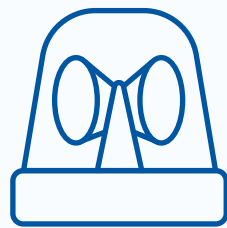




ADDRESSING MENTAL HEALTH

Kent County Population Health Consortium: Addressing social determinants of mental health. **Diverting People of Color from:**



Emergency Departments



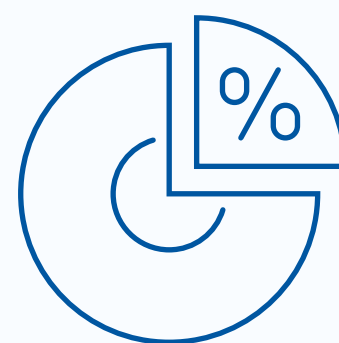
Corrections



Psychiatric Hospitals

BETTER JUSTICE SYSTEMS

Examining trends in the race and ethnicity of youth in County detention. *Why?* **To identify and eliminate practices that may lead to bias or injustice.**



Sheriff's Office + Hispanic Center of Western Michigan: Building understanding & bridges with the **Latino Citizen Police Academy**



ALLOCATING FUNDS

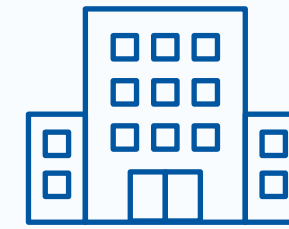
Kent County Board of Commissioners allocates **CARES Act** dollars to reduce the disparate economic effects of the pandemic on the community, especially on people of color.

\$9.5 million
Nonprofit Organization
COVID Grant Fund



Programs addressing family crisis, food insecurity, education, transportation and healthcare.

\$34.2 million
Small Business
Recovery Fund



Small businesses, including those from underserved communities + those that face language or other barriers.

INCLUSIVE EMPLOYMENT PRACTICES



Training to manage biases is offered to all employees



Hiring protocols proven to reduce the potential for unconscious bias in hiring



Cultural intelligence assessment and training for all new employees

WELCOMING NEW AMERICANS

Joined **Gateways for Growth** to develop the **Kent County Welcome Plan**, our roadmap to a more welcoming and inclusive environment for New Americans in Kent County.



PANDEMIC SUPPORT

Kent County Health Department partnering with diverse community groups to mitigate the disparate impact of the pandemic on People of Color in our community.

COVID Infection Rates

Community	Before Engagement	After Engagement
African Americans	2 x expected rate	⇒ 1.3 x expected rate
Hispanic/Latinx	4 x expected rate	⇒ 1.3 x expected rate
Asian	3 x expected rate	⇒ 1 x expected rate

OPEN DISCUSSION

“Unrest in America” – Kent County all-staff town hall where County staff openly discussed with the County Administrator their sentiments, fears, struggles and questions related to the racial justice movement and relevant County policies and practices.