

CFBHN Board Level Diversity Committee 2- Year Plan

Premise

A Board level diversity plan is key to recruiting and retaining Board members who are culturally diverse. Diversity retains diversity. People are much more likely to engage with persons they can relate to and identify as being of similar culture, background and/or experiences.

Vision

Central Florida Behavioral Health Network is committed to fostering an environment in which differences among its Board, staff, providers, persons served and stakeholders are welcomed and celebrated. We believe through our differences challenges are overcome, strengths are enriched, and innovative thoughts and ideas flourish. Ultimately, exceeding the expectations of our customers and improving the quality of their lives.

Goals

1. CFBHN will ensure the representation of its Board members reflect the diverse populations and communities being served by CFBHN.
2. CFBHN will enhance the awareness of cultural diversity and inclusion among its Board members.
3. CFBHN will implement culturally competent and effective inclusion practices, in an effort to increase the recruitment and retention of diverse Board members.

Action Steps

1. Create a Diversity ad hoc committee which consists of at minimum 3 Board members, plus additional representatives from the community. The Diversity ad hoc committee will meet on a quarterly basis to discuss strategies to increase diverse partnerships, Board representation, and create a plan of action for Board trainings on diversity and inclusion.
2. Facilitate a Board Diversity assessment and discussions with current Board members, to identify current successes, needs, challenges, and opportunities.
3. Based on the results of the assessment, the Committee will identify potential topics and external facilitator(s) for the annual Board diversity trainings.
4. Evaluate current Board practices and protocols to ensure they are welcoming and engaging for new Board members, current Board members and guests.
5. Each Board Member will forge relationships with a minimum of two culturally diverse community members annually, and invite the persons as guests to participate CFBHN Board meetings.
6. New Board Members will attend the various Board committee meetings during their orientation.
7. Pair new Board Members with a “buddy” Board Member who can assist them with navigating the process and general questions.
8. Add a standing Board agenda item for a provider to showcase their organization and strategies employed to attract and retain diversity within their organization and among persons who are being served.
9. Add a standing Board agenda item for testimonials from persons served, stakeholders and families.

Performance Goals

1. Verify provision of annual diversity training through attainment of certificates of completion issued by facilitator.
2. Board members will invite at minimum two diverse organization representatives to participate in Board meetings. Attendance records will serve as verification.
3. Demonstrated due diligence in recruiting and engaging new board members (when there are openings) who are reflective of the communities being served. Baseline and subsequent data will be obtained through a side-by-side analysis of the populations identified by the Committee, as compared to populations and communities represented by Board members.

***Progress on these objectives will be reviewed and tracked by the staff level Diversity Committee members.*