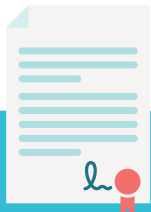


Justice, healing and action

Racism is a public health crisis. Centuries of racist ideas and policies have prevented Black/African American people from reaching their full health potential. Everyone should have a fair opportunity to achieve good health. We commit to racial equity and justice and look for policy solutions that improve health and well-being for all. We strive to create the conditions all of us need to have the best health possible.

Our work to dismantle racism



Activated the Racism and Resilience Action Response Team.



Board of Health approved an anti-racism resolution.



Formed a communication plan to promote racial equity and justice.



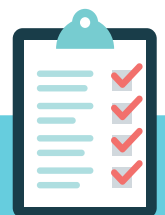
Developing partnerships across sectors to address racism.



Created a safe space for Black/African American staff to have open conversations.



Distributed 1,500 face masks and hand sanitizer for public events.



Completed a racial equity and justice draft work plan.

Learn about racial equity at tpchd.org/racialequity.

What is racism?

Racism structures opportunity and assigns value based on how a person looks. The result: conditions that unfairly advantage some and unfairly disadvantage others. -American Public Health Association

What is racial equity and justice?

All people—no matter their skin color or cultural heritage—deserve fair opportunities for jobs, housing, education and health. Racial equity means everyone can reach their full potential. Our racial equity response begins with the Black/African American community because of recent trends which affect our community. We seek racial justice by creating policies, practices and actions to achieve racial equity for all.

We can begin to reduce individual, institutional and systemic racism by addressing it at the 5 levels of race equity work:

1

Individual

Become aware of—and fight—our own biases.

2

Interpersonal

Learn how to deal with racism when it happens in our interactions with others.

3

Institutional

Our commitment to equity should be consistent with our actions.

4

Community

We must be accountable to the communities most affected by racism.

5

Systemic

Eliminate ideas and policies that cause harm to Black, Indigenous and People of Color .

Adapted from JustLead Washington, Washington Race Equity and Justice Initiative.

Learn about racial equity at tpchd.org/racialequity.



Tacoma-Pierce County

Health Department

Healthy People in Healthy Communities