



Central Florida
Behavioral Health
Network, Inc.

BOARD OF DIRECTORS' DIVERSITY, EQUITY & INCLUSION SURVEY

Baseline Responses

February 2020

BOARD DIVERSITY AD HOC COMMITTEE

- **Thomas Stormanns**
 - **Josh Dillinger**
 - **Carol Eloian**
- **Dr. Tonicia Freeman-Foster**
 - **Dr. Jerome Jordan**
 - **Linda McKinnon**
 - **Ruth Power**

DIVERSITY VISION STATEMENT

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.

Courageous leaders have double vision. They see the world as it is and as it could be.



DIVERSITY PLAN

FY19-20 DIVERSITY GOAL

To increase awareness regarding the importance of cultural diversity, equity and inclusion among CFBHN Board Members.



ACTION PLAN

Goal 2: Increase awareness regarding the importance of cultural diversity, equity and inclusion among CFBHN Board Members.		Responsible	Anticipated Completion
ACTION STEPS	A. 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.	Board Diversity ad hoc Committee	Ongoing
	B. Add a standing Board agenda item for Providers to showcase their organization, and strategies employed to attract and retain diversity within their organization and among persons who are being served.		Q3 FY19/20
	C. Facilitate a Board Diversity assessment and discussions with current Board members, to identify current successes, needs, challenges, and opportunities.		Q2 FY19/20
	D. Based on the results of the assessment, identify potential topics and external facilitator(s) for the annual Board diversity trainings.		Q4 FY19/20

