



**SAN MATEO
COUNTY HEALTH**
All together better.

Sharing Challenges & Opportunities: Implementing Racial Equity in County Health Web Forum #2

September 10, 2020 | 10am-12pm

Being Recorded

Opening Poll: Who is in the web forum today?

Darryl Lampkin
Community Program Supervisor
STD/HIV Program



PHOTO/VIDEO NOTICE

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Thank you.

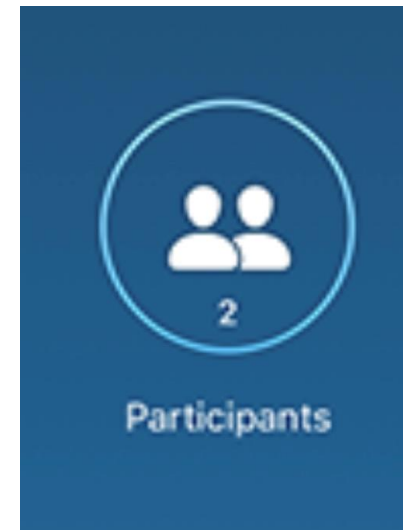
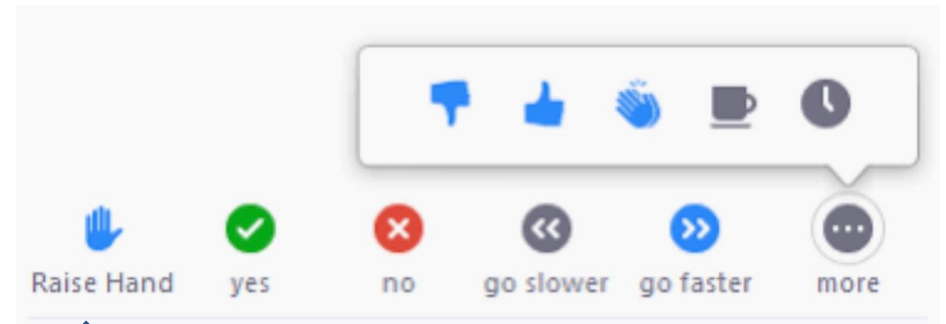


Land Acknowledgement – Ohlone Land



Zoom Housekeeping:

- For tech-related questions, please send a message via the Zoom chat box to Kathy Harnack
- Rename your zoom name to include preferred pronouns (3 dots on top right – rename)
- Participants will be muted except during small group breakouts
- Polls are anonymous & results shared immediately
- To be unmuted and ask a question during Q/A:
 - Use “Raise Hand” button (click on participants button on bottom of toolbar to access this button)
 - Press *9 to raise hand for phone
 - Use *6 to unmute (for phone only)
- Can chat questions into chat box
- There will be a specific time held for those joining by phone to ask questions*
- The recording will be made available





Thank you to the Web Forum Dream Team Behind the Scenes

Cassius Lockett, Rosa Torpis, Justin
Watkins, Belén Seara, Kathy
Harnack, Juvy Ann Reyes, & Srijia
Srinivasan

Goals and Expectations

Goal:

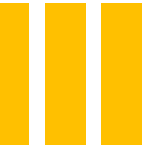
Deepen our understanding of the key gaps, opportunities, and priority areas for advancing racial equity in County Health

Objectives:

Share participant reflections and findings from July 15-Forum #1 and post event survey

Engage in small group dialogue on how racial equity issues impact our work and identify key racial equity priorities for staff and partnering colleagues

Identify next steps toward meaningful action



Agenda

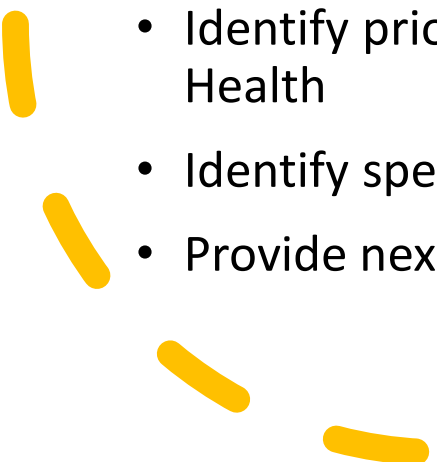
- **Welcome – Overview - Housekeeping** – Darryl Lampkin (15 mins)
- **Opening Remarks** - Louise Rogers – (5 min)
- **Summarizing our Learnings** – Erika Rincón - (10 mins)
- **Small Group Breakout Discussions** - (45 mins)
Break (5 min.)
- **Large Group Discussion** – (15 mins)
- **Next Steps** – Shireen Malekafzali, Senior Manager for Policy, Planning, and Equity, HPP (10 mins)
- **Wellness Component** - Cindy Donis, Mental Health Program Specialist, NMT Program (10 mins)
- **Closing** – Maria Lorente Foresti, Director Office of Diversity and Equity, Behavioral Health and Recovery Services (5 min.)



