

Diversity, Equity, and Inclusion: Exploring Your Board's Strategy and Approach

August 28, 2022





NATIONAL ASSOCIATION OF
Community Health Centers®

THANK YOU TO ALL COMMUNITY HEALTH CENTERS

#ThankYouCHCs

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Other Experience:

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

- Share practices for creating a board DEI Strategy and associated metrics.
- Understand how to apply an equity lens in governance.
- Explore how to address pain points related to DEI in health center governance.



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

Question

What is one burning question you have related to DEI?





Creating a Board DEI Strategy

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.

Lowell Community Health Center

Lowell City Council voted unanimously to declare that Racism is a Public Health Crisis **following testimony by LCHC CEO Susan West Levine and others.**

6/14/22



Lowell Community Health Center Staff, Board Chair Bruce Robinson, and CEO Susan West Levine at podium.

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

Vision and Alignment



- Agree on guiding principles and desired impact.
- Align board and staff on the vision and the why.

Question:

What should a board member do if the CEO and board are not aligned on priorities?

Data & Strategy

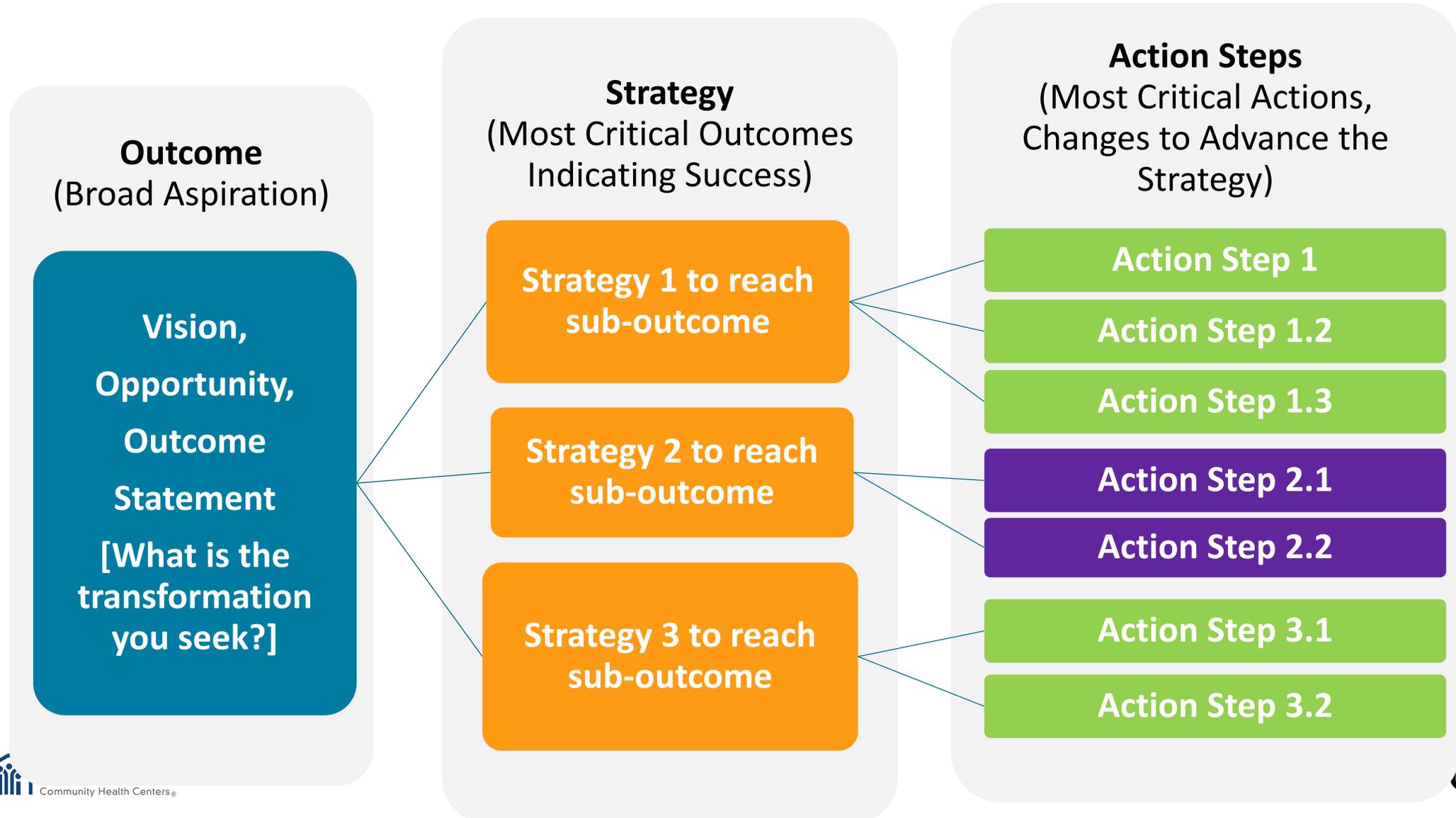


- Collect and use data to identify gaps between where you are and where you want to be.
- Identify goals, strategies, action steps, timelines, and resources. Include stakeholders.

What Data Do You Need?

- Who is receiving services (and who is not)?
- What processes and practices do we need to audit?
- How do we select vendors and contractors?
- Is our culture welcoming?

Strategizing



Example



**COVID-19
VACCINATION
EQUITY REPORT**

July 02, 2021
Week 21 Summary



Communicate Implement Evaluate



- Implement with attention to culture, programs, policies, practices.
- Measure progress and share lessons learned.
- Apply an equity lens to your work.

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?

Apply Equity Lens Broadly

Communications
Leadership
Advocacy
Practices
Services
Vendors
Policies
Culture

RESISTANCE



- Quiet resistance
- Probing resistance
- When will we have time?
- Won't this turn some people off?
- We do good work here!
- Are we there yet?
- ...???

“Resistance is natural in the face of change, and in some cases, it can be beneficial.”

Nonprofits Scramble to Comply With Fla. Law That Limits DEI Training

Chronicle of Philanthropy | June 27, 2022

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 the board's commitment to recruiting from a diverse candidate pool
- Reflect DEI priorities in the CEO's goals

Discussion

- 1) What are good board-level metrics related to metrics?
- 2) How do you deal with a board or leadership team that want to monetize DEI?
- 3) Where do you see opportunities for your board related to DEI?



Road Map

VERNETTA WALKER
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Take Action:

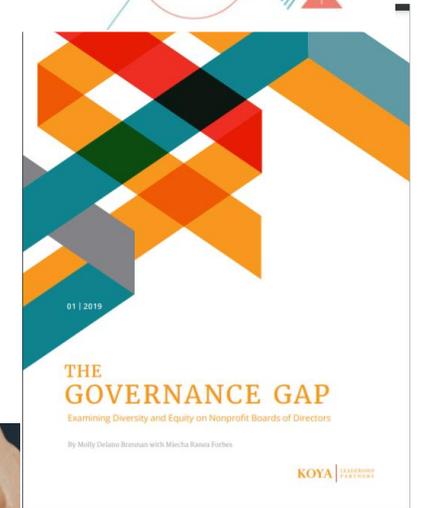
Developing an inclusive and equitable organization takes work at the individual, leadership and organizational levels, to dismantle systemic barriers and lead with authenticity.

Examine:

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

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



Please complete the Evaluation

- **In-person Participants: NACHC Mobile App**
 - Open the App
 - Click on “Sessions”
 - Select August 29
 - Find CSF1
 - Click on “External Survey”

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