BOARD SURVEY RESULTS



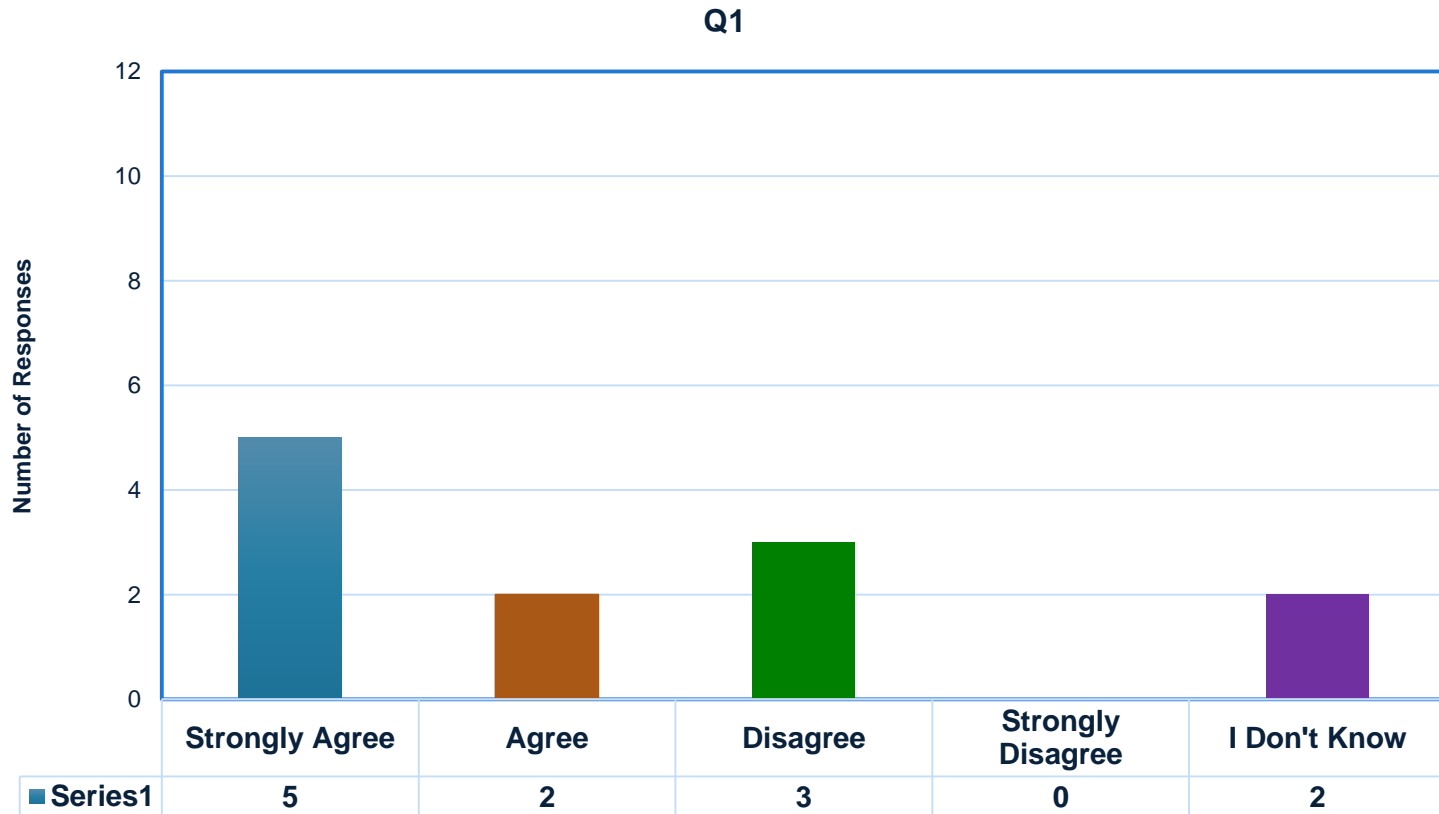
SURVEY OVERVIEW

- The survey questions were developed by the Board Diversity ad hoc Committee.
- The initial survey period was 9/30/19 to 10/18/19
- The survey period was extended to 10/25/19, in an effort to garner additional participation.
- The survey was completed by 12 out of 23 Board Members (52%).