Framing - Here is what I know...

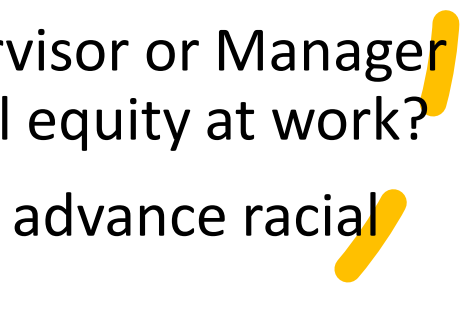
*History, despite its wrenching pain, cannot be unlived,
And if faced with courage, need not be lived again.*

Maya Angelou

- These forums are not sufficient to build trust, but they open the door to deeper conversations
 - Create space for participants to express what you need, right where you are, to play a more effective role in advancing racial equity efforts
 - Identify priorities that will inform a plan for forward movement on racial equity in County Health
 - Identify specific individual and collective action steps
 - Provide next steps for continued engagement
- 



Poll #2: Pre-Survey on engagement & support

- How often do you discuss racial equity at work?
 - Do you have ideas for how you would like your work to look different to advance racial equity?
 - Do you know what County Health resources or networks to connect to, to share your ideas and get involved in advancing racial equity?
 - How supported do you feel by your Supervisor or Manager to share your ideas or challenges on racial equity at work?
 - What is the biggest barrier to engage and advance racial equity in your role?
- 

Group Agreements from Cultural Humility

- Listen as if the speaker is wise; Listen to understand
- Practice “I” statements when speaking
- Okay to respectfully disagree
- Take risks
- No pressure to speak
- Be disciplined about not making assumptions
- No blaming, no shaming
- Confidentiality, if stories are shared
- Courage to interrupt if something is going amiss or being left unsaid: Make the invisible visible
- Voices, thoughts, ideas, experiences welcome
- Pay attention to what moves you: use oops and ouch





WELCOME

Louise F. Rogers, Chief
San Mateo County
Health



Summarizing Our Learnings

Erika Rincón, Community Health Planner, Health,
Policy and Planning Program



Methodology: Feedback from Staff Survey and July 15th Small Group Discussions

- Overview/Findings document emailed with more details
- 211 survey respondents; 65% did not attend the July 15th event; 272 participants at July 15th web forum #1.
- Survey was anonymous
- Data reviewed for themes within questions and across questions
- Respondents' exact wording used as much as possible when emblematic of key themes identified
- **Limitations:**
 - Anonymity doesn't allow for breakdown of differences in responses by demographics
 - Qualitative data requires interpretation of the data into themes.

Feedback to Date – Themes from Staff Survey & July 15th Small Group Discussions

1. Normalize conversation on racial equity	<p><u>What's working:</u></p> <ul style="list-style-type: none">• County Health system is committed• There are existing resources to expand racial equity work <p><u>What's needed:</u></p> <ul style="list-style-type: none">• Provide more training, support, and spaces for staff to engage in difficult conversations
2. Advance systems and policy changes	<p><u>What's working:</u></p> <ul style="list-style-type: none">• Committed and diverse workforce; and an existing infrastructure to create actionable policies and plans. <p><u>What's needed:</u></p> <ul style="list-style-type: none">• Apply racial equity tools and practices to hiring, contracts, and allocation of resources• Create clear goals and metrics to track progress• Integrate social determinants of health in our work

Feedback to Date – Themes from Staff Survey & July 15th Small Group Discussions cont.

