



COVID-19 After Action Review Task Force Meeting Summary

March 24, 2022 | 9:00 AM – 12:00 PM | Virtual

(Attendees are noted in Attachment A)

Opening Remarks & Review of Agenda:

Kevin Harris welcomed the Task Force to the meeting. He reviewed the agenda, which focused on DEI and Legislative Categories B-H.

DEI Presentation: <Note: The DEI presentation slides are accessible on the AAR website at <https://mil.wa.gov/pandemic-after-action-report-task-force>>

Nate Weed introduced Heleen Dewey and Katie Meehan. After establishing ground rules and reviewing common definitions, Heleen and Katie discussed DEI.

- Health is determined by a variety of factors, including biology, health behavior, socioeconomic status, physical environment, and access to medical care.
- Racism is a public health crisis. For communities of color, centuries of racism have resulted in profound and negative impacts. These impacts can lead to high stress and poor health. Trauma can be passed generationally.
- For some folks, COVID-19 data can be triggering. It is important to recognize the trauma that exists behind this data.
- Racial disparities persist in every system, without exception. The structure of our society creates these disparities.
- When examining health problems, we need to use a holistic, upstream approach. We need to identify the root causes of health problems. Biased beliefs create policies and practices that impact our communities and our health.
- Some folks have trouble following COVID-19 guidelines because of upstream systems. Certain environments make it difficult to follow these guidelines. For example, in the Pacific Islander community, COVID-19 cases declined when folks were given access to housing and unemployment benefits.
- The Community Engagement Task Force provides information and resources to vulnerable, marginalized, and most impacted communities. The Task Force listens, engages, and responds to the long-term needs of these communities.



- Our systems cannot effectively serve everyone in Washington. There are many different linguistic groups, and we need language access.
- Some communities are underrepresented in our data. Listening is important.
- We must examine the unintended consequences of one's employment and family situation. Low-wage workers and people in multi-generational homes are disproportionately impacted by the pandemic. Domestic violence can force people into substandard housing.
- We are all impacted by COVID-19, but the impact is unequal and intersectional. For example, all children are impacted by school closures. However, children who belong to low-income families, live in rural areas, rely on school-provided services, or have limited English proficiency are impacted more.
- It is important to center communities, which involves sharing power. The folks who are most impacted should lead. There is still work to do regarding vaccine equity.

Heleen and Katie held a Q & A session.

- Senator John Lovick: There was a slide where you talked about the fear of missing work. Can you talk more about that?
 - Katie Meehan: In agricultural communities, there is a fear of going to work and being exposed. There is also a fear of missing work. There are implications for missing work.
- Senator Lynda Wilson: The government determined who was essential. I received many emails from people who were not allowed to do their jobs.
 - Katie Meehan: Communities were affected differently. Some people were eligible to receive benefits, but other people were not. One barrier could be immigration status.
- Jane Hopkins: What surprised you about this work? What was the most surprising thing that you learned from this experience?
 - Heleen Dewey: I come from the Native community. The resilience of disproportionately impacted communities, as we went through collective trauma, surprised me. There are communities that have survived many years of oppression and had answers to our questions.



- Katie Meehan: The inequities did not surprise me. What did surprise me was the shift in accountability surrounding equity. For example, we have to submit a monthly equity report to receive FEMA funding.
- Representative Chris Corry: I'm concerned about the inability of people to address their economic needs when they are forced out of work. Not all communities have access to State Representatives.
 - Katie Meehan: Culturally and linguistically appropriate communication efforts are important. Not everyone knows who to contact. There is an advantage for folks who are English-speaking and know who to contact.
- Angie Hinojos: I'm thinking about restaurant workers. I'm trying to understand how data is collected and translated into decision-making.
 - Katie Meehan: Restaurant workers were prioritized during the vaccine rollout. Agricultural workers were also prioritized. We looked at what sectors and communities were represented in the data.
- Winona Hollins-Hauge: I'm concerned about the inequities of resource access. I focus on food security and vaccine access in senior and youth communities.

Kevin Harris asked those with additional questions to please send them to the facilitators via email.

Breakout Groups (DEI Discussion):

Kevin Harris invited the Task Force to answer the following questions in breakout groups:

- Briefly introduce yourself to your group.
- Share your brief story re: COVID-19 response that reflects issues related to inequity, disparity, or discrimination.
- How might the process and content of the AAR address key issues related to inequity, disparity, and discrimination? What approaches would you see as valuable to ensure these issues are embedded in the review?

Responses can be viewed on slides 6-13 of the slide deck, posted on the [AAR website](#).



