

2022 BHT Equity Assessment

Friday, September 9

12:00-1:00 pm



What we are sharing today

- 1. Team Introductions**
- 2. Purpose & History**
- 3. Hear from your peers**
- 4. What's in the survey?**
- 5. What will we learn? How can we use it?**
- 6. Q&A**

BHT team introductions



hadley morrow

they/them

Director of Movement
Building



Sarah Bollig Dorn

she/her

Assistant Director of
Health Integration



Hannah Klaassen

she/her

Program Manager

Purpose & History

**Every organization in the BHT
community actively engages
in an equity journey
to ensure they are equipped to help
every person they serve
reach their full health potential,
regardless of identity, environment,
or experiences.**

Equity Assessment Background

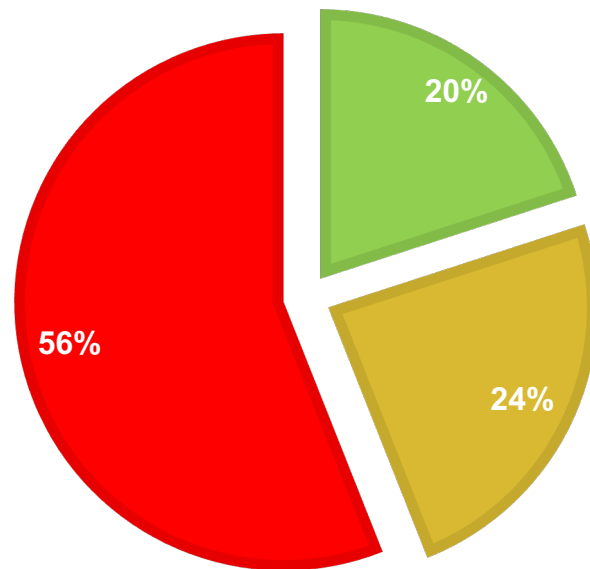
Quick history & purpose

- The data shows we have deep wounds in our systems preventing each and every person from reaching their full health potential equitably.
- To engage in a regional equity journey we as institutions working with community need to know how we are doing. BHT staff researched current assessments and designed our own, launched in 2019
- Focus on behaviors we could see with our eyes and name to another person
 - It's one thing to say we believe in equity – but what does that actually look like?
 - The act of naming if a dynamic is healing – it doesn't have to be a source of shame– it's you participating in turning values into behavior.
 - Systems of oppression like when we are quiet about inequity – but to heal we have to name and address it
- We assess again to measure changes and hold ourselves accountable

Examples and Learnings from 1st round

Key Themes

- In 2019 over 3800 people and 80 organizations took the survey
- Most of us didn't know what equitable actions in our workforce really look like – We didn't know or didn't agree that 56% of the behaviors were happening at our organizations



% SCORE

- Green >75% “agree” or “Strongly Agree”
- Yellow <75% “agree” or “Strongly Agree” combined but not in the first two categories
- Red >25% “I don’t know” and “Not Answered” Combined
>25% “Disagree” and “Strongly Disagree” Combined

Examples and Learnings from 1st round

Key Themes

- Generally we agree our organizations care about equity and diversity:

Organizational Commitment to Equity	%IDK + NA	%D + SD	%A + SA
In your opinion, how much does your organization focus on achieving health equity?	0%	24%	76%
I feel my work environment is supportive of many different cultural perspectives	8%	12%	80%

- But when we start asking about behaviors that we'd expect to see in a workplace that values equity and diversity we are less clear:

I work with a culturally diverse staff	8%	34%	58%
Culturally Diverse staff members remain long term employees	48%	10%	41%
Staff of diverse ethnic, racial and cultural backgrounds are equitably promoted throughout the organization	44%	9%	46%
The organizations application and on-boarding documentation reflect a culture of diversity and inclusion	40%	11%	48%

Hear from your peers

You don't have to take our word for it

Experiences from 2019 assessment



Lynn Kimball

she/her

**Aging & Long-Term Care
of Eastern Washington**

Executive Director

What to expect

What's in the survey

How it arrives

When is it happening

Process & timeline

How & When

How will the assessment arrive?

- BHT sends launch email to primary contact(s) at organization on Sept 12
- Organization contact forwards that email to all staff, with any desired personalization. *Please encourage your staff to complete!*
- BHT will send reminders and do targeted outreach until survey closes.

Launch email and other resources will be available in English, Marshallese, Russian, & Spanish!

When

Monday, Sept 12
Survey live!

Early October
Reminder email

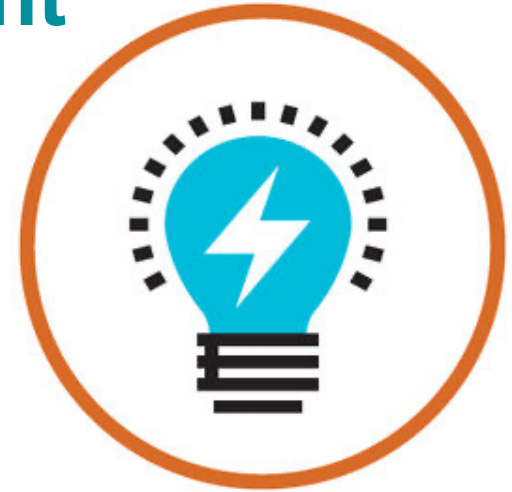
Friday, Oct 28
Survey closes

Q1 2023
Organization results sent
Regional report shared

What to expect when I take the assessment

Generally (we'll get into specifics in a second!)