3. Improve safety and promote transparency and accountability

What's working:

- County Health leadership and initiatives like ODE where community voices and clients inform our work

What's needed:

- Create more opportunities for staff to speak freely and safely about racial equity, including sharing feedback on County efforts
- Incorporate the voices of communities and clients in all County Health work

4. Integrate racial equity in current workloads and work culture

What's working:

- GARE provides opportunity for this work to advance

What's needed:

- Enable and encourage staff to allocate paid time to racial equity work
- Create a culture of expectations to actively work towards racial equity

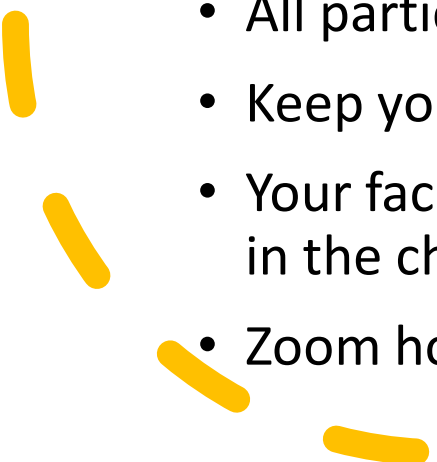
Q/A on Findings



Breakouts: Facilitated Small Group Discussion

Purpose: Staff have a forum to connect with one another to discuss racial equity issues and share their feedback/thoughts on how our work could better advance racial equity, including action steps to prioritize going forward.


Before we begin:

- 
- Please reference the cultural humility agreements (will be posted in the chat box)
 - All participants will introduce themselves
 - Keep yourself on mute when you aren't speaking
 - Your facilitator will guide you through the discussion questions (they will also be posted in the chat box)
 - Zoom host will activate the breakout groups



Please Join Your Small Group Breakout

Click the “join” button when it pops up or click “Breakouts” tab on the Zoom toolbar





BREAK – 5 mins

We need to pause –
breath –stretch –
journal.



