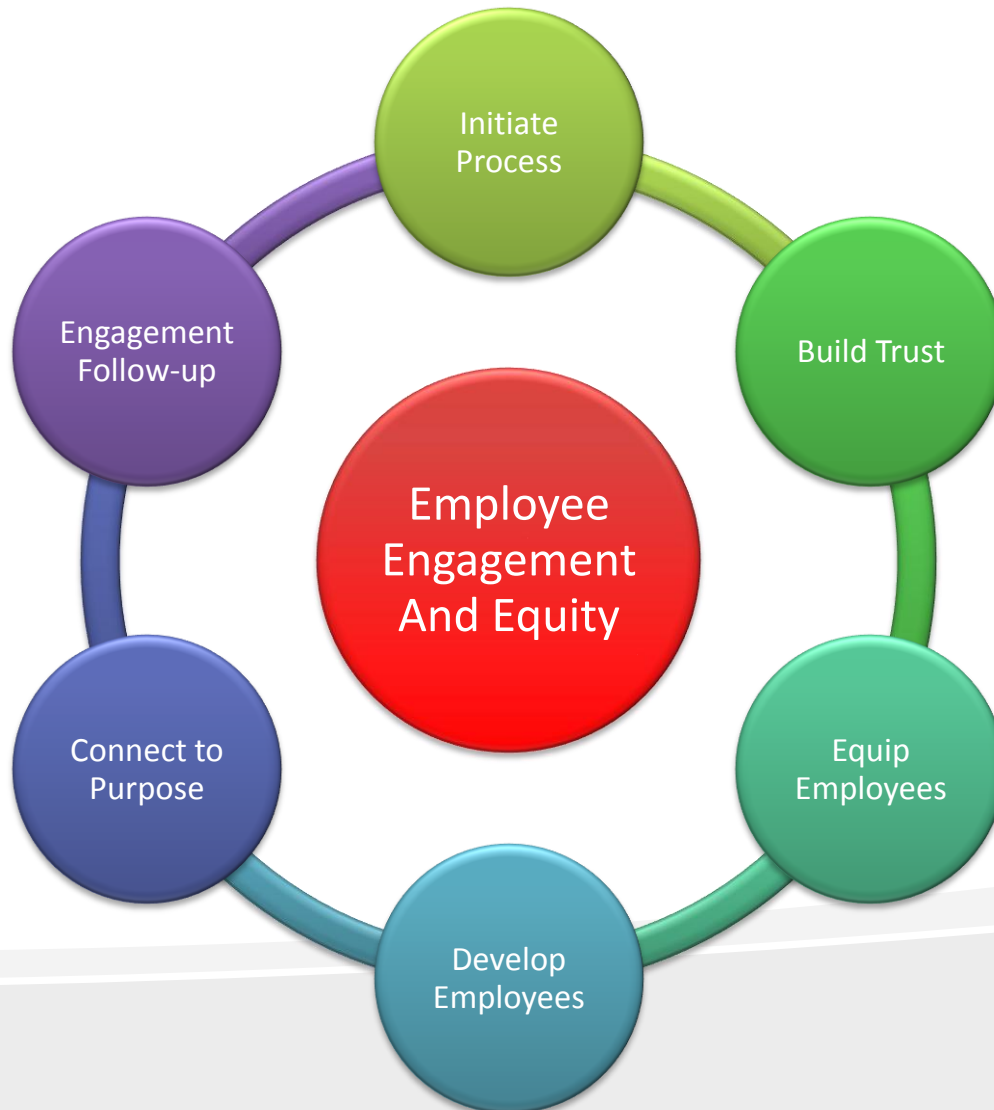
<http://www.kingcounty.gov/exec/equity.aspx>