Legislative Categories B-H Overview:

Phyllis Shulman provided an overview of the following Legislative Categories:

- (B) Emergency responses that would benefit the business community and workers during a pandemic.
- (C) Standards regarding flexible rent and repayment plans for residential and commercial tenants during a pandemic.
- (D) Whether establishing regional emergency management agencies would benefit Washington State emergency response to future pandemics.
- (E) Gaps and needs for volunteers to support medical professionals in performing their pandemic emergency response functions within Washington State.
- (F) Gaps and needs for tools to measure the scale of an impact caused by a pandemic and tailoring the pandemic response to affected regions based on the scale of impact in those regions.
- (G) Gaps and needs in health care system capacity and case tracking, monitoring, control, isolation, and quarantine, and deploying medical supplies and personnel.
- (H) Implementing guidelines for school closures during a pandemic.

Breakout Groups (Legislative Categories B-H Discussion):

Kevin Harris invited the Task Force to answer the following questions in breakout groups:

- Briefly introduce yourself to your group.
- What comments or guidance do you have about the approach or scope for any of these items (B-H)?

Responses can be viewed on slides 17-26 of the slide deck, posted on the [AAR website](#).

Review of AAR Timeline:

Kevin Harris reviewed the AAR Timeline.



Wrap-Up Exercise:

Kevin Harris invited the Task Force to answer the following question on a sticky note: What was one thing you heard today from others that was meaningful to you?

Responses can be viewed on slide 28 of the slide deck, posted on the [AAR website](#).

Closing Remarks:

Kevin Harris thanked the Task Force for its participation. He reminded the Task Force that the AAR website has been updated to include materials from the last meeting and

will be continually updated as meetings progress.

- Sybill Hyppolite: How can we share additional thoughts?
 - Kevin Harris: You can send those to our facilitator emails.
- Rayann Evans: Will we talk more about (A)? As we move through (B-H), we may come up with other items. I would add something about domestic violence in the home because the pandemic required quarantine.
 - Phyllis Shulman: Yes, we will do this.
- Ekkarath Sisavatdy: How long will the website with public comments be up? Is there a timeline for comments?
 - Phyllis Shulman: Comments are accepted on an ongoing basis.

Kevin Harris noted the next meeting date and AAR website link on the slide deck and closed the Task Force meeting.



Attachment A: Attendees

Last Name	First Name	Organization
Adkinson	Teresa	Grant County Public Health
Bickford	Nancy	Washington Military Department
Corry	Chris	Washington State House of Representatives
Daugherty	Bret	Washington Military Department
Dennison	Mike	Washington State Department of Licensing
Dewey	Heleen	Washington State Department of Health
Dym	Stacy	ARC of Washington
Eisinger	Alison	King County Coalition for the Homeless
Elsenboss	Carina	King County Public Health
Evans	Rayanna	Washington Office of Financial Management
Ezelle	Robert	Washington Military Department
Fox	Chandra	Spokane County Department of Emergency Management
Franklin-Phillips	Sara	Commission on African American Affairs
Gordillo	Luz Maria	Washington State University
Hollins-Hauge	Winona	Central Area Senior Center
Heshmati	Nari	Everett Clinic
Hinojos	Angie	Central Cultural Mexicano
Hopkins	Jane	Service Employees International Union
Hyppolite	Sybill	Washington State Labor Council
Jaffe	Darcy	Washington State Hospital Association
Lawerence	Faatima	Catholic Community Services of Western Washington
Lovick	John	Washington State Senate
Marquiss	Jason	Washington State Department of Enterprise Services
Martinez	Fernando	Northwest Mountain Minority Supplier Development Council
McCluskey	Brendan	King County Emergency Management
Meehan	Katie	Washington State Department of Health
Mueller	Martin	Washington Office of Superintendent of Public Instruction
Nichols	Travis	Washington State Department of Health
Probasco	Brianne	Washington Association for Community Health
Schmitz	Lou	American Indian Health Commission
Scott	Rick	Grey's Harbor Sheriff's Office
Shagren	Karina	Washington Military Department
Shannon	David	Washington State Department of Social and Health Services
Sisavatdy	Ekkarath	Commission on Asian Pacific American Affairs
Stewart	Kendrick	Washington State Department of Commerce
Stoutenburg	Matt	Washington State Office of the Insurance Commissioner
Wasserman	Adam	Washington Military Department
Weaver	Ron	Washington State Department of Health
Weed	Nate	Washington State Department of Health
Williamson	Issac	Washington State Department of Financial Institutions
Wilson	Lynda	Washington State Senate

Facilitators:

Kevin Harris, The William D. Ruckelshaus Center
Phyllis Shulman, The William D. Ruckelshaus Center