



Diversity, Equity, Inclusion: Considerations for Health Center Boards

Community Health Institute 2021

Presenter: Vernetta Walker, JD, President
and CEO, Vernetta Walker & Associates
Consulting, Inc.

Moderator: Avni Shridharani, President,
Community Health Strategies LLC

Virtual Participants

Chat
(use to talk with peers)



The screenshot displays a virtual meeting interface. On the left, there are two windows: a 'Chat' window and a 'Polling' window. The 'Chat' window shows a conversation with participants like Brian Long, James Hensel, and Laura Wiggins. The 'Polling' window shows a poll question: '#1.) What is your biggest business writing challenge? (NO RIGHT ANSWER - OPEN QUESTION)'. The poll results are: Conclusion (45%), Grammar and/or Types (20%), Content Structure (10%), Tone (16%), and Other (0%). In the center is a video feed of a man in a dark suit and white shirt. On the right is a presentation slide titled 'UDS Reporting: Preparing, Doing, and Utilizing' with the subtitle 'Cultivating Health Center Operations'. The slide features a colorful graphic of a flower and the CURIS logo. At the bottom of the interface, there is a navigation bar with 'Request Support', '12:09pm Eastern', and menu options like 'Session', 'Support', 'Profile', 'Options', and 'Windows'. The Digitell logo is in the bottom right corner.

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

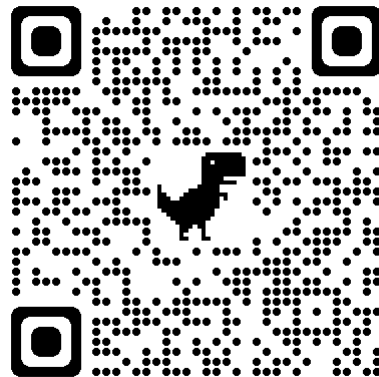
In the Room Participants

WIFI

Network Name: NACHC Conference **Password:** Patients

Option 1: Online

- Scan the QR Code OR
- Go to <https://chi.cnf.io/>, click on “CMB2 - Diversity, Equity, Inclusion: Considerations for Health Center Boards”



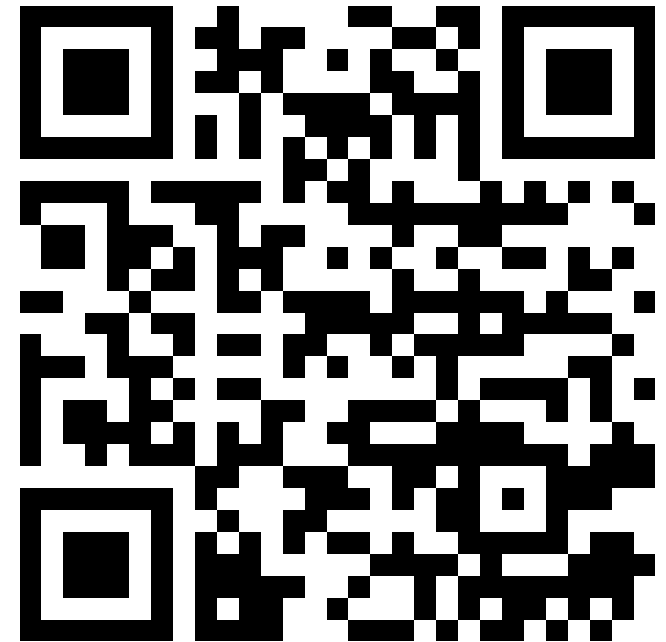
or

Option 2: Conference App

- Open the App
- Click on “Sessions”
- Select 8/23/2021
- Find “CMB2 - Diversity, Equity, Inclusion: Considerations for Health Center Boards”
- Click on “Feedback/Polling”
- Ask or “up vote” questions

CHI.CNF.IO

- ▶ Navigate to <https://chi.cnf.io> and tap the session titled "CMB2 - Diversity, Equity, Inclusion: Considerations for Health Center Boards"
- ▶ OR just point your phone's camera at the QR code to join directly



Objectives

- Define key terms related to diversity, equity, and inclusion.
- Identify strategies that health center boards can use related to diversity, equity, and inclusion.
- Consider questions and tools boards can use to discuss diversity, equity, and inclusion.

