

Zoom Polling Data – Racial Equity Forums

Background

During the July 15th and September 10th Racial Equity Forums, real time polls were issued during the sessions via Zoom to ask participants about a range of issues relating to engaging in racial equity work at County Health. Below is a detailed breakdown of the polling data retrieved. Please note that the questions posed varied for each event, as well as the number of responses since attendees were not required to respond to the questions.

Key Takeaways in One or More Polls

- More than half of respondents are interested or already engage in racial equity work and have some knowledge about racial equity work at County Health. The vast majority feel that it's very important for County Health to focus on these issues.
- Respondents were a majority people of color, most feel somewhat supported to do this work, but lack time, capacity or other resources to engage more fully in racial equity work.
- Many staff reported they discuss racial equity at work.

July 15th Implementing Racial Equity in County Health Web Forum

287 attendees.

Interest and/or Engagement in Racial Equity

What is your level of interest and/or engagement in racial equity efforts related to County Health or County Health partner efforts?

268 responses.

Response	Count	Percent
A lot of interest or engagement	180	67%
Some interest or engagement	72	27%
A little interest or engagement	14	5%
No interest or engagement	2	1%

Over half said they have a lot of interest or engagement in racial equity efforts related to County Health efforts or partner efforts. Almost a third said they have some interest or engagement in racial equity efforts.

Awareness of Racial Equity Work in County Health

What is your level of awareness of racial equity work in County Health?

268 responses.

Response	Count	Percent
Some knowledge	147	55%
A little knowledge	62	23%
A lot of knowledge	43	16%
No knowledge	16	6%

Almost three-fourths (3/4) of the respondents have some knowledge or a lot of knowledge about racial equity work in County Health.

Importance of Racial Equity at County Health

How important do you think it is for County Health to have a focus on racial equity?

113 responses.

Response	Count	Percent
Very Important	112	99%
Somewhat Important	1	1%
Not Important	0	0%

Almost all respondents believe it's very important for County Health to have a focus on racial equity.

September 10th Sharing Challenges & Opportunities: Implementing Racial Equity in County Health Web Forum #2

232 attendees.

Demographic Questions

What is your age range?

98 responses.

Response	Count	Percent
16-25 years	1	1%
26-59 years	83	85%
60+ years	14	14%

The majority of respondents are between ages 26-59 years.

What is your gender identity?

98 responses.

Response	Count	Percent
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Woman/Cisgender woman	68	69%
Man/Cisgender man	29	30%
Questioning/Unsure	1	1%
Transgender Woman	0	0%
Transgender Man	0	0%
Gender Non-conforming/Gender Non-Binary	0	0%

The majority of respondents identify as Woman/Cisgender woman. There was no representation of persons who identify as transgender or gender non-conforming/gender non-binary among respondents.

What is your race/ethnicity?

98 responses

Response	Count	Percent
Black or African-American	12	12%
Latinx/a/o	17	17%
Native American or American Indian	1	1%
White or Caucasian	39	40%
Native Hawaiian or Pacific Islander	0	0
Asian	22	23%
Middle Eastern	0	0
Multi-racial	7	7%
Other	0	0

The majority of respondents identified as Black, Indigenous, and/or People of Color (BIPOC). Forty percent of respondents identified as White or Caucasian.

What is your sexual orientation?

98 responses.

Response	County	Percent
Bisexual	3	3%
Gay	7	7%
Lesbian	5	5%

Pansexual	1	1%
Queer	2	2%
Straight or Heterosexual	80	82%

The vast majority of respondents identified as straight or heterosexual, while eighteen (18) percent of respondents identified as LGBTIQIA+.

Do you have a disability?

98 responses.

Response	Count	Percent
Yes	8	8%
No	90	92%

Less than ten (10) percent of respondents identified as having a disability.

Barriers to Engagement

What is the biggest barrier to engage and advance racial equity in your role?

83 respondents.

Response	Count	Percent
Time and capacity issues	34	41%
Lack of skills/know-how	24	29%
Lack of resources (i.e. funding and/or staff)	14	17%
Other	9	11%
Support from Supervisor/Manager	2	2%

Over half of respondents (58%) said that either time/capacity or lack of resources such as funding, staff, etc. are the biggest barriers to engaging in racial equity work in their role. Almost a third of respondents indicated that a lack of skills/know-how is their biggest barrier to engaging in this work.

Discussing Racial Equity at Work

How often do you discuss racial equity issues at work?

83 respondents

Response	Count	Percent
Sometimes	50	60%
Frequently	24	29%

Never	9	11%
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The vast majority of respondents (89 percent) sometimes or frequently discuss racial equity at work.

Ideas for Shifting Work to Advance Racial Equity

Do you have ideas for how you would like your work to look different to advance racial equity?
83 responses.

Response	Count	Percent
Somewhat	43	52%
Yes	28	34%
No	12	14%

The vast majority of respondents (86 percent) reported they have or somewhat have ideas for how their work could look different to advance racial equity.

Support from Supervisors or Managers

How supported do you feel by your Supervisor or Manager to share ideas or challenges on racial equity at work?

83 respondents.

Response	Count	Percent
Very supported	42	50%
Supported	28	34%
Somewhat supported	8	10%
Not Very Supported	5	6%

The vast majority of respondents (84 percent) reported feeling very supported or supported by their Supervisors or Managers to share ideas and challenges related to racial equity.

How to Get Involved

Do you know what County Health resources or networks to connect to, to share your ideas and get involved in advancing racial equity?

83 respondents.

Response	Count	Percent
Somewhat	37	45%
Yes	31	37%
No	15	18%

Almost half of respondents indicated they somewhat know or do not know what resources or networks to connect to get involved in advancing racial equity.

