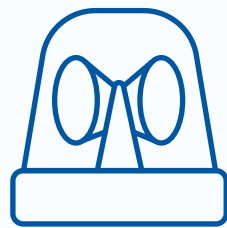




## ADDRESSING MENTAL HEALTH

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



**Emergency Departments**



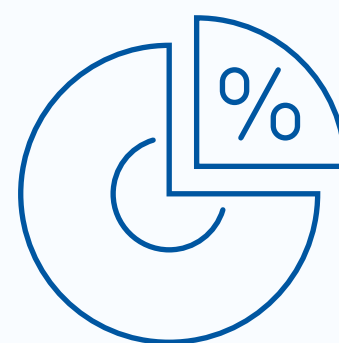
**Corrections**



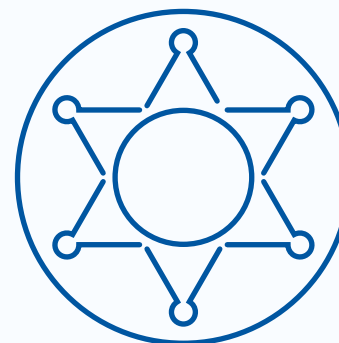
**Psychiatric Hospitals**

## 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

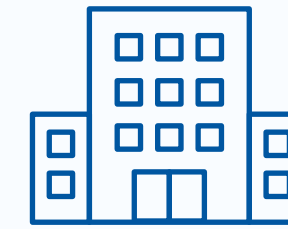
Kent County Board of Commissioners allocates **CARES Act** dollars to reduce the disparate economic effects of the pandemic on the community, especially on people of color.

**\$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.