Vernetta Walker, J.D.

- **CEO & Chief Governance Gladiator**
Vernetta Walker & Associates
- **Lecturer (Nonprofit Governance and DEI)**
Columbia University
- **Board Chair**
March for our Lives

Previous Roles

- **Chief Governance Officer, DEI Senior Advisor**
BoardSource
- **Associate General Counsel**
Maryland Association of Nonprofits



Agenda

Context

- Contextualizing DEI in Today's Environment

Constructs

- DEI Constructs

Commitment

- Aligning Leadership, Commitment & Impact



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.

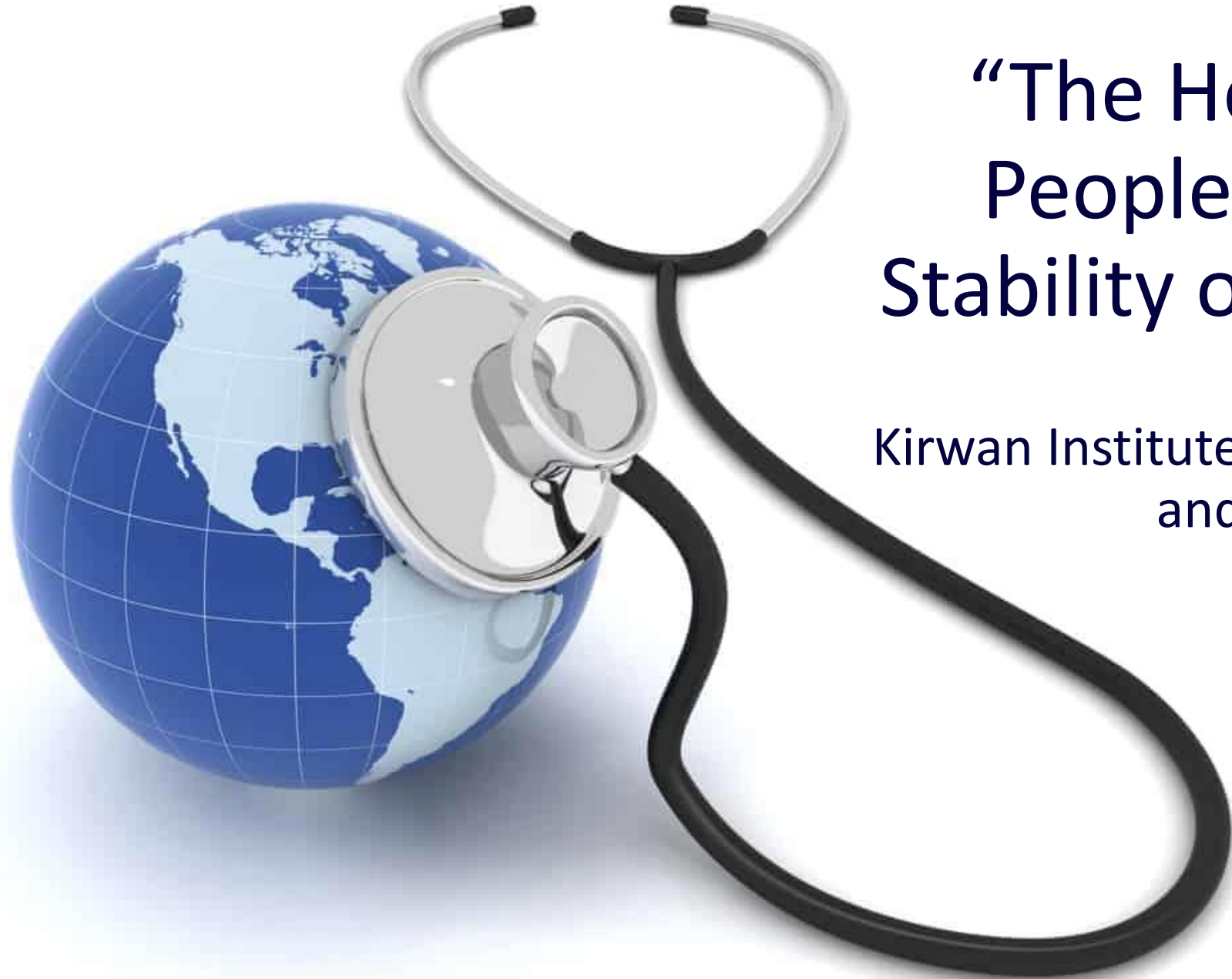
CONTEXT



Racism is a public health issue and “police brutality must stop,” medical groups say.

- American Academy of Pediatrics
- American Medical Association
- American College of Physicians





**“The Health of the
People Equals the
Stability of the Nation.”**

**Kirwan Institute for the Study of Race
and Ethnicity**

WE HAVE PROFOUND OUTCOME GAPS

Today, structural racism drives outcome gaps between People of Color and White people across every indicator for success, from infant mortality to life expectancy.







Think, Pair, Share...

- What Is Your Board Prioritizing?
 - Board education on disparities in health
 - Advocating for equity and inclusion
 - Ensuring equitable policies, procedures, and practices
 - Investing in community partnerships
 - ...

Live Content Slide

When playing as a slideshow, this slide will display live content

Poll: What Is Your Board Prioritizing?

CONSTRUCTS



Race

A social construct that artificially divides people into distinct groups based on characteristics such as physical appearance (particularly skin color), cultural affiliation, cultural history, ethnic classification, and the social, economic and political needs of a society at a given period of time.

POLL

1) Humans have approximately 30,000 genes. On average, how many genes separate all members of one race from all members of another race?

- (a) None
- (b) 23
- (d) 142
- (d) 1008
- (e) We don't know

Live Content Slide

When playing as a slideshow, this slide will display live content

Poll: Humans have approximately 30,000 genes. On average, how many genes separate all members of one race from all members of another race?

POLL

2) Of the \$120 billion in home loans underwritten by the federal government between 1933 and 1962, what percentage went to white homeowners?

