NATIONAL ASSOCIATION OF Community Health Centers ®

Justice, Equity, Diversity and Inclusion: Digging Deeper on the Implications for Health Center Governance

February 16, 2022

Audience Participation

Chat
(use to talk with peers)

Polling/Q&A
(participate in polls, ask questions to faculty)

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- CEO, Vernetta Walker & Associates Consulting, Inc.

- Lecturer, Columbia University (Governance & DEI)

- Board Member

Other Experience:

- Chief Governance Officer & Sr. Advisor on DEI, BoardSource

- Associate General Counsel, Maryland Nonprofits

- Program Officer, Florida Bar Foundation
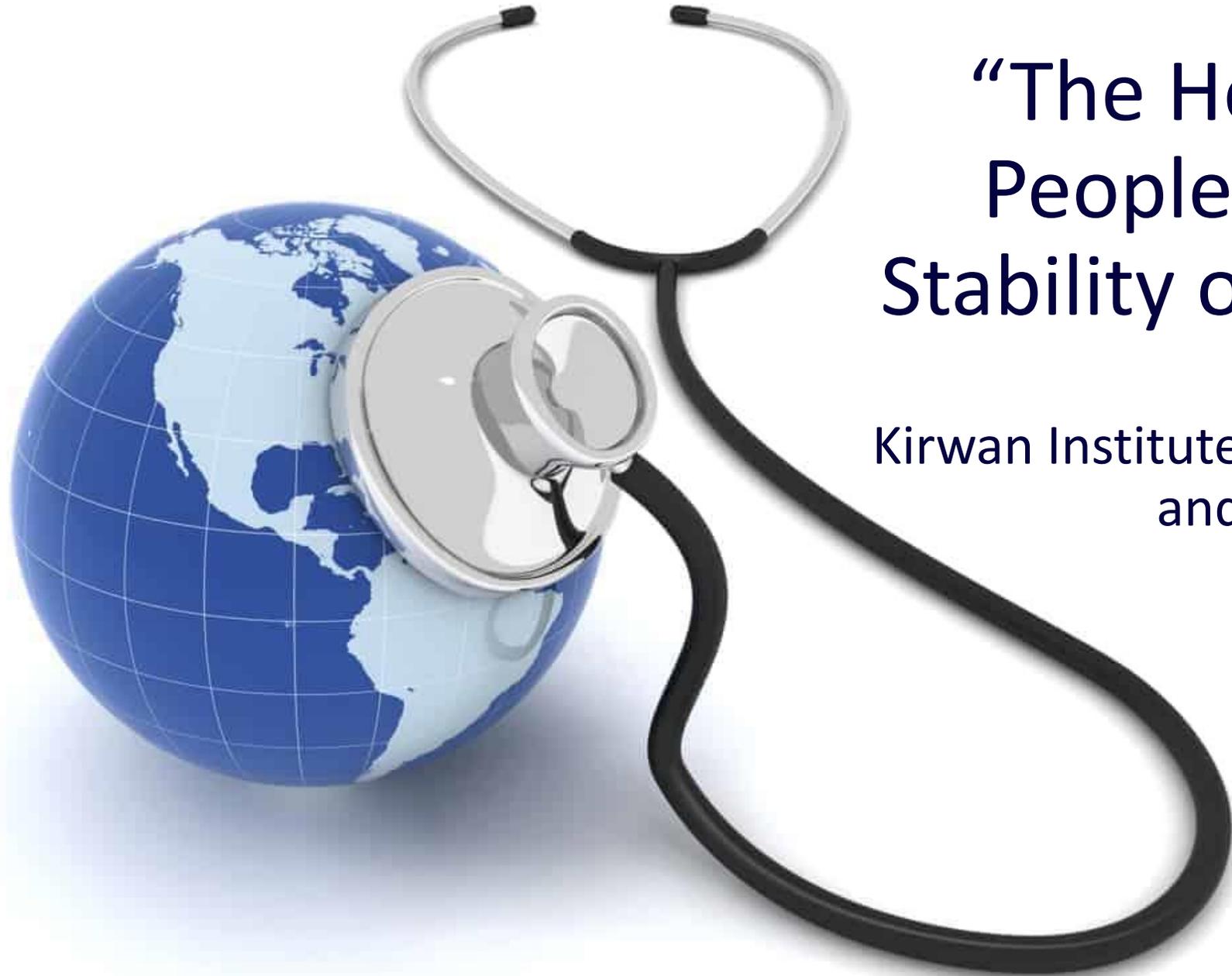
"The Health of the People Equals the Stability of the Nation."

Kirwan Institute for the Study of Race and Ethnicity

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Achieving the systemic change needed to bring about greater health equity will take commitment, effort, and time and will need to be supported by coordinated shifts in policies, practices, and funding.

Jody Levison-Johnson

THE NACHC MISSION

America's Voice for Community Health Care

The National Association of Community Health Centers (NACHC) was founded in 1971 to promote efficient, high quality, comprehensive health care that is accessible, culturally and linguistically competent, community directed, and patient centered for all.