- Should take 10-15 minutes to complete
(average time 11 minutes)
- Questions are on an agree-disagree scale
- Each section has space for optional open feedback
- When sections ask for you to speak on behalf of the organization, answer based on your own observations of the department and role you serve in.
- Challenge yourself to answer authentically!



Okay, so what's in the assessment?

Specifically now

The assessment delves into many aspects of equity, including gender, race, disability, sexuality, language, & lived experience.

These questions are about your experience in your organization.

There are 5 survey sections, plus optional demographics.

Sections

Overview & Introductory Questions
(organization, position, length of service, populations served, etc.)

Section 1 – Organizational commitment to health equity

Section 2 – Understanding of health equity

Section 3 – Health equity in program & service design

Section 4 – Equity in hiring and employment

Section 5 – Equity in data

Optional Demographic Information

Let's take a look ...

Overview & Introductory Questions



Equity Assessment Overview

[Click here to read this introduction in Marshallese / Jibed ijin ñan riiti in ilo Kajin Majol](#)

Better Health Together is offering this Equity Assessment to partner organizations throughout Eastern Washington as a way to continue our shared work of advancing equity in our region. Thank you for your participation - we appreciate your time and your thoughtful responses!

Background

Better Health Together (BHT) works with more than 100 organizations in Eastern Washington (Adams, Ferry, Lincoln, Pend Oreille, Spokane, and Stevens counties) to tackle health inequities throughout the region. We collaborate with community partners, including your organization, to improve health and address social determinants of health including housing, transportation, poverty, stigma, and more. This Assessment is a chance for us to champion health equity, a vision of a region where every person can achieve their maximum health potential regardless of their identity, environment, or experiences.

Language

English



English

Español (América Latina)

Русский

Sections 1-5

Section 1 -- Organizational commitment to health equity

* Please share your

The organization's commitment to [health equity](#).

The organization demonstrates a commitment to addressing the [determinants of health](#).

Most staff members demonstrate a commitment to addressing the [determinants of health](#).

The organization's commitment to respect for cultural and practices.

* These questions ask about your personal experiences at the organization you work for:

Section 3 – [Health equity in program and service design](#)

* Please share your observations of the organization you work for:

Program design at the organization reflects an understanding of the [social determinants of health](#).

The organization regularly assesses the cultural and linguistic needs of the community it serves

The organization regularly assesses the physical accessibility to community participation in its programs and services.

The organization takes steps to minimize barriers to community participation in its programs and services.

Strongly Disagree

Disagree

Agree

Strongly Agree

I Don't Know

Strongly Disagree

Disagree

Agree

Strongly Agree

I Don't Know

Optional Demographic Information

Our demographic & lived experiences impact how we show up in our work & community, and they influence our experiences in those spaces.

With this assessment, we want to be able to look at potential trends or differences to build a more nuanced regional picture.

We recognize that the language of demographics is always evolving and is never fully inclusive of how someone identifies or describes themselves. Data collection by its nature captures an incomplete picture of our individual lived experience and identities. We want to do our best within that natural limitation. The language selected reflects feedback we received from the last equity assessment and evolving best practices.

Included demographics

Age
Race
Gender Identity
Lived Experience

**What will we learn?
How do we use the results?**

How we grow from what we know

Not a survey for survey's sake

After the survey closes, BHT will ...

- Aggregate and score the data from the surveys.
This includes de-identifying and reviewing for small numbers, so information cannot be tied back to individual respondents.
- Compile organization-level reports
and a regional report, too!
- Share the reports back to organizations!
- Provide support for the results
 - Staff member can meet with team to review their results
 - Inform BHT's future work & support

Assessment results can be used as you apply for funding, engage in internal and external equity work, and promote a culture of learning and growth.

Assessment results will also inform future funding through BHT & the Waiver

What's in the reports

Methodology: The 25% Revolution

We look for at least 75% of respondents to answer Agree or Strongly Agree to signify the activity is a **norm within the organization**.

SCORING GUIDE

>25% "I don't know" and "Not Answered" combined is **RED**

>25% "disagree" and "strongly disagree" combined is **RED**

51-75% "agree" or "strongly agree" combined and don't fall into red categories is **YELLOW**

>75% "agree" or "Strongly Agree" is **GREEN**

Example:

Survey Question	% I don't know + % Not Answered	% Disagree + % Strongly Disagree	% Agree+ % Strongly Agree	Score
1. In your opinion, how much does your organization focus on achieving health equity?	0%	24%	76%	■
2. The organization has a written statement that includes a commitment to addressing health equity	30%	10%	60%	■
3. The organization demonstrates a commitment to addressing the environmental, social, and economic conditions that impact health.	22%	14%	64%	■

Q&A

What questions do you have?