QUESTION LEVEL ANALYSIS

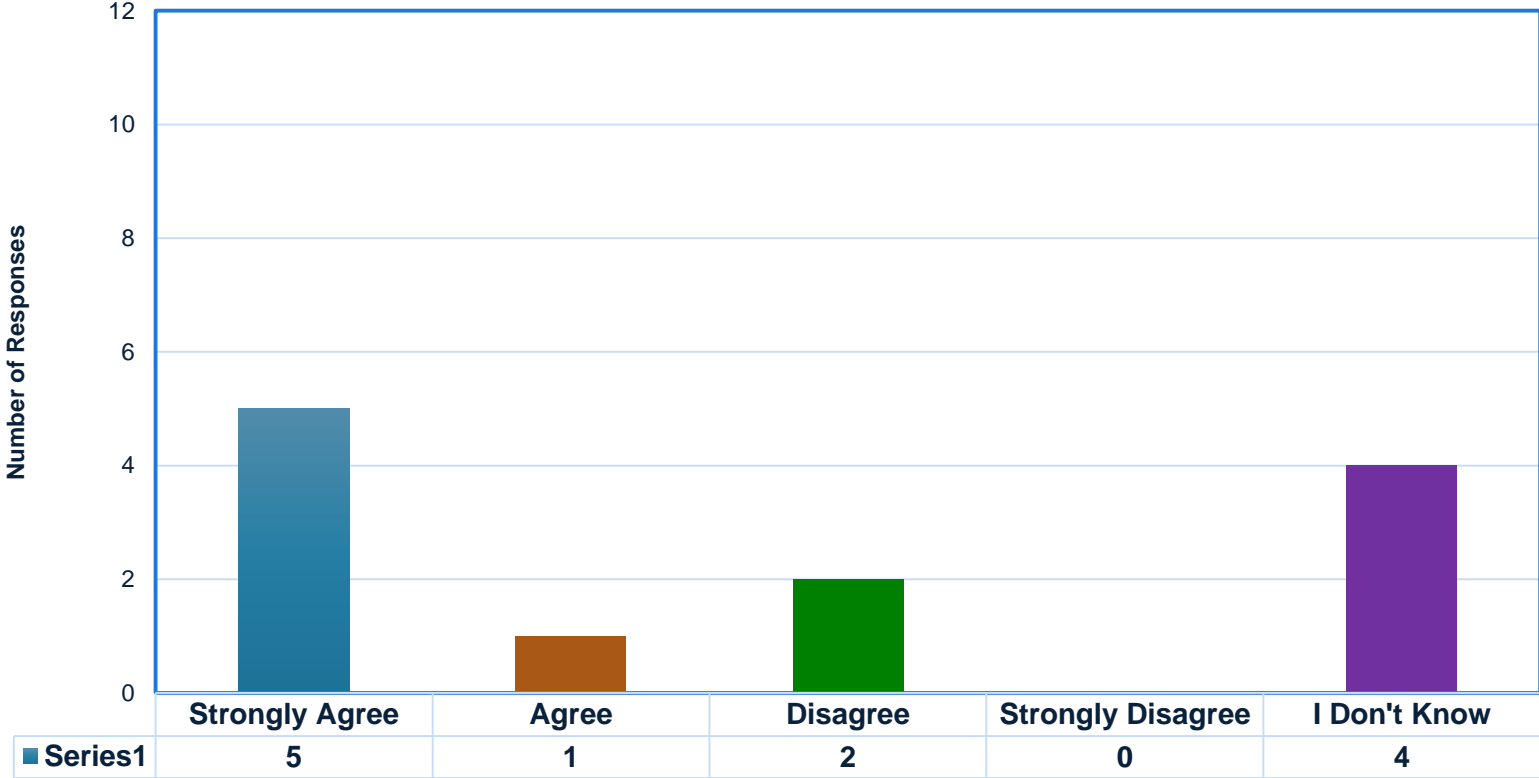


Q1. The organization's commitment to diversity and inclusion is known and understood by all Board members, management, staff, volunteers, members and organizational affiliates.