ACPHD's Approach to Achieving Health Equity





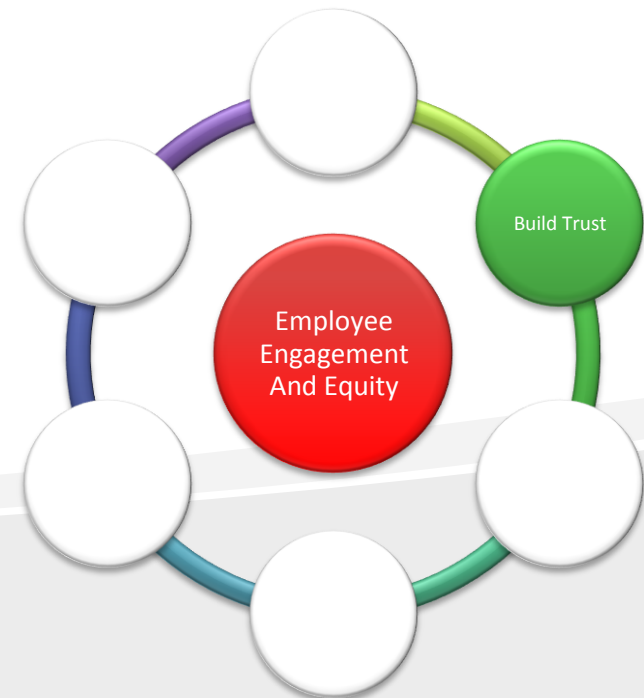
Employee Engagement Process





Build Trust

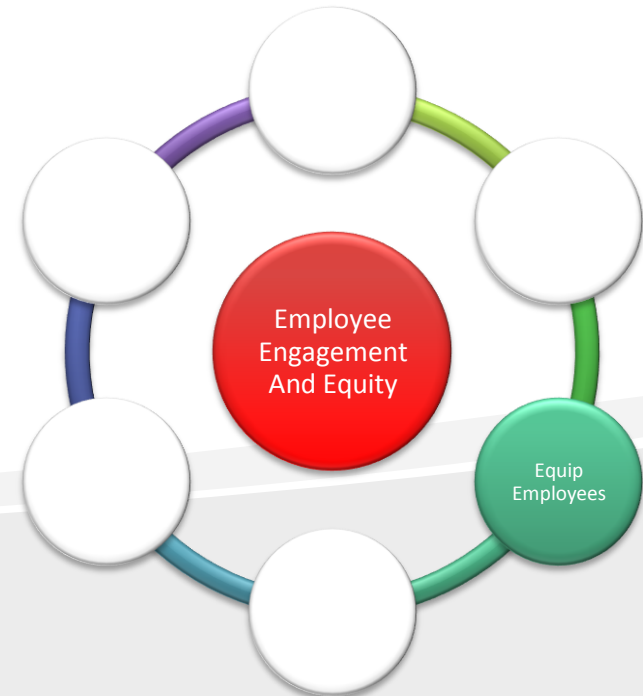
- Updated Trainings
 - Respect and Civility
 - Unconscious Bias





Equip Employees

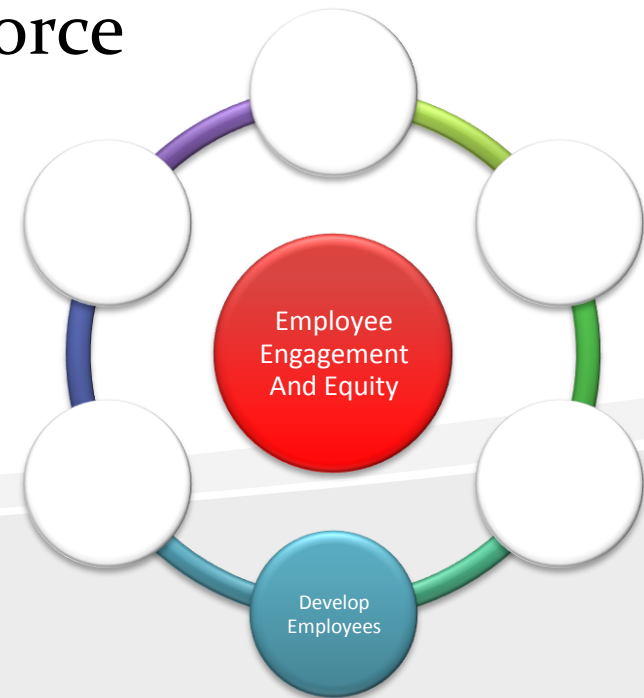
- Continued Skill Building
- PDs
- Performance Management





Develop Employees

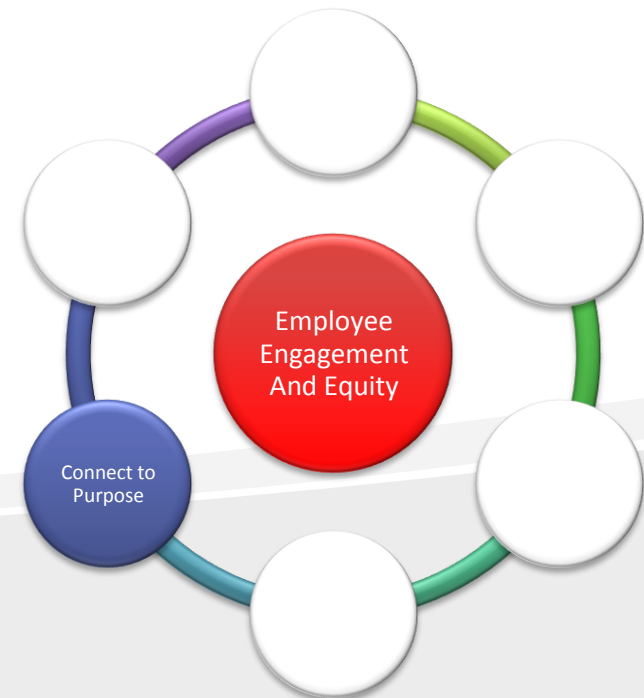
- Hiring for fit
- Leadership development
- Responsive to demographic change
- Preparing our FUTURE workforce





Connect to Purpose

- City Mission and Vision
- Tools and Process
- Policy Recommendations
- Alignment and Collaboration





How We Get There:



Shared Vision

Employee Engagement

Inclusive Community Partnerships

Early “Wins”

Long-Term Commitment