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Agenda

Strategies for Impact through JEDI and Governance

- Action Steps
- Pain Points and Resistance
- Applying an Equity Lens

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Leadership Alignment

GETTING STARTED

Equity

The guarantee of fair treatment, access, opportunity, and advancement.

Diversity

The myriad ways in which people differ.

Inclusion

Authentically bringing traditionally excluded individuals and/or groups into processes, activities, and decision/policy making in a way that shares power.

Health Equity

Attainment of the highest level of health for all people.

Racial Justice

Systematic fair treatment of people of all races.

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Articulate the "Vision" and Commitments

- Don't assume everyone is on the same page.
- Incorporate JEDI topics into every agenda.
- Discuss and align on what it would take to achieve the vision.

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Lowell Community Health Center Board Resolution

Committed to combatting racism through:

- Data equity, transparency & accountability that expands our understanding
- Cultural competency and anti-racism education
- Equitable organizational policies, procedures, and practices
- Community involvement in service and program design
- Advocacy for policies that improve the health of racial and ethnic minorities

Source: https://www.lchealth.org/about-us/equity-inclusion
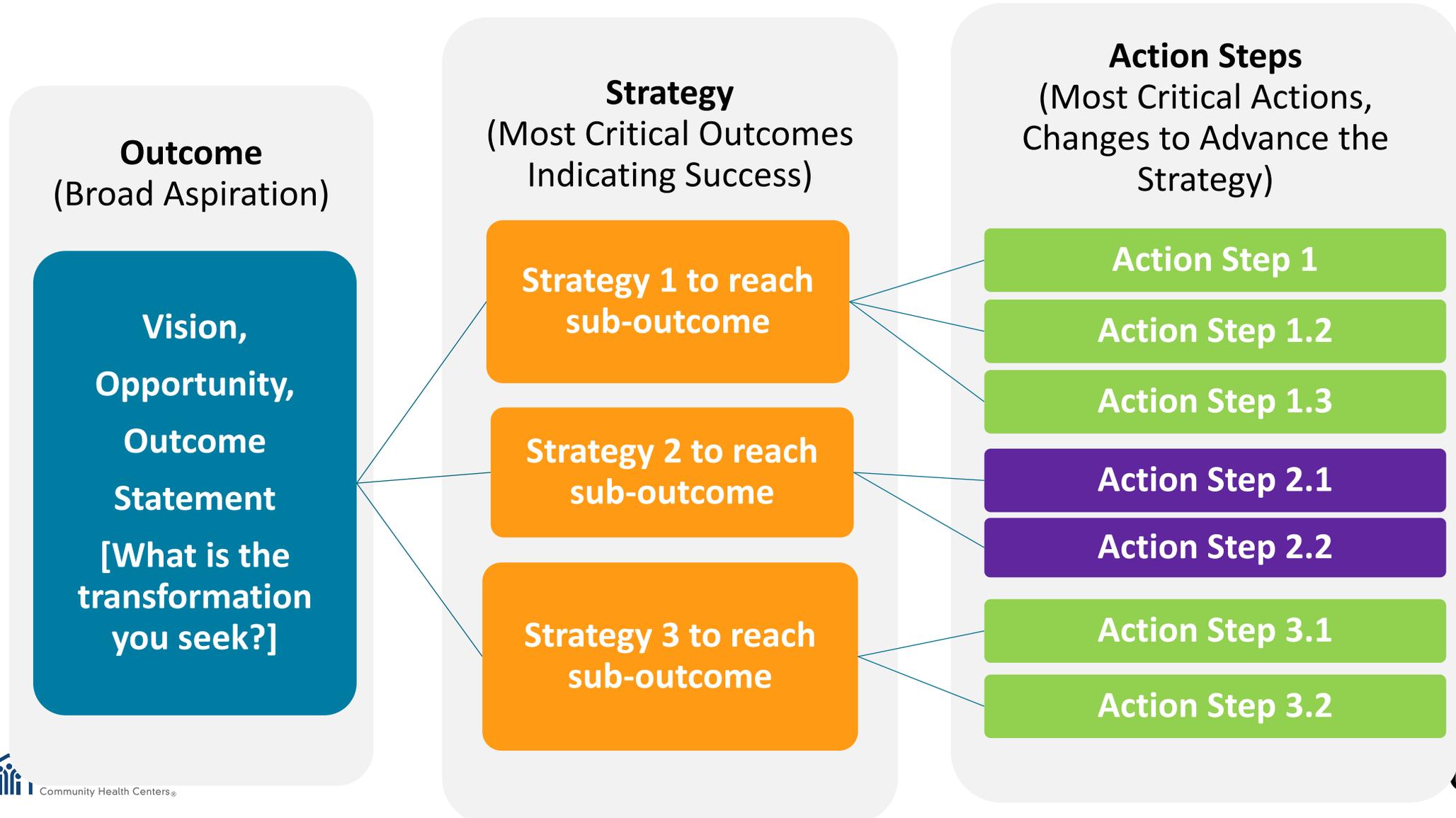
BEWARE OF RESISTANCE

- This 'ism isn't the only problem' game

- The 'distinguished lecturer' game

- The 'instant solution' game

- The 'target expert' game

- Others?