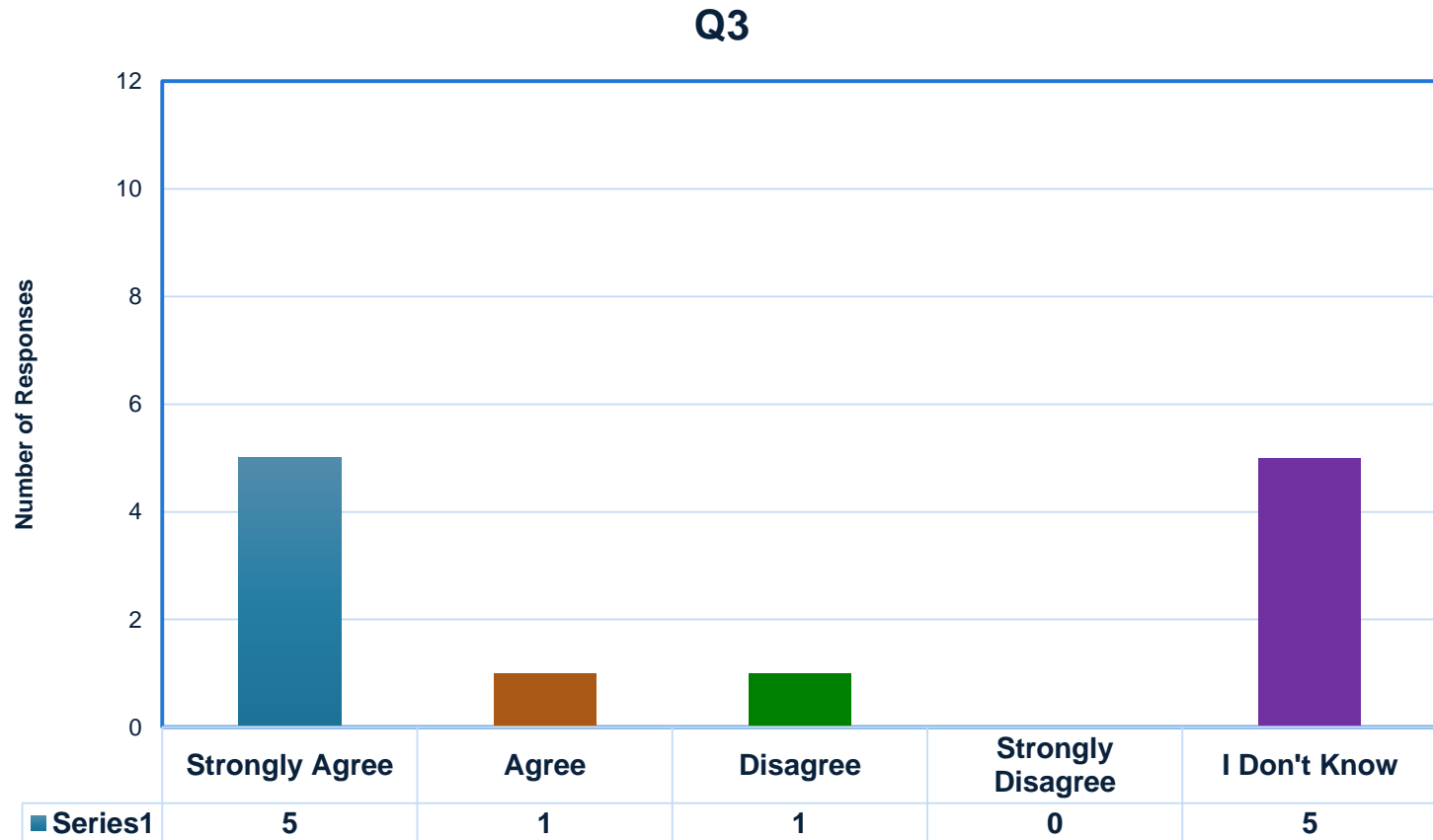


Q2. Principles of diversity, inclusion and equity are embedded in all organizational policies and practices.

