



The Two Pandemics:

Systemic Racism and COVID-19

Moderator



Leon Andrews
Director, Race, Equity, And Leadership Program (REAL)
National League of Cities

Collaborating Organizations



ICMA



NACA



NFBPA

Speakers



Lovely Warren
Mayor
Rochester, NY



Serena Cruz
Executive Director
Virginia Garcia Memorial Foundation



Brion Oaks
Chief Equity Officer
Austin, TX



Dr. Marie Peoples
Deputy County Manager
Coconino County, AZ

REAL Mission

“ To strengthen local leaders’ knowledge and capacity to eliminate racial disparities, heal racial divisions and build more equitable communities. ”



REAL Today

Training and Capacity Building

Technical Assistance

Network Building

Building Special Populations Work

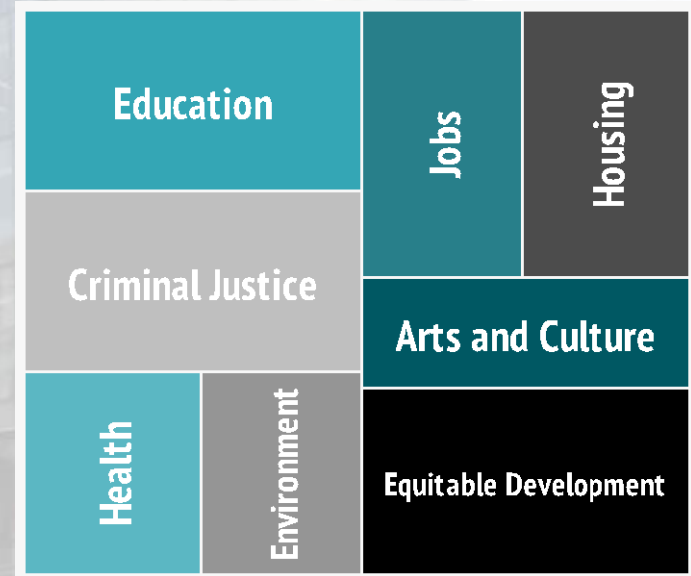
Theory of Change

Change happens when people recognize:

- 1) Why the change is needed
- 2) Potential of proposed solutions
- 3) Shared urgency

Racial Disparities


From infant mortality to life expectancy, **race** predicts how well one will do.



Racial Disparities

6 in 10

of U.S. prisoners
are **Black/Latino**
(yet only comprise
30% of the U.S.
population)

65%

Black or Latino men
graduate from High
School
(80% of White males will)



Black and Native
American
unemployment is

2x

that of Whites

57%

of Blacks and Latinos
spend more than 30%
of their income on
housing costs



What is the Process for Racial Equity?



Mayor Lovely A. Warren

- How is Rochester leading the racial equity conversations within your organization?
- What are the biggest challenges Rochester has faced in the wake of COVID-19?
- How have you handled the tensions that have followed the continued incidents of police killings of black residents?



What is Virginia Garcia Memorial Health Center?

- Founded in 1975 out of social injustice
- Virginia died needlessly
- Community rallied
- That summer we began delivering services in borrowed 3-car garage



Our Mission

“ The Mission of the Virginia Garcia Memorial Health Center is to provide high quality, comprehensive, and culturally appropriate primary health care to the communities of Washington and Yamhill counties with a special emphasis on migrant and seasonal farmworkers and others with barriers to receiving health care.

”

Virginia Garcia Today

Largest nonprofit Community Health Center in the State of Oregon

- We provide comprehensive primary, dental and mental health care in 5 primary care clinics, 6 dental clinics, 5 school-based health centers, a women's clinic and in a mobile clinic that takes care directly to our patients where they live and work.
- 52,500 unduplicated patients served annually
- Over 60 languages spoken by our patients
- 98% of our patients have low-incomes



Oregon Health Disparities: COVID-19

Demographic Group	Population %	COVID-19 Positives %	Over-representation
White	75.1	49	.65
Latinx	13.44	37	2.75
Asian	4.5	3	.67
Two or more races	3.69	2	.54
Black	1.86	4	2.15
Native American	0.98	2	2.04
Pacific Islander	0.43	3	6.98

https://public.tableau.com/profile/oregon.health.authority.covid.19#!/vizhome/OregonCOVID-19CaseDemographicsandDiseaseSeverityStatewide/DemographicData?:display_count=y&toolbar=n&origin=viz_share_link&showShareOptions=false

Virginia Garcia Latinx Health Disparities: COVID-19

Ethnicity	Negative	Positive	Pending	Total
Latinx	1,589	263	243	2,095
Non-Latinx	841	26	179	1,046
Unknown	215	14	27	256
Totals	2,645	303	449	3,397

- **87%** of our positive test results are Latinx
- Only **62%** of those tested are Latinx

Why?

- People of color are more likely to be essential workers
- More likely to be unable to work remotely
- More likely to have complex health issues that are exacerbated by the virus
- Fewer support systems such as vacation, sick leave or the ability to collect unemployment or participate in the federal CARES act.



What are we doing about it?

- Screening, screening and more screening
- Public service ads in Spanish
- Partnerships with our local governments and other CBOs
- Securing donated masks – we provide one with every test
- Providing navigation for the Oregon Worker Relief Fund



Thousands of immigrant Oregonians are facing extreme economic hardship as a result of COVID-19, yet have been intentionally excluded from worker relief

[DONATE](#)

www.workerrelief.org

What else should be done?

- We need state (or national)-led campaigns. A SINGLE set of messages (developed in partnership with community). Multiple languages. Multiple platforms.
- We need more resources. People are hurting. Food insecurity, housing instability, quarantine support.
- We need research. This is a public health crisis and merits a public health response, complete with research and proposed solutions.

Brion Oaks

- How is Austin leading the racial equity conversations within your organization?
- How are you working across departments to ensure that an equity lens is being applied?



Dr. Marie Peoples

- How has COVID impacted your county's indigenous community?
- What innovative programs have you established or encountered during the pandemic?
- Do you have a strategy in place that is guiding your work; what's working?



Q&A



ICMA

INTERNATIONAL CITY/COUNTY
MANAGEMENT ASSOCIATION