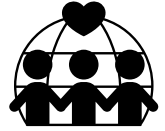


Health Equity is Our Work

SOCIAL DETERMINANTS OF HEALTH:

Conditions in the places where people live, work, and play that affect a wide range of health and quality-of-life risks and outcomes. Examples include:

- Education Access/Quality
- Healthcare Access/Quality
- Social & Community Context
- Economic Stability
- Neighborhood & Built environment



Social Determinants of Health (SDOH) all relate to Health Equity. Work that improves SDOH improve Health Equity outcomes.

IMPORTANT FACTS

HEALTH EQUITY = EQUITY

1. Equity is about ensuring all people are fully welcomed, valued, respected and heard, and that everyone has access to opportunities to live to their full potential regardless of their abilities, zip code, skin color, sexual orientation, income, education, or any other trait or characteristic.

OUR MISSION = IMPROVES SOCIAL DETERMINANTS OF HEALTH

2. **MISSION:** Increasing the human potential of our community by providing opportunities for people in need.

At SNAP, we have 30 programs, all of which seek to resolve Social Determinants of Health.

For example:

- Weatherization & Home Repair: Improve neighborhood/built environment
- Energy/Utility/Rental Assistance: Improve economic stability
- Long-Term Care Ombudsman: Improve social & community context
- Transportation Services: Improve healthcare access
- Women's Business Center: Improves education access, social & community context, economic stability, and neighborhood & built environment

OUR EQUITY WORK IMPROVES HEALTH EQUITY

3. Not only does the services SNAP provides improve Health Equity in our community, but also, our agency's equity journey has a direct impact on health equity internally and externally.

Please see reverse side of this page for SNAP's equity growth and improvements, all of which relate to Health Equity.

SNAP'S EQUITY JOURNEY

Equity, Diversity, and Inclusion (EDI) was listed as one of SNAP's four strategic priorities in its 2019-2023 Strategic Plan. In 2020, SNAP launched its staff-led (EDI) Council. Since this point, the EDI Council, Board of Directors, and Leadership have made immense strides in our equity growth. Review our progress below:

DIAGNOSTICS

- Completed Better Health Together (BHT) Health Equity Assessment for a baseline
- Assessed agency on Global Diversity, Equity, and Inclusion Benchmark (GDEIB) Assessment for a baseline
- Assessed total quantity of diverse suppliers in region
- Employee survey provided baseline demographic data

TRAINING

- Local Indigenous History: Margo Hill presented to SNAP All-Staff
- LGBTQIA+ Rights/Secondary Trauma: Dr. Nick Franco presented to SNAP All-Staff
- Racial Equity: Prosparetti Coleman presented history of "Red Lining" in Spokane to SNAP All-Staff
- Regular trainings in WU on variety of topics: poverty, disabilities, cultural awareness, definitions, etc.

**EQUITY =
HEALTH
EQUITY**

TECHNOLOGY

- Added feature to website to translate languages
- Added accessibility feature to website
- Added option for pronouns in email signatures
- Phone tree includes translation options
- Removed gendered salutations in Birdseye
- Coming: Option for pronouns and chosen name in Birdseye

FOUNDATION

- Launched Client Advisory Council
- Launched Board of Directors EDI Council
- Embedding Equity into our values
- Facilitated name change from "Ft. Wright" to Whistalks Way
- 'Purple Flag' and general awareness
- EDI included in new hire orientation
- Outreach to marginalized communities for service delivery and hiring opportunities

PARTNERSHIP

- Drafted MOUs with BIPOC agencies, providing payment to provide basic needs to underserved communities
- SFA Partnership with Carl Maxey Center to provide training and support to [primarily] Black-owned businesses
- Sent letters to underserved organizations establish partnership

REMEMBER: EDI is everybody's responsibility, in

the same way safety issues are. Speak up, speak out, and help navigate through internal/external systemic barriers

- **SYSTEMIC BARRIERS:** Policies, procedures, or practices that (intentionally or unintentionally) unfairly discriminate and can prevent individuals from participating fully in a situation.