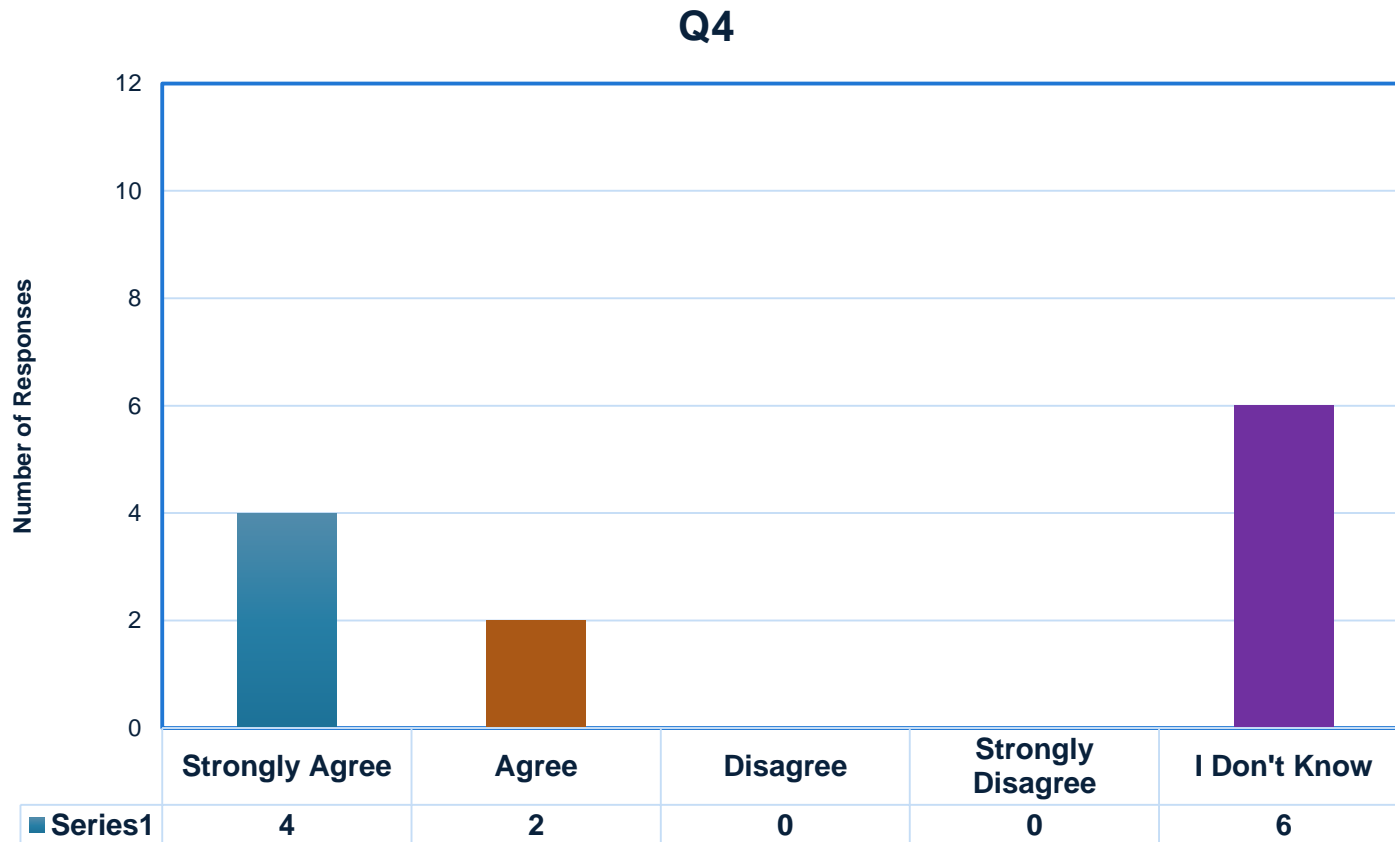
Q2



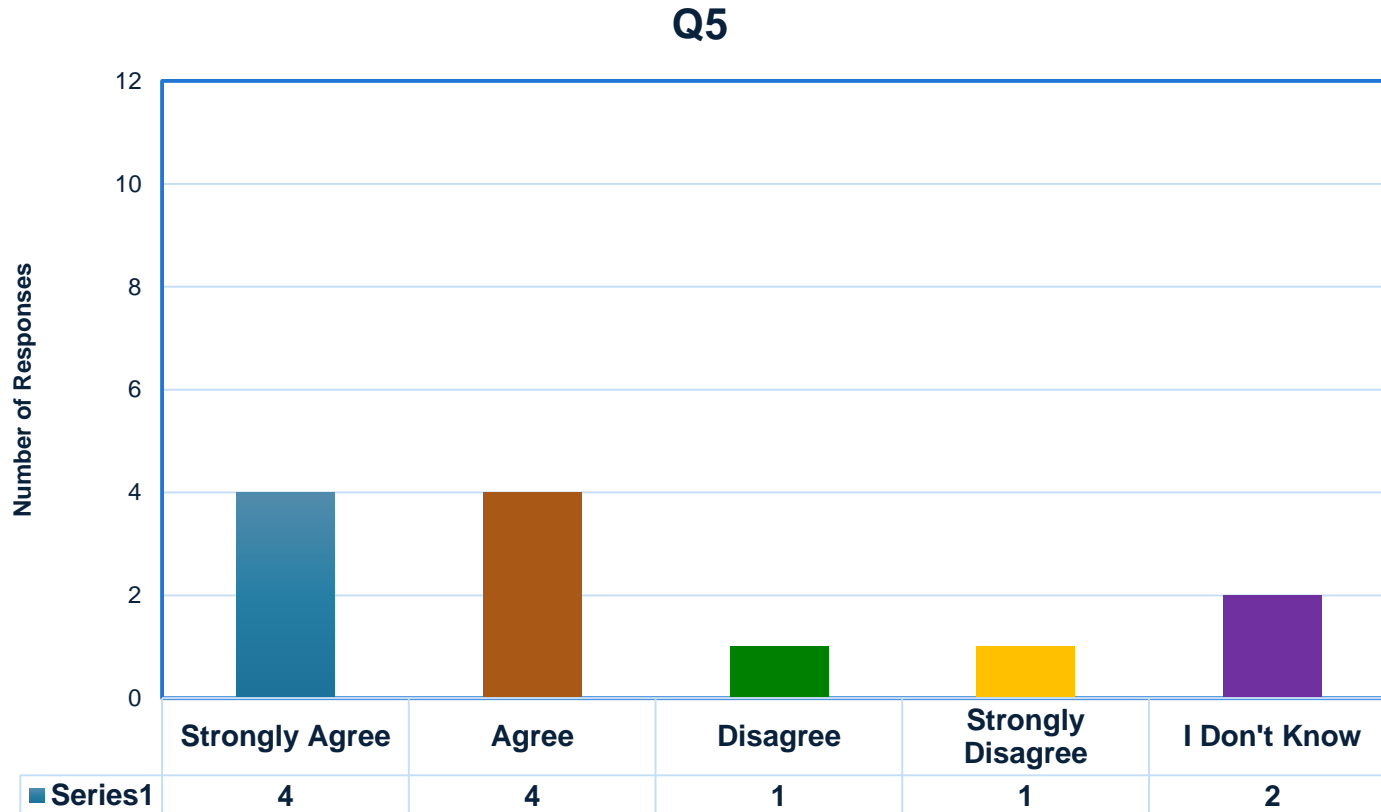
Q3. The Board has made public their commitment to diversity, inclusion and equity.