- (a) 45%
- (b) 64%
- (c) 75%
- (d) 88%
- (e) 98%

Live Content Slide

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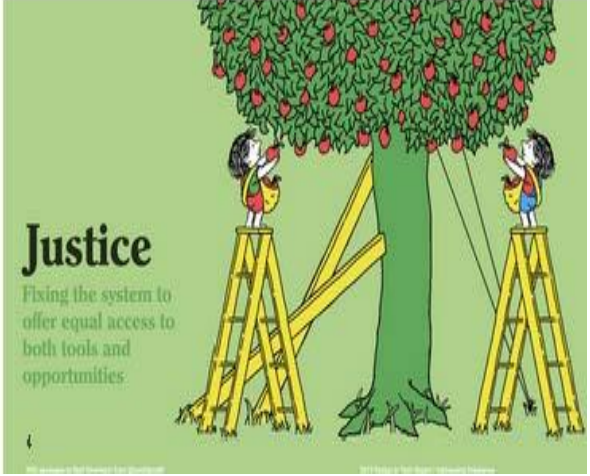
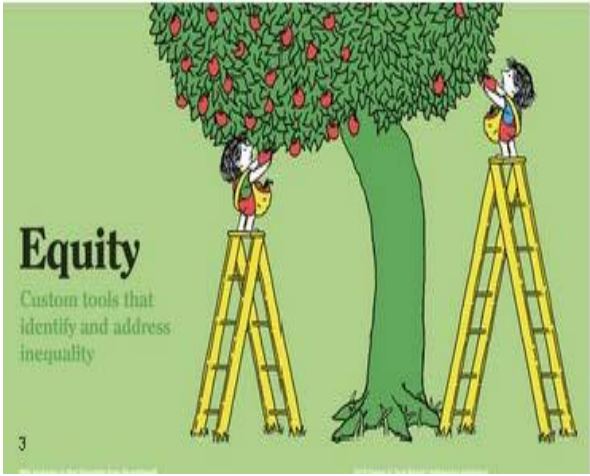
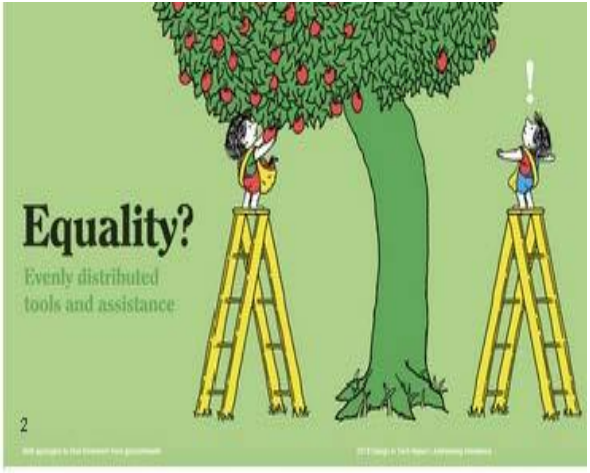
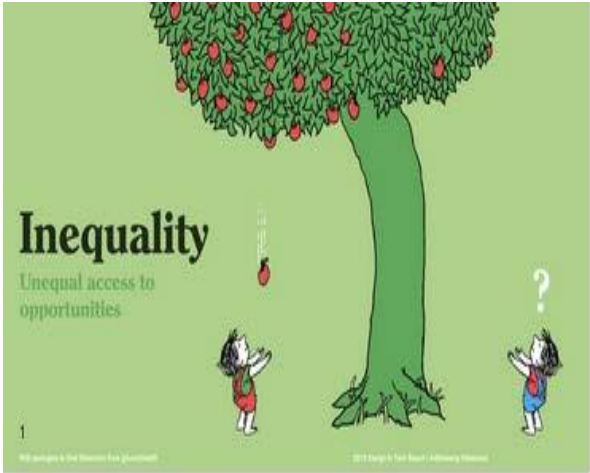
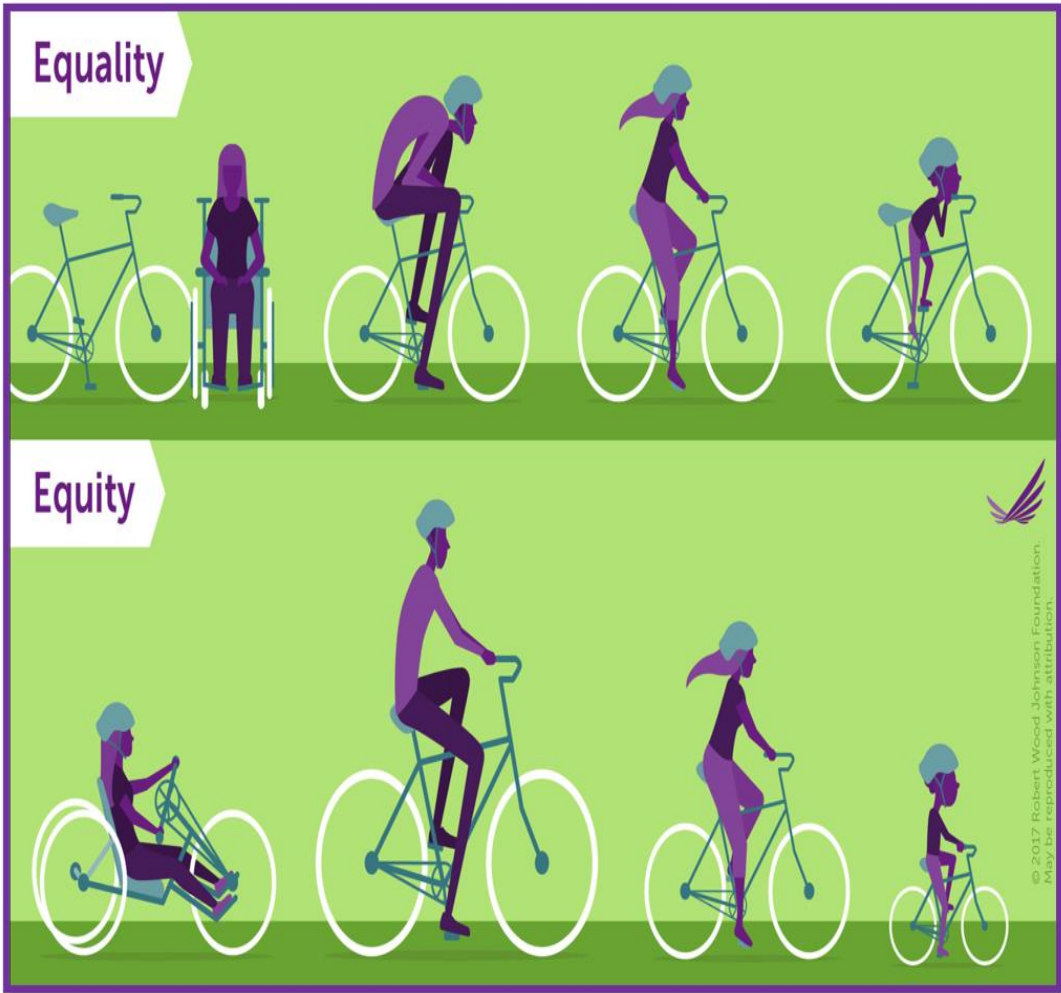
Poll: Of the \$120 billion in home loans underwritten by the federal government between 1933 and 1962, what percentage went to white homeowners?

Diversity

The myriad ways in which people differ, including physical, and social differences such as ethnicity, nationality, socioeconomic status, religion, education, age, gender, sexual orientation, mental and physical ability, and learning styles.

Equity

The guarantee of fair treatment, access, opportunity, and advancement while at the same time striving to identify and **eliminate barriers** that have prevented the full participation of some groups.



Inclusion

The act of creating environments in which any individual or group can feel welcomed, respected, supported, and valued to fully participate and as their authentic self.

Health Equity

Attainment of the highest level of health for all people.

This requires removing obstacles to health such as poverty, discrimination, and their consequences, including powerlessness and lack of access to good jobs with fair pay, quality education and housing, safe environments, and health care.”

UNCONSCIOUS BIAS

The attitudes or stereotypes that affect our understanding, actions, and decisions.

Activated **involuntarily**, without awareness or intentional control.

Everyone is susceptible.

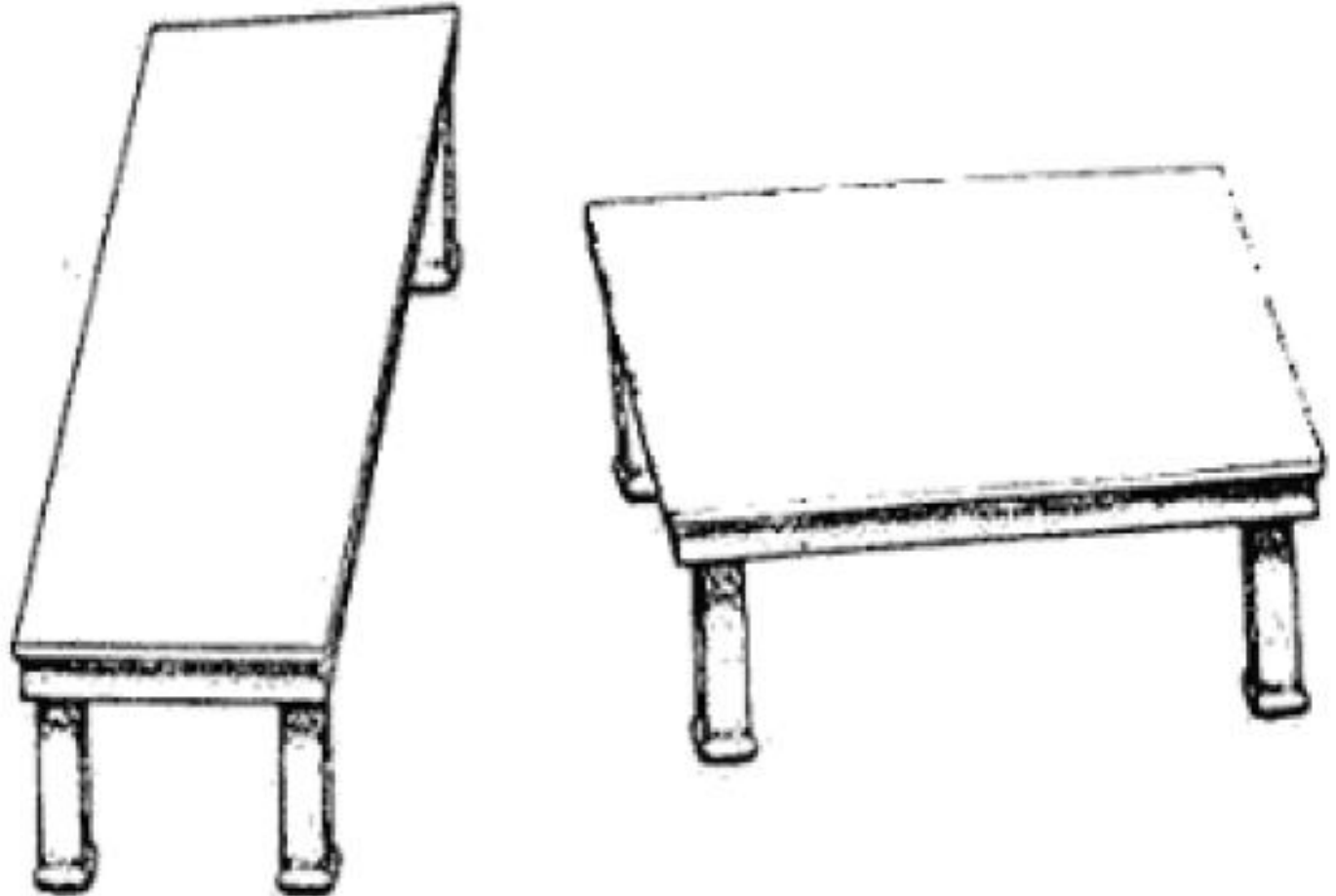
Exercise of the Unconscious

Look at the picture below of the two tables and see if you can determine which of the tops is bigger. Or are they the same size, the same shape?

Question

Are the tables the exact same size and shape?

YES/NO



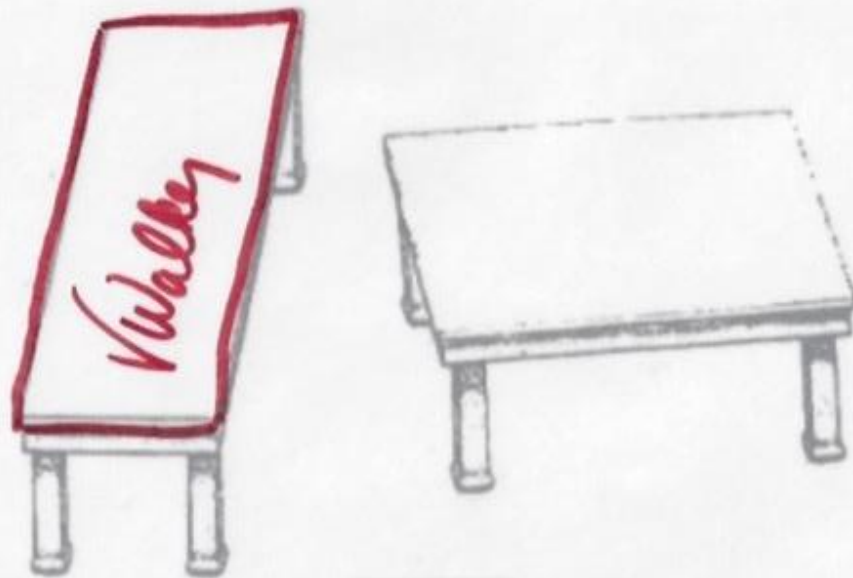
Live Content Slide

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Poll: Are the tables the exact same size and shape?