Share a few
salient points

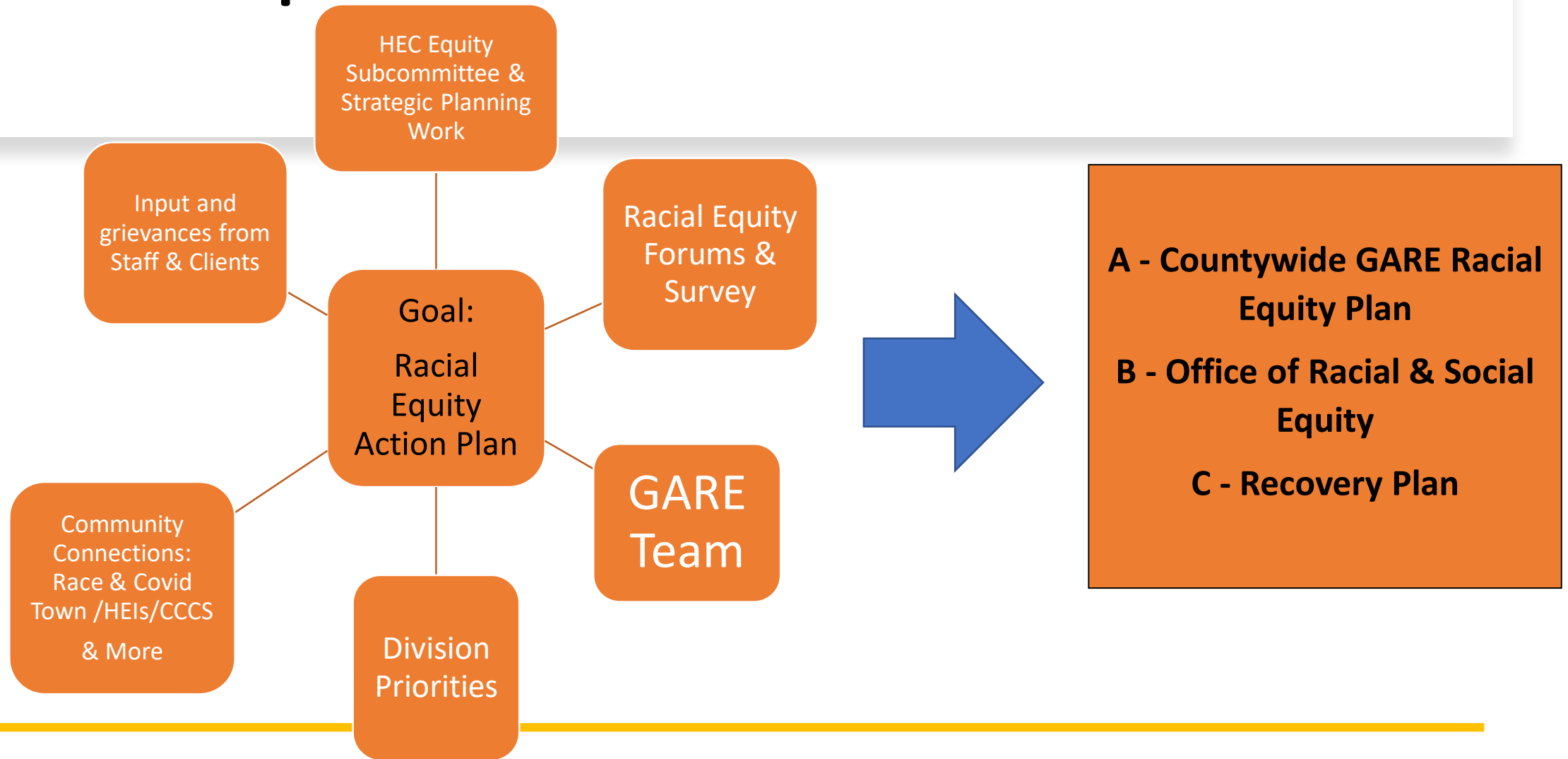


Next Steps + Getting Involved

Shireen Malekafzali, Senior Manager for Policy,
Planning, and Equity, Health, Policy and Planning
Program



Next Steps



Getting Involved

Collective Capacity
Building

Racial Equity 101 Trainings for All County Health Staff

Collective Capacity
Building

Offer Racial Equity 101 Trainings for Health Boards/Commissions & Advisory Groups (email: smalekafzali@smcgov.org)

Individual Capacity
Building

Review resource list of videos, clips, readings and more

Collective
Engagement in
Action

Join a GARE Team Committee (share chair emails)

Individual
Engagement in
Action

Identify racial equity actions within your work/program and work within your supervisory structure to advance

Race Forward Lead:
Maria Lorente-Foresti, Ph.D.

SMC GARE Structure



Capacity Building

Darryl Lampkin:
Dlampkin@smcgov.org

Members: Maria,
Sara, Akram, Don,
Erica, Jim

Trainings
Capacity building
opportunities



Policy & Operations

Gladys Balmas:
Gbalmas@smcgov.org

Members: Sujatha,
Tania, Katia, Shireen,
Lalitha

Language Access Policy
Updates
Anchor Institution

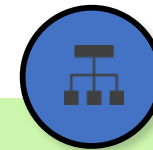


Data

Don Orr:
Dorr@smcgov.org

Members: Sara,
Lalitha, Don, Erica

Standard Work to
request
Data Files
Analysis

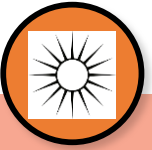


Communication & Recruitments

Tania Perez:
TSPerez@smcgov.org

Members: Sujatha, Gladys,
Sara, Darryl, Maria

Resources (GARE & Other)



Intro Cohort

Frances Lobos:
Flobos@smcgov.org

Members: Don,,
Katia, Lusette, Tania,
Erica,

REAP updates

GARE 2019

Meetings: 1. Committee Meetings: Monthly 2. Internal GARE Cohort Meeting: Monthly 3. Chairs Meeting: TBD



Follow up from Forum

- Evaluation survey
 - Recording and summary of small group breakout notes
 - Respond to unanswered chat questions
 - Take information back
 - Racial Equity 101 trainings for County Health staff
-

Closing

Maria Lorente Foresti, Director
Office of Diversity and Equity
Behavioral Health and Recovery Services





Wellness

Cindy Donis, Mental Health
Program Specialist, NMT Program



**Thank you to
our amazing
breakout
facilitators!**

Donald Orr
Priscilla Romero
Veronica Landa
Jenny Brooks
Frances Lobos
Maria Lorente Foresti
Belén Seara
Sujatha Ganesh Tadimeti
Jim Rutherford
Justin Watkins
Lucinda Dei Rossi
Gladys Balmas
Trish Erwin
Darryl Lampkin
Ziomara Ochoa
Shea Gerlinger
Jyotsna Nimkar
Angie Cavazos
Nicole Fernandez
Shireen Malekafzali

For questions, comments or feedback: HPP@smcgov.org

THANK YOU

^f
Next Steps:

- Share Recording
- Share out summary of discussion notes
- Send out an evaluation survey
- Respond to chat questions