



SNOHOMISH HEALTH DISTRICT  
RESOLUTION OF THE BOARD OF HEALTH

RESOLUTION NUMBER: 20-17

RESOLUTION SUBJECT: SUPPORTING EQUITY AND INCLUSION IN PUBLIC  
HEALTH WITHIN SNOHOMISH COUNTY

WHEREAS, the mission of Snohomish Health District is to spearhead efforts to protect, promote, and advance the collective health of our community; and

WHEREAS, the Snohomish Health District values include being driven by diversity, equity, and inclusion; and

WHEREAS, the Snohomish Health District is committed to understanding the inequities that are barriers to healthy lives and living; and

WHEREAS, the Snohomish Health District strives to provide services equitably; and

WHEREAS, in 2019 the U.S. Center for Disease Control and Prevention states that Black, American Indian, and Alaska Native women are two to three times more likely to die from pregnancy-related causes than white women; and

WHEREAS, a 2020 Pew Charitable Trusts Stateline article stated that African American communities experience higher rates of poverty, unemployment, poor housing, and toxic environmental exposure combined with less access to quality medical care, contributing to poor overall health; and

WHEREAS, racial trauma experienced by Black, Indigenous, and Persons of Color persons affects an individual's mental and physical health; and

WHEREAS, several peer-reviewed studies show that racism impacts health across generations; and

WHEREAS, the 2018 Community Health Assessment of Snohomish County shows African American, American Indian, Alaskan Native, and Persons of Color, on average, experience higher rates of disease and illness and have shorter life expectancy's than the county's White, non-Hispanic residents; and

WHEREAS, since January 2020, African American, American Indian, Alaskan Native, and Persons of Color communities in Snohomish County are disproportionately impacted by COVID-19 at a rate double that of White residents; and

WHEREAS, the American Public Health Association has named racism as a public health issue; and

WHEREAS, in 2020 the American Psychological Association states that we are living in a Racism Pandemic; and

WHEREAS, the Snohomish County Council on June 3, 2020, adopted Amended Resolution #20-013 condemning racism; and

WHEREAS, the Snohomish Health District Board of Health, recognize Snohomish County's and America's long history of racial discrimination and the many barriers in our county that impede diversity, equity, and inclusion; and

WHEREAS, inequities can and must be addressed as the Snohomish Health District has a moral and legal responsibility to provide all its residents with equitable access to its public health resources; and

WHEREAS, the Snohomish Health District Board acknowledges the diligent efforts and commitment to improving diversity, equity and inclusion, and effectiveness provided by District employees and leadership, including members of the staff Equity Committee; and

WHEREAS, the Board of Health is committed to addressing racial equity and health disparities in all forms and at all levels, which are the individual, institutional, and systemic.

NOW, THEREFORE, BE IT RESOLVED, the Snohomish County Board of Health with input from the Equity Committee, shall work to ensure equity, diversity and inclusion in public health through actions in the areas of community engagement, policy, responsible budgeting, equity focused staff and workforce development:

1. Adopt guidance and practices for inclusive, authentic and frequent community participation including the establishment, maintenance, and resourcing of a community-led communities of color advisory board, comprised primarily of county residents and community partners with lived experience of racial and or ethnic inequity.
2. Use actively anti-racist language and messaging throughout the District's programs, practices and policies.
3. Enact policies to foster, support and strengthen equity and inclusion in the District's programs, practices and policies, including the adoption of a diversity, equity and inclusion policy and cultural sensitivity and language translation policy.
4. Ensure that we spend the public's dollars in a way that maximizes benefit for the community and provides equitable access for all suppliers and contractors, including allocating the resources needed to advance diversity, equity and inclusion in the District and its work.
5. Establish and implement a robust training system of District staff, members of the Board of Health, and other advisory board members in racial and social equity and its linkage to public health.
6. Ensure frontline staff and management are reflective of the changing demographics of Snohomish County, including the creation of a workforce pipeline and training program that will promote recruitment, employment, hiring, training and retention opportunities for communities of color and other disparate communities in Snohomish County.

Snohomish Health District  
Res. 20-17  
Equity & Inclusion in Public Health  
July 14, 2020

Staff will provide no less than annual updates on each of these commitment areas for the next five years.

ADOPTED this 14<sup>th</sup> day of July 2020.

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Stephanie Wright, Chair  
Board of Health

ATTEST:

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Shawn Frederick, MBA  
Administrative Officer