



WORKFORCE

Diversity, Equity and Inclusion

Skill: Advocate for genuine diversity and appropriate inclusion within the Board of Directors, staff, health center-related community groups and vendors

5-Expert

- Articulate a deep understanding of the need for diversity and inclusion that includes how the disparities emerged and practical, ethical ways the health center is obligated to address them
- Advocate for and take proactive steps to increase diversity in candidates for and composition of the health center staff, board, vendors and community partners
- Facilitate development of health center policies that support diversity and inclusion and the dissemination of information and training to support implementation

4-Skilled

- Articulate an understanding of why addressing diversity and inclusion concerns is important to the health center mission
- Lead implementation of policies related to diversity and inclusion
- Advocate for methods to continually improve policies and implementation related to diversity and inclusion

3-Applied

- Aware of disparities in diversity and inclusion and how the health center addresses them
- Consistently implement and support health center policies on diversity and inclusion

2-Basic

- Understand diversity is a concern for health center
- Demonstrate some understanding of why the disparities related to diversity exist, why they are important to address or what to do about them

1-Learning

- Aware of the diversity of staff and patients