

DEPARTMENT OF PUBLIC HEALTH

October 15, 2020

Government Audit and Oversight Committee

Patient and Workforce Disparities

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Racial health disparities are severe and persistent

- Black/African American and Pacific Islander have worst health over many areas - Life expectancy gap of > 10 years

Workforce disparities are significant

- Staff demographics differ widely from those of patients
- Staff demographics disparate at management levels
- Staff of color report experiences of unequal treatment
- Data on corrective actions and disciplinary actions are disproportionate

Advance Equity and Investing in Our Workforce

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Current Initiatives

- Employee engagement survey
- Recently hired workforce equity manager
- Trainings and discussion forums
- Equity councils and equity lead staff
- Recruitment pipeline

Racial Equity Action Plan

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New Initiatives

- New HR positions in FY 2021 budget
- Removing employment barriers
- Diverse applicant pools
- Professional development
- Mediator programs

Racial Equity Action Plan to be released at the end of December 2020

Questions

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Thank You