

Health Enterprises Network

Diversity, Equity, & Inclusion Charter

Diversity, Equity, & Inclusion Statement

The Health Enterprises Network (HEN) believes it is extremely important to support and protect diversity, equity, and inclusion because by valuing individuals and groups free from prejudice and by fostering a climate where equity and mutual respect are intrinsic, it will create a success-oriented organization and caring community that draws intellectual strength and produces innovative solutions from the synergy of its member organizations. Everyone at HEN takes responsibility for diversity, equity, and inclusion and recognizes its importance to the organization.

HEN does not support and pursue diversity, equity and inclusion because it is the popular thing to do. HEN clearly sees the link between its diversity, equity, and inclusion strategy with its overall business strategy. It is not enough for an organization to say, “We should look more diverse because clients and the public like that.” Rather, it is important to ask, “How can we better reflect our diverse healthcare ecosystem, thus providing it with better service and value?”

HEN recognizes that diversity, equity, and inclusion is a reality created by individuals and groups from a broad spectrum of demographic and philosophical differences. Therefore, HEN defines diversity, broadly as a range of personal experiences, values, and world views that arise from differences in culture and circumstance. These differences include race, ethnicity, gender, age, religion, language, abilities, sexual orientation, socioeconomic status and geographic region, among others. In addition, HEN will consider every member to represent some aspect of diversity: dimensions may include organizational role or level, educational background, communication or management style, geographic location, and demographic group.

HEN recognizes that inclusion is about individuals with different identities feeling and/or being valued, leveraged, and welcomed within a given setting (e.g., your team, workplace, or industry). HEN is committed to having and encouraging others to have diverse teams of talent that include those with marginalized

identities such as women and people of color and making all groups feel welcome and valued and that they are given opportunities to grow and get career support.

HEN realizes that opportunities are not equitably distributed; and that policies and procedures have existed and continue to exist that make it much more challenging for many to be successful. HEN and its membership will begin by recognizing these inequities and commit to directly addressing them in the actions we take.

Purpose:

The purpose of the Diversity, Equity, & Inclusion Committee (Committee) is to (i) provide advice and recommendations to the Board regarding diversity, equity, and inclusion matters; (ii) monitor HEN activities to ensure that diversity, equity, and inclusion goals are always considered; (iii) assess the degree of commitment and achievement; and (iv) report information to the Executive Committee and the Board on status and accomplishments.

The Committee functions in an advisory role to the Executive Committee and the Board and will focus their efforts in regards to the following identified areas:

- a. **Access**-increase opportunities for underrepresented populations to attend and succeed at HEN;
- b. **Awareness**- spread understanding of the opportunities for a healthcare organization operating within a diverse society;
- c. **Education** – grow the Executive Committee and Board’s understanding of diversity, equity, and inclusion so it can use this knowledge to identify new ways to address and implement solutions to complex healthcare challenges;
- d. **Communication** – Communicate internally and externally about the positive impact of diversity, equity, and inclusion via all communication channels, events, and programs at every level of the organization; and
- e. **Track** – Establish qualitative and quantitative objectives to judge the impact of diversity, equity, and inclusion actions taken and monitor progress.

Membership. The Committee shall consist of a minimum of five members, with membership including not fewer than two Board members and representatives from the healthcare ecosystem. For the inaugural year of the Committee, the Executive Committee will select the vice-chair of the Committee from Board members who express interest in serving as the vice-chair. Vacancies on the Committee will be filled by a process of nomination and approval by the Committee itself. However, the Board shall have the power at any time to fill vacancies in the committee or to change the membership of the Committee.

Meetings. The Committee will meet at least quarterly and may hold additional meetings as needed. A majority of the members of the committee will constitute a quorum for the transaction of business, and the affirmative vote of a majority of those present shall be necessary for any action by the committee. The committee will keep minutes of its meetings.

Roles and Responsibilities. The Committee will perform the roles and responsibilities listed below.

- a. Develop cultural competence and responsiveness, as an organization, to maximize our effectiveness in project engagements with clients and partners, considering and respecting their unique perspectives, experiences, and needs;
- b. Assess the diversity, equity, and inclusion objectives annually to ensure alignment with strategic business objectives;
- c. Promote diversity, equity, and inclusivity in all HEN activities;
- d. Monitor and report to the Executive Committee and Board on HEN activities to ensure that diversity, equity, and inclusion goals are considered in all activities and are being met;
- e. Assist in conference planning to ensure that diversity in speaker selection is considered and accomplished;

- f. Analyze and recommend actions to promote greater diversity and inclusivity in our membership, Executive Committee and Board structure, and all other HEN committees and events;
- g. Promote diversity, equity, and inclusivity awareness through education, training, and mentoring support. Identify any organizational structures or actions that oppress, exclude, limit or discriminate on the basis of race, gender, ethnicity, financial ability, sexual orientation, religion, disability or age;
- h. Recommend actions to eliminate or mitigate organizational structures or actions that limit the ability of the HEN to accomplish diversity, equity, and inclusivity goals;
- i. Conduct its responsibilities for the purpose of making nonbinding advice and recommendations to the Executive Committee, Board and its committees;
- j. In collaboration with the HEN Chair of the Board, engage in planning events and activities designed to help members enhance diversity, inclusion, and intersectionality awareness and appreciation;
- k. Assist other HEN committees in incorporating inclusion, , and equity into their work;
- l. Recommend priorities and provide guidance in the design and implementation of other programming, trainings, webinars and other activities to help HEN members gain the interest, knowledge and skills necessary to meet the needs of and reflect the diverse communities served by the organization;
- m. At least every other year, review and assess the effectiveness of the Committee and this charter; and
- n. Carry out such other responsibilities as may from time to time that the Board assigns to the Committee.

Charter. At least annually, the Committee will review and reassess the adequacy of this Charter and recommend any proposed changes to the Board for approval.

Annual Self-Evaluation. At least annually, the Committee will evaluate its performance. The vice-chair of the Committee will determine the form and nature of the annual self-evaluation. The Chair of the Committee will report the results of the evaluation to the Executive Committee and the Board.