Exercise of the Unconscious

Look at the picture below of the two tables and see if you can determine which of the tops is bigger. Or are they the same size, the same shape?





Our brains automatically convert the 2-D image into a 3-D interpretation of the tabletop shapes, as they must be in the natural world. The conscious, reflective processes of the mind accept the illusion unquestioningly.

Deepening Impact Through DEI + Governance

- Focus on enhancing clinical quality outcomes for patients experiencing the most significant health disparities
- Evaluate organizational policies with a DEI 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 DEI priorities in the CEO's goals

Success Stories



What will you do differently?

Live Content Slide

When playing as a slideshow, this slide will display live content

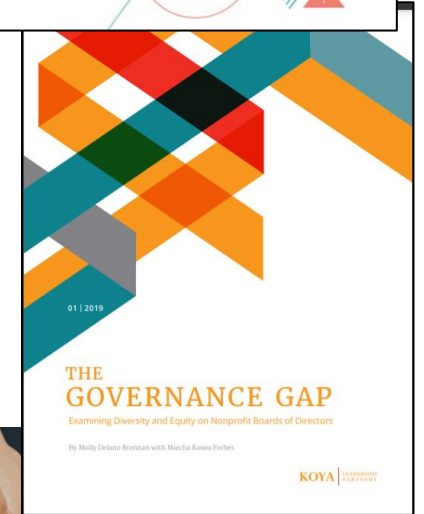
Poll: What will you do differently?

Board Discussion Questions

- How are the concepts discussed in this session defined in relation to the health center's mission, vision, values, and strategy?
- Does the center have DEI priorities? Are they adequately resourced in the budget?
- Is our board composition truly diverse and reflective of the community we serve?
- Do all board members have an opportunity to share their perspective at meetings?
- Do we periodically evaluate the board's meeting structure and practices to ensure they are inclusive?
- Do we have a Board Culture Statement and does it fully signal our commitment to diversity, equity, and inclusion?
- Do we reflect DEI principles in health center policy?
- Do we hold the CEO accountable for hiring a diverse and inclusive leadership team?
- What additional important questions are important for the board to consider regarding DEI in governance, as well as social justice?

Additional Resources

- [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 8/23/2021
- Find “CMB2 - Diversity, Equity, Inclusion: Considerations for Health Center Boards”
- Click on “External Survey”

Virtual or In-person Participants: Online

- Click on Evaluations and Certificates
- Find each session and “Take Evaluation”
“CMB2 - Diversity, Equity, Inclusion:
Considerations for Health Center Boards”

The screenshot shows the NACHC website interface. At the top, there are navigation links for 'My Account', 'Cart', 'Contact Us', and 'Log Out'. Below the header, there is a search bar and filter options. The left sidebar contains a menu with items: '2019 Community Health Institute Summary', 'Watch Archives', 'Handouts', 'Evaluations and Certificates', and 'Technical Support'. The main content area displays a list of events. The first event is 'PCAGS - PCA and HCCN General Session (Invitation Only; Special Registration Required)' on Friday, August 16, 2019, with a 'Take Evaluation' button. The second event is 'CBC1 - NACHC Board Member Boot Camp: Setting the Scene and Legal Responsibilities' on Saturday, August 17, 2019, also with a 'Take Evaluation' button. Two blue arrows are overlaid on the image: one points from the 'Evaluations and Certificates' link in the sidebar to the main content area, and the other points from the 'Take Evaluation' button for the PCAGS event to the text 'Find each session and Take Evaluation' in the instructions.