Use Data, Evaluate & Share Progress

- Audit internal processes and procedures, purchasing decisions, vendors, contractors, etc. for equity and inclusion
- Include JEDI metrics in evaluations, planning and service assessments
- Develop an equity impact assessment tool to guide planning and decision-making

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Example

Source: https://www.lchealth.org/about-us/equity-inclusion

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Deepening Impact Through DEI + Governance

- Focus on enhancing clinical quality outcomes for patients experiencing the most significant health disparities

- Evaluate organizational policies with an equity lens

- Set the expectation of diverse racial representation at all levels of the organization

- Approve a CEO Succession Policy that specifies that when a CEO transition occurs, the board is committed to recruiting from a diverse candidate pool

- Reflect JEDI priorities in the CEO's goals

Apply Equity Lens Broadly

Communications

Leadership

Advocacy

Practices

Services

Vendors

Policies

Culture

Equity Sequence Questions

1. Was *this* designed with equity in mind?

2. Who was *this* designed by, for, with, without?

3. Who benefits from *this* and who is disadvantaged?

4. How can *this* be effectively transformed to reduce bias and inequity?

5. What opportunities does *this* offer to create greater equity and equality?

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Measure progress and impact, share lessons learned & adjust as needed, apply an equity lens to your work.

Evaluate

Collect and use data to identify gaps between where you are and where you want to be.

Analyze Data

Implement strategies, with attention to culture, programs, policies, and practices.

Implement

Diversity Equity Access Inclusion

Articulate Vision

Agree on guiding principles and desired impact.

Develop shared understanding, expectations and competencies across the organization.

Communicate & Educate

Strategize

Identify goals, strategies, action steps, timelines, and resources. Include stakeholders.

Road Map

VERNETTAWALKER
& ASSOCIATES CONSULTING, INC

Take Action:
Developing an inclusive and equitable organization takes work at the individual, leadership and organizational levels, to dismantle systemic barriers and lead with authenticity.

Examine:
- Policies and Practices
- Organization Culture
- Communications
- Staff & Board Composition
- Community Collaborations
- Access

Poll: Please consider sharing one action step or practice that you will take back to your board.

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Additional Resources

- Board Actions Combatting Racism: Case Study of Lowell CHC
- Diversity, Equity, Inclusion, and Justice: Considerations for Health Center Boards
- The Governance Gap: Examining Diversity and Equity on Nonprofit Boards of Directors by Koya Partners
- Building an Inclusive Organization Toolkit by the Association of Asian Pacific Community Health Organizations (AAPCHO), the Association of Clinicians for the Underserved, and the National Health Care for the Homeless Council (September 2020)
- Getting to the "Heart" of Racial Equity by Jim Taylor, BoardSource
- Facing the Challenge of Racial Inequity — or Avoiding It by Jim Taylor, BoardSource
- Recruiting for Board Diversity — Without Disrespecting People of Color by Jim Taylor, BoardSource
- Beyond the Board Statement: How Can Boards Join the Movement for Racial Justice by the Nonprofit Quarterly (recorded webinars) featuring Vernetta Walker and Robin Stacia
  - Part One
  - Part Two
- A curated list of additional resources is available from BoardSource
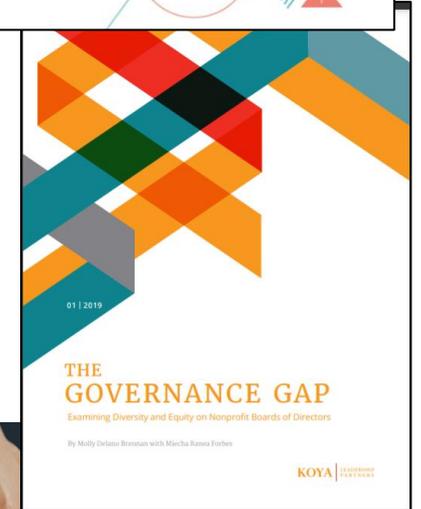
Resources for Health Center Boards

NACHC has **over 50 resources** (including many in Spanish) to support health center boards addressing:

- Governance Fundamentals, *including board roles, board recruitment and orientation, board meetings, CEO succession planning*

- Overall Health Care Environment & Governance, *including many resources on COVID-19 Response and Recovery*

- Strategic Planning and Thinking

- Justice, Diversity, Equity, and Inclusion

- And much more!

Short Videos and E-learning Modules are available to support new board member orientation and ongoing board education.

Learn more at **https://www.nachc.org/trainings-and-conferences/governance**

Questions? Please contact Emily Heard at **trainings@nachc.com**

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Poll: What topics are of greatest interest for additional governance training and technical assistance? (select all that apply)

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Poll: What issues impacting health centers and healthcare would you like to learn more about from a governance perspective? (select all that apply)

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Other Training and Technical Assistances needs or ideas?

Please reach out to Emily Heard, Director of Health Center Governance, eheard@nachc.com.