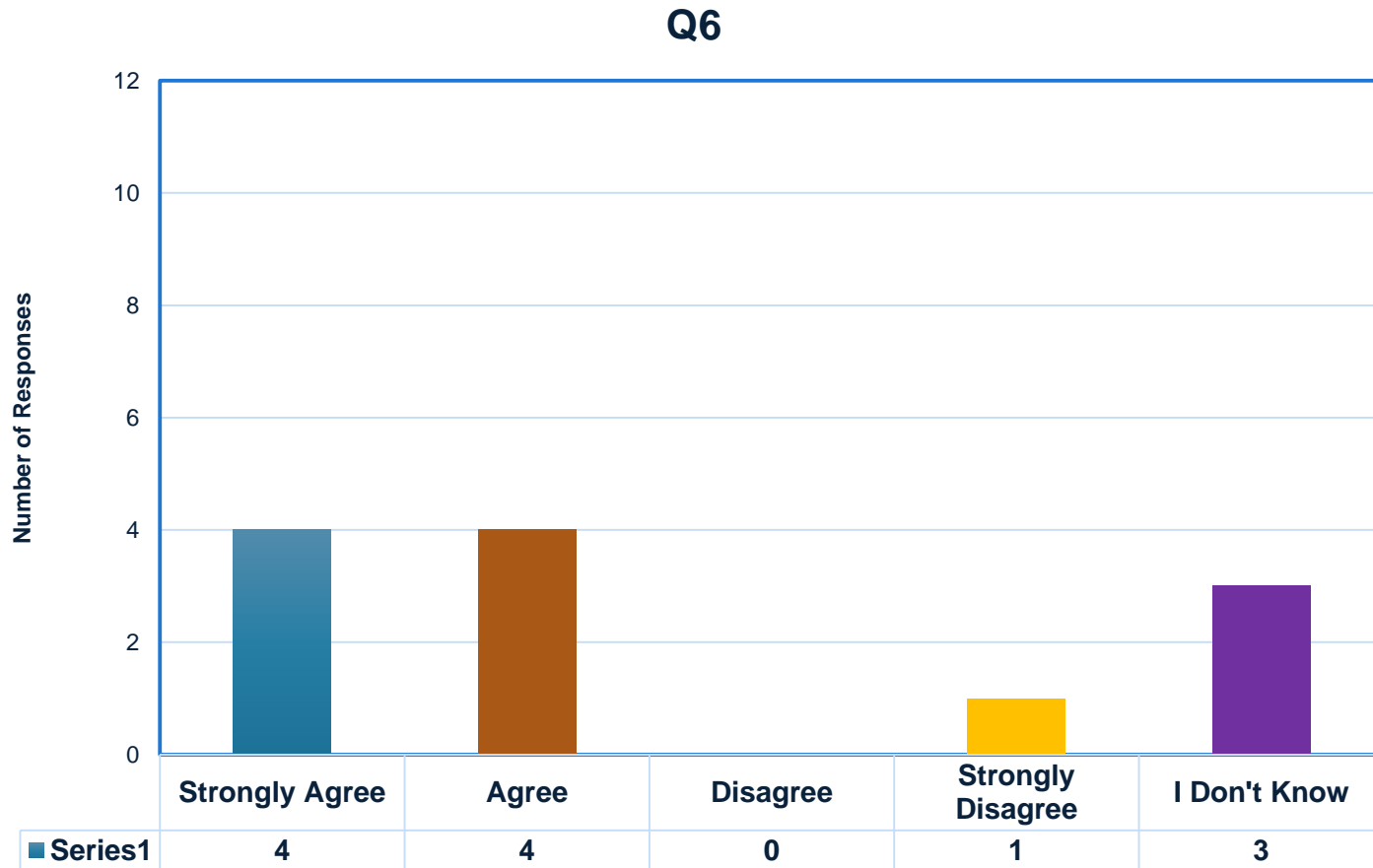
Q4. The Board and management provide informed leadership in the implementation of anti-discrimination and workplace harassment policies.



