

Results and Findings

Background

ONTRACK and SCPH's HRE Unit, completed the second annual staff capacity assessment survey to inform efforts to advance health and racial equity within SCPH.

In June 2024, 190 surveys were submitted and categorized by type (staff, supervisors/managers, or leadership).

Assessment Components

- Advancing Health and Racial Equity
- Knowledge, Opportunities, and Challenges
- Recruitment, Hiring and Promotion
- Empowerment and Training
- Staff Support, Supervision & Management

"All programs, facing and non-community facing, should embed HRE policies, education and trainings."

Summary

The 2024 findings highlight the challenges that have emerged after the implementation of trainings and additional areas for future training and support; in particular to supervision and staff management.

It additionally identifies several areas for continued capacity building, and highlights differences between SCPH levels in perception, needs, and support to embed health and racial equity into the work.

While there are areas showing improvement, there is still room to grow in advancing health and racial equity across SCPH. Overall, the 2024 survey results highlight the ongoing desire - and need - for health and racial equity training across SCPH.

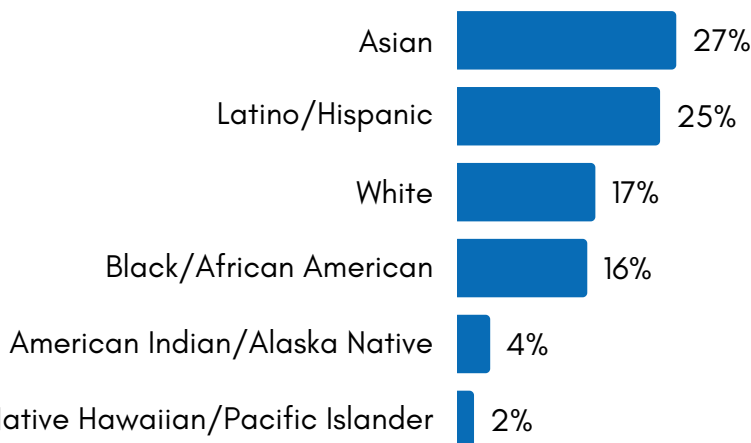
"Continue to do this work! Raise issues and don't be afraid if it is difficult or challenging. It takes time, but this [HRE] unit is making a difference."



Respondent Demographics

In the 2023 assessment, 32% of respondents self-identified as White, while in 2024, only 17% of respondents self-identified as White.

In 2024, the percent of respondents who identified as Asian increased from 21% in 2023 to 27%.



Over 80% of survey respondents identified as female.

Key Findings



Most, but not all, respondents (93%) agree that advancing health and racial equity in SCPH is important.

Many respondents acknowledge the steps SCPH has taken towards health and racial equity, but some expressed feelings of frustration that training has resulted in a “backlash” or more microaggressions.

Respondents at different levels have varying ideas about how to improve diversity of staff and in promotions, but overall, agree that outreach networks need to be more diverse and increase encouragement for BIPOC candidates to apply.

A common theme across the entire survey is the need for continued training, with a focus on action and implementation.

“Communicate to staff that HRE work is public health work and that it’s not going away. There is a growing sentiment (outside of work) that DEI and racial equity work is falling out of fashion. Leadership should affirm that it’s foundational to our core business practice.”

“Teaching someone about racial equity doesn’t make someone less racist. It just makes them keep quiet about it. Sadly, a lot of my co-workers show microaggressions every day and the training has not reduced this. If anything, it has just made them complain more about how it is not fair to them.”

The “abundance of training offerings, power hours, equity in strategic planning and the CHIP suggest there’s been a strong and sustained push to advance racial equity.”

Respondent Quotes

Next Steps for HRE

HRE work is being operationalized by first normalizing and providing spaces to organize with the goal of naturally embedding health and racial equity into SCPH programs in the following ways:

Implementation of the Health and Racial Equity Action Plan (HREAP)

HREAP Areas of Focus
Community Engagement
Workforce and Capacity Building
Equity in Organizational Policies and Practices

- Training: focus on action and implementation for programs to effectively serve communities.
- Hiring and Recruitment: continue to collaborate with the Workforce Development team and community to increase the recruitment of diverse applicants and staff.
- Operationalizing: continue to support and foster internal equity containers like the Interdepartmental Committee, the Racial and Health Equity Advisory Team (RHEAT), HRE Power Hours and the Equity Loop Newsletter.