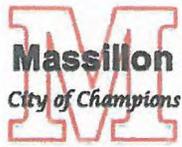




## Meeting Minutes

|  |   |                          |
|--|---|--------------------------|
| <b>Meeting Name:</b> Board of Health   | <b>Location:</b> Massillon City Health Department via Teleconference Dial-In (330) 362-8327 |                          |
| <b>Date:</b> July 21, 2020   | <b>Start Time:</b> 3:30pm   | <b>Stop Time:</b> 3:53pm |
| <b>Recorded by:</b> Terri Argent, RS, REHS   | <b>Opened by:</b> Mayor Kathy Catazaro-Perry, President of the Board                        |                          |
| <b>Attendees:</b><br>Jeff Thornberry<br>Dr. Sonia Ullum<br>Cathy Heitger<br>Pastor Reginald Hye<br>Ann Palaski   |   |                          |
| <b>Staff Present:</b><br>Terri Argent<br>Dr. S. Lata Wiggins   |   |                          |
| <b>MINUTES</b>   |   |                          |
| <p>1. On a motion by Jeff Thornberry, and seconded by Dr. Sonia Ullum, approval was given to approve the June 2020 meeting minutes as mailed. Motion carried.</p> <p>2. On a motion by Pastor Reginald Hye, and seconded by Cathy Heitger, approval was given to pay the June bills for the Health department in the amount of \$23,916.58 and for the WIC department in the amount of \$10,637.88 for a total amount of \$34,554.46 for June 2020. Motion carried.</p> <p>3. The monthly Vital Statistics, Environmental, and Nursing Division reports for June were accepted and approved without comment.</p> |   |                          |
| <b>ACTION ITEMS</b>  |   |                          |
| <p><b><u>Old Business</u></b></p> <p>1. COVID-19 Update</p> <ul style="list-style-type: none"> <li>i. Alert levels</li> <li>ii. Contact Tracing</li> <li>iii. Community Support</li> <li>iv. Director's Order Enforcement</li> <li>v. Restart Stark Website</li> </ul> <p>2. Accreditation Update</p> <ul style="list-style-type: none"> <li>a. The Massillon City Health Department is 88% finished and ahead of our November deadline.</li> </ul>  |   |                          |



Health Department

# Meeting Minutes

## New Business

1. Massillon City Health Department Goals

- a. See attached goals chart

2. Request Approval for 2 Grants

- a. The grants are from Stark County Health Department and were originally from Ohio Department of Health. Terri Argent will sign for both grants which are for Contact Tracing. On a motion by Cathy Heitger, and seconded by Dr. Sonia Ullum, approval was given for 2 grants. The first grant is in the amount of \$73,877.00 for funds through December 30, 2020. The second grant is in the amount of \$21,692.00 for funds through June 2021. Motion carried.

3. Approval of Board Resolution 01-2020 Against Racism

- a. Per Terri Argent, all of the points of the resolution have been reviewed by the City Administration and we are reviewing all of our policies to fit. Our Equity Committee is not currently meeting due to the COVID-19 pandemic. On a motion by Jeff Thornberry, and seconded by Pastor Reginald Hye, approval was given to adopt Resolution 01-2020 declaring racism a public health crisis. Motion carried.

4. Upcoming Trainings

- i. Terri Argent just completed Sunshine Laws
- ii. Staff completed Customer Service training
- iii. Staff will be training in Ethics, AED, and Stark County Unity Challenge to Dismantle Racism – How Your Race Affects Your Health

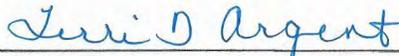
## APPROVAL

*These minutes represent a true and accurate record of this meeting to be the best of my knowledge.*

|                               |               |            |
|-------------------------------|---------------|------------|
| Meeting minutes submitted by: | Cathy Heitger | 07/21/2020 |
|-------------------------------|---------------|------------|

|                               |                     |            |
|-------------------------------|---------------------|------------|
| Meeting minutes submitted by: | Pastor Reginald Hye | 07/21/2020 |
|-------------------------------|---------------------|------------|

  
 \_\_\_\_\_  
 Mayor Kathy Catazaro-Perry  
 President of the Board

  
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 Terri D. Argent, Health Commissioner  
 Secretary of the Board