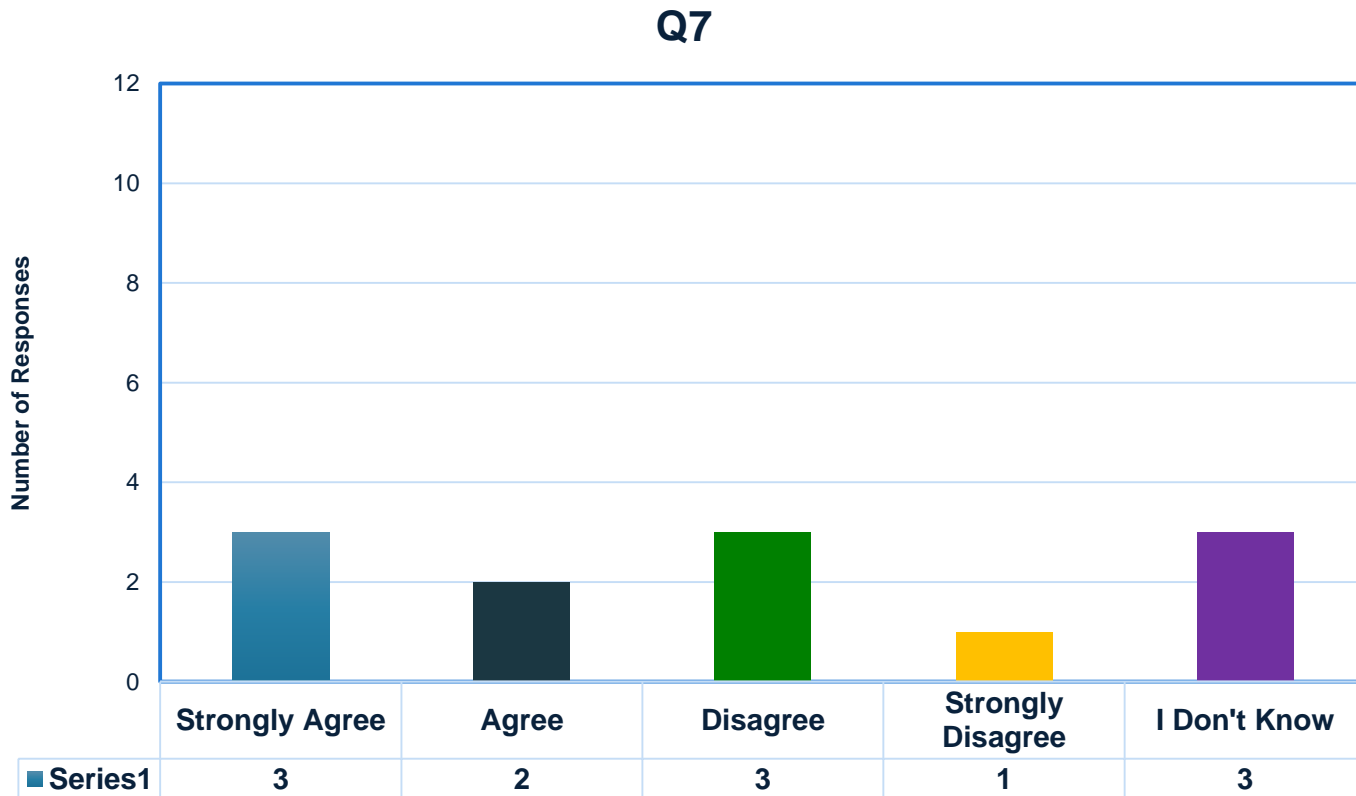
Q5. Information concerning governance structure and opportunities to serve are effectively communicated to members of diverse communities within the service area.



Q6. Participation of diverse communities in the needs identification and planning of organizational programs and services is supported and encouraged.

