

Boynton's Health Equity committee recommendation to Executive Leadership: 1.0 FTE Director of Equity, June 2020

The objectives for Boynton's Health Equity committee are:

- a. Prioritize the recruitment, retention, and success of diverse staff and volunteers.
- b. Support continuous performance improvement among Boynton staff related to equity, diversity, and inclusion.
- c. Develop leadership capacity among Boynton staff related to equity, diversity, and inclusion.
- d. Establish and strengthen strategies that promote equity, diversity, and inclusion.
- e. Provide recommendations to Boynton's Leadership Team related to education, adoption, and implementation of strategies to achieve the committee's purpose.

Pursuit of these critical objectives is a full time job, and is beyond the capacity of this committee both in terms of time and expertise.

It is for these reasons that **the Health Equity Committee recommends the addition of a permanent, 1.0 FTE Director of Equity position.** The Health Equity Committee recommends that this position have a seat on the Executive Leadership team, and be compensated at a level equivalent to the other members of Executive Leadership.

The responsibilities of a Director of Equity may include the following:

- Develop and oversee the implementation of a proactive strategic plan to address equity in all aspects of Boynton Health's operations
- Oversee data collection projects to better understand inequities within our population, and use this data to guide evidence-informed strategies to eliminate disparities
- Develop consistent communication and feedback mechanisms to ensure we are able to identify, discuss, and address equity issues impacting our staff and patients
- Lead the Health Equity Committee and working groups, ensuring staff and patient voices are integrated into equity strategy and practice
- Provide technical assistance to leadership and other identified agency committees and work groups
- Build relationships within the clinic and across campus to promote equity and access to Boynton services for all students
- Develop and implement communication systems to organizational values, best practices, highlight bright spots, and keep staff apprised of key initiatives and activities.
- Oversee consciousness-raising efforts, including affinity groups, monthly newsletter, and regular workshops/presentations/seminars/celebrations regarding our diverse community
- Manage and strengthen relationships and collaborations with the University Community to deliver training and support to achieve our plan
- Stay abreast of research and best practices in equity and inclusion
- Other duties as recommended by the selected candidate based on their expertise

This critical position was deserving of an exception to the campus-wide hiring freeze before May 25, and is unquestionably deserving of an exception to the hiring freeze in light of the local and national reckoning with racism and attacks on LGBTQ healthcare access at the federal level.

The Health Equity Committee recommends that the process of hiring for this position be developed in consultation with Patricia Izek (Equity & Diversity Consultant for OHR Administration), and that the committee include members of OED leadership as well as the Boynton Health Equity Committee.