## Personal Professional Developmental Goals 2020-updated 06/08/2020

| Staff Member  | GOAL   | ANTICIPATED COMPLETION DATE               | DATE OF COMPLETION                                    |
|---|--|---|---|
| <b>Terri Health Commissioner</b>  | Assemble focus groups to complete CHA for Domain1,<br>Build relationships with Lifecare, Walsh U, Aultman Mass.,<br>Health improvement committee | 2/15/2020                                 | 3/01/2020   |
|   | Complete sunshine law training   | 6/1/2020                                  | 06/01/2020  |
|   | Conduct at least 1 smoking cessation class   | 11/1/2020                                 |   |
|   | Complete ethics, cultural competency training  | 11/15/2020                                | CC-completed 03/06/2020                               |
| <b>Bethany Environmental Health Director/<br/>Registered Sanitarian</b> | Have Healthspace in full use-rabies module remains   | 12/15/2020                                |   |
|   | Develop Smoking cessation program  | 01/30/2020                                | Vital Statistics and Terri to completed<br>March 2020 |
|   | Complete ethics, cultural competency training  | 11/15/2020                                | CC-completed 03/06/2020                               |
| <b>Erin Wise WIC Director/<br/>Registered Dietician</b>                 | Become trained as a certified safe-sleep trainer/teacher for<br>Cribs for Kids   | 7/1/2020                                  | 01/24/2020  |
|   | Teach at least 8 Safe sleep class  | 12/15/2020                                |   |
|   | Complete ethics, cultural competency training  | 11/15/2020                                | CC-completed 03/06/2020                               |
| <b>Vicki Theis Registrar</b>  | Conduct 2 more matter of balance classes for seniors   | Classes on hold indefinitely due to COVID | Classes on hold indefinitely due to COVID             |

|   |   |  |                         |
|---|---|--|-------------------------|
|   | Complete ethics, cultural competency training   | 11/15/2020   | CC-completed 03/06/2020 |
|   | Increase Excel knowledge; possibly attend online beginner's course.   | 12/15/2020   |                         |
| <b>Vicki Porter<br/>WIC clinical<br/>Assistant</b>                        | Become trained as a certified safe-sleep trainer/teacher for Cribs for Kids   | 07/01/2020   | 01/24/2020              |
|   | Create a new organized nutrition education and bulletin board binder. All education will be SMOG tested for appropriate use and a lesson plan attached for target audience. This will allow ease of access to all WIC offered educations during clinic. | 12/15/2020   |                         |
|   | Complete ethics, cultural competency training   | 11/15/2020   | CC-completed 03/06/2020 |
| <b>Crystal Gardner<br/>Deputy Registrar</b>                               | Be completely switched to Healthspace for all food service, pool, tattoo programs   | 2/2/2020   | 02/01/2020              |
|   | Input all 2020 Animal Bite Reports and Rabies Tracking to Healthspace   | 12/15/2020   |                         |
|   | Complete ethics, cultural competency training   | 11/15/2020   | CC-completed 03/06/2020 |
| <b>Audrey Sylvester<br/>Director of Nursing</b>                           | Develop a Harm Reduction program  | 01/01/2021<br><b>Modified date due to covid-19</b> |                         |
|   | Implement a new chronic disease program at the Health Department that is evidence based.  | 12/15/2020   |                         |
|   | Complete ethics, cultural competency training   | 11/15/2020   | CC-completed 03/06/2020 |
| <b>Accreditation<br/>(all goal dates<br/>changed due to<br/>Covid-19)</b> | 6 domains submitted to Emily  | 1/31/2020  | 06/01/2020              |
|   | All domains uploaded, awaiting site visit   | 10/01/2020   |                         |



## Resolution 01-2020

*A resolution by the Board of Health of the Massillon City Health Department declaring that racism is a public health crisis and outlining actions be taken to address the crisis.<sup>1</sup>*

**WHEREAS**, Public health is the science of protecting and improving the health of people and their communities;

**WHEREAS**, public health work is achieved by promoting healthy lifestyles, researching disease and injury prevention, and detecting, preventing and responding to infectious diseases;

**WHEREAS**, public health professionals prevent problems from happening or recurring through implementing educational programs, recommending policies, administering services, limiting health disparities, and promoting health care equity, quality, and accessibility<sup>2</sup>;

**WHEREAS**, racism and segregation in Ohio has exacerbated a health divide resulting in black Ohioans having lower life expectancies than white Ohioans. According to the Health Policy Institute of Ohio, African Americans are far more likely than other races to die prematurely and to die of heart disease or stroke. African Americans also have higher levels of infant mortality, lower birth weights, are more likely to be overweight or obese, have adult diabetes and have long-term complications from diabetes. A contemporary example of such disparity is highlighted by preliminary data in Ohio that suggest African Americans are dying at a disproportionately higher rate from COVID-19<sup>3 4</sup>;

**WHEREAS**, communities of color, those of low social economic status, and those that suffer from disabilities are more likely to experience poor health outcomes as a consequence of their social determinants of health — health inequities stemming from economic stability, education, physical environment, food and access to health care systems<sup>5</sup>;

**WHEREAS**, institutional racism is a social construct with no biologic basis;

**WHEREAS**, institutional racism is a manifestation of violence, inequities, and injustices that precipitate discriminatory influences many areas of life, including housing, education, employment and criminal justice; and an emerging body of research demonstrates that racism itself is a social determinant of health and wellbeing;

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<sup>1</sup> The Board wishes to acknowledge the Franklin County Board of Health for their inspiration in drafting this resolution. Their statement “Racism is a Public Health Crisis” [May 12, 2020] was the template for this resolution.

<sup>2</sup> <https://www.cdcfoundation.org/what-public-health>

<sup>3</sup> Health Policy Institute of Ohio, 2017 Health Value Dashboard ([Health equity profiles](#)).

<sup>4</sup> <https://www.policymattersohio.org/research-policy/sustainable-communities/health-health-equity/building-a-healthy-ohio>

<sup>5</sup> Id.

**WHEREAS**, more than 100 studies have linked racism to worse health outcomes<sup>6</sup>;

**WHEREAS**, the American Public Health Association (APHA) launched a National Campaign against Racism<sup>7</sup>; and the Canadian Public Health Association recognizes racism’s contribution to disparate health outcomes<sup>8</sup>;

**WHEREAS**, with support of the Massillon City Board of Health, Massillon City Health Department has adopted in its 2017-2020 Strategic Plan, one goal of “Equity” as the foundation for conducting the daily work of the agency, and adopted a Health Equity Policy and has adopted equal opportunity in employment policies and recruitment policies;

**WHEREAS**, Massillon City Health Department acknowledges that the health impact of racism in Ohio and the City of Massillon is a crisis and rises to the definition proposed by Dr. Sandro Galea who notes: “The problem must affect large numbers of people, it must threaten health over the long-term, and it must require the adoption of large-scale solutions”.<sup>9</sup>

**THEREFORE, BE IT RESOLVED** that Massillon City Health Department will:

1. Assert that racism is a public health crisis negatively affecting our entire community and that moving forward our citizens will touch, feel, and see real change.
2. Conduct an assessment of internal policy and procedures to ensure racial equity is a core element of Massillon City Health Department, supported by the Massillon City Board of Health in collaboration with Massillon City Health Department leadership staff and the Health Improvement and Equity Committee;
3. Establish a glossary of terms and definitions concerning racism and racial health equity for use by the department and the community;
4. Work to create an equity and justice-oriented organization with the Board of Health and leadership staff by identifying specific activities to embrace diversity and to incorporate antiracism principles across the organization;
5. Systematically review programs administered by Massillon City Health Department through a public health and race equity lens to assure that the programs are providing services free from discrimination and institutional bias.
6. Incorporate into the organizational Workforce Development Plan educational efforts to understand, address, and dismantle persistent and systemic racism in order to undo its effects on individual and population health and provide tools to assist staff and contractors on how to engage actively and authentically with communities of color;
7. Advocate for policies that improve health in communities of color, and support local, state, regional, and federal initiatives that advance efforts to dismantle systemic racism;

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<sup>6</sup> Institute of Medicine. Unequal Treatment. <https://www.nap.edu/read/10260/chapter/2#7>. June 8, 2020.

<sup>7</sup> American Public Health Association. Racism and Health. Available at: <https://www.apha.org/topics-and-issues/health-equity/racism-and-health>. Accessed June 8, 2020.

<sup>8</sup> [www.cpha.ca/racism-and-public-health](http://www.cpha.ca/racism-and-public-health) . Accessed June 8, 2020

<sup>9</sup> Galea, Sandro. Crying “Crisis”. Dean’s Note. Boston University School of Public Health. <https://www.bu.edu/sph/2017/04/23/crying-crisis/>. Accessed June 8, 2020

8. Work to build alliances and partnerships with other organizations that are confronting racism and encourage other local, state, regional and national entities to recognize racism as a public health crisis;
9. Promote community engagement, actively engage citizens on issues of racism, and provide tools to engage authentically with communities of color;
10. Commit to review all portions of the Massillon City health policies through a public health and race equity lens.
11. Commit to conduct all human resources, vendor selection and grant management activities with a race equity lens including reviewing all internal policies and practices such as hiring, promotions, leadership appointments and funding;
12. Promote racially equitable economic and workforce development practices;
13. Promote and support policies and legislation that prioritize the health of all people, especially people of color, by mitigating exposure to adverse childhood experiences including trauma and ensuring implementation of health and equity in all policies<sup>10</sup>;
14. Promote and support policies to ensure that Health Improvement and Equity Committee members participate in trauma informed family engagement certification training.
15. Train all Massillon City Board of Health members, staff and grantees on workplace biases, race, injustices, discrimination and how prevent, mitigate, and report such actions;
16. Partner and build alliances with local organizations that have a legacy and track record of confronting racism;
17. Encourage community partners and stakeholders in the education, employment, housing, criminal justice and safety arenas to recognize racism as a public health crisis and to implement portions or all of this declaration into their own statements;
18. Identify clear goals and objectives, including specific benchmarks, to assess progress and capitalize on opportunities to further advance racial equity; and
19. Establish alliances and secure adequate resources to successfully accomplish the above activities.

**ADOPTED** by the Massillon City Board of Health of the Massillon City Health Department this July 21, 2020.

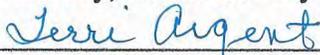
**APPROVED**



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President, Massillon City Board of Health

**ATTEST**

Secretary, Massillon City Health Department



<sup>10</sup> Health in All Policies. Part of the National Prevention Strategy to help guide the nation into the most effective and achievable means for improving health, well-being, and health equity. [<https://www.cdc.gov/policy/hiap/index.html>]