



Board/Staff Committee on Racial Equity

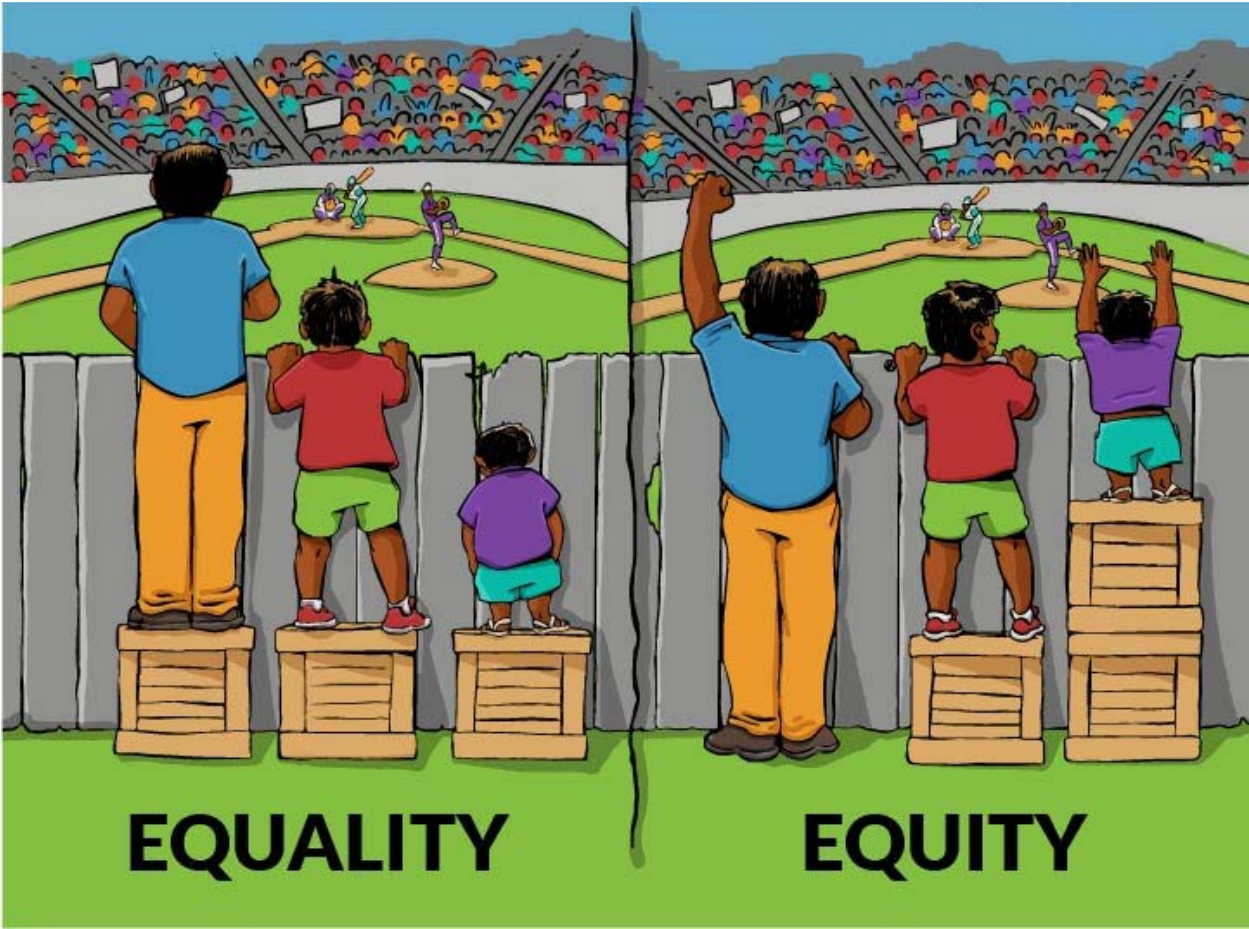
Charge:

The Integral Care Board/Staff Committee on Racial Equity is charged to focus attention, questioning and policy review on all aspects of the organization so as to identify racial inequalities and opportunities to employ equity practices to overcome and eradicate racism.

This oversight function will provide to the full Board actionable reports for accountable policy and program change. Further, areas of focus will include documentation from internal and external staff and stakeholder surveys, the engagement of a third party consultant, reports on CLAS standard compliance, use of the staff diversity committee and an organizational assessment instrument (the GARE). The committee will also look to the Central Texas African American Family Support Planning Committee and the PNAC for advice.

The Committee on Racial Equity will formulate objectives for their work and timelines to be presented at the full Board meeting in August. This report will be incorporated into the FY'21 business plan and be guided by the modified Strategic Plan. Regular monthly reports will be given to the Full Board on progress.

Most importantly, we need to continually and actively listen and learn from the authentic voice from those most directly affected.



EQUALITY

EQUITY



Goals, Objectives & Action Steps:

Goal 1

Identify racial inequities within the operations of Integral Care

Objective:

Examine the organization's human resources, clinical, diagnostic, and purchasing practices; as well as policy implications that reflect racial inequities.

Action Steps:

- Review specific reports on areas of racial equity review, such as:
 - Culturally and Linguistically Appropriate Services Standards
 - Racial diversity of staff in comparison to community
 - Racial diversity of contractors in comparison to community
 - Racial disparities in diagnosis, service patterns, and client outcomes
 - Revisions to Integral Care policies and procedures

Objective:

Convene meetings with clients, individuals, groups and other stakeholders to listen and seek understanding of where racial inequities exist, as well as, community perceptions regarding Integral Care and racial equity. Examples of such groups include:

- Diversity Committee
- Planning and Network Advisory Committee
- Consumers/clients
- Family members of consumers/clients
- Peers and Family Partners

- Integral Care staff
- Organizations with which Integral Care collaborates, such as
 - a. Central Health
 - b. City of Austin
 - c. Travis County
 - d. Local school districts
 - e. University of Texas
 - f. University of Texas Dell Medical School
 - g. Central Texas African American Family Support Conference
 - h. Community Care
 - i. Local foundations

Action Step:

- Use input from such groups to improve racial equity work
- Collect information from external sources to frame our community context for racial equity work, such as:
 - Community Action Network
 - Austin History Center
 - Texas Demographic Center

Goal 2

Create racial equity within an environment that fosters inclusion and belonging at Integral Care

Objective:

Remove racial inequities through allocation of appropriate resources and implementation of new policies, practices, and procedures

Action Steps:

- Utilize Government Alliance on Race and Equity (GARE) as a foundation to build racial equity and anti-racist practices
- During 1st Quarter of FY21, contract with a consultant to assist in building a Racial Equity Plan with established incremental goals for the next five years
- Commit a portion of each monthly Board meeting during FY21 to discuss and address racial equity, including a historical review as well as the work of the committee
- By January 2021, determine sequence for ongoing education and training surrounding racial equity for Board of Trustees, Integral Care leadership and staff, including a competency assessment or means to assess progress.
- By March 2021, have an established plan for collaboration with other learning communities and community organizations for a cohesive approach to remove racial inequities
- By March 2021, have every Integral Care employee evaluation include a section addressing racial equity
- By May 2021, review and update all applicable Board policies through a racial equity lens
- By March 2021, identify resources and determine any redistribution of resources that need to occur in order to advance racial equity work
- By March 2021, develop a plan for addressing the barriers and challenges in staff hiring to achieve racial equity

Goal 3

Create environment of accountability that ensures progress in addressing racial equity

Objective:

Report progress on racial equity initiative on a quarterly basis to the Board of Trustees for accountable policy and program changes.

Action Items:

- Percentage of individual staff that have received training on racial equity, competency and application. Percent of resources that are specifically dedicated to addressing racial equity at Integral Care
- Percentage of Integral Care employee job descriptions that include a section assessing racial equity
- Number of Policy changes that are made due to review through a racial equity lens
- Number of Procedure changes that are made due to review through a racial equity lens
- Percentage of employees and contractors by race in comparison to community demographics as compared to baseline.
- Quarterly update on assessment of facilities and environments of care and actions taken to ensure Integral Care has an inclusive, welcoming and nurturing environment for all races
- 10% reduction by end of FY21 of disparity within diagnostic categories identified by race
- Survey results with staff and stakeholders monitoring progress and change over time