

HCHN Equity and Social Justice Work

JOHN GILVAR
GOVERNANCE COUNCIL
6/17/19

Where we started

2018

3/27/18 Leadership Roundtable Meeting

- Presentation on new learning objectives on Racial Equity and Patient satisfaction

6/12/18 Leadership Roundtable Meeting

- Continued conversation on Racial Equity

9/11/18 Leadership Roundtable Meeting

- Exercise to determine key priority areas for HCHN ESJ work

10/9/18 HCHN Annual Gathering

- All day focus on ESJ work/next steps, facilitated by Bernardo Ruiz and team

2019

January/February/March 2019 ESJ Network Caucusing

- Continued conversations/caucusing for Network providers, facilitated by Bernardo Ruiz and team

4/25/19 Quarterly Provider Meeting

- Review KC HCHN Caucusing Report and determine top 3 go-first priority areas, facilitated by Bernardo Ruiz

5/16/19 Leadership Roundtable Meeting

- Briefing and discussion with group on next steps

Top 3 Go-First Priority Areas

1. Provide help in developing policies around recruiting, hiring, and retention of employees of color and provide opportunities for upward mobility into leadership positions.
2. Require leadership to regularly participate in HCHN equity and social justice professional development, rather than allowing them to just send direct service staff.
3. Tie HCHN grant money to racial equity work plans and outcomes within each organization. Many of our organizations' leadership aren't currently considering or thinking of this work, but if it is tied to something they are motivated by -- like money – this important work would likely be done consistently. Including racial equity plans and policies in the accreditation processes for clinics to receive HCHN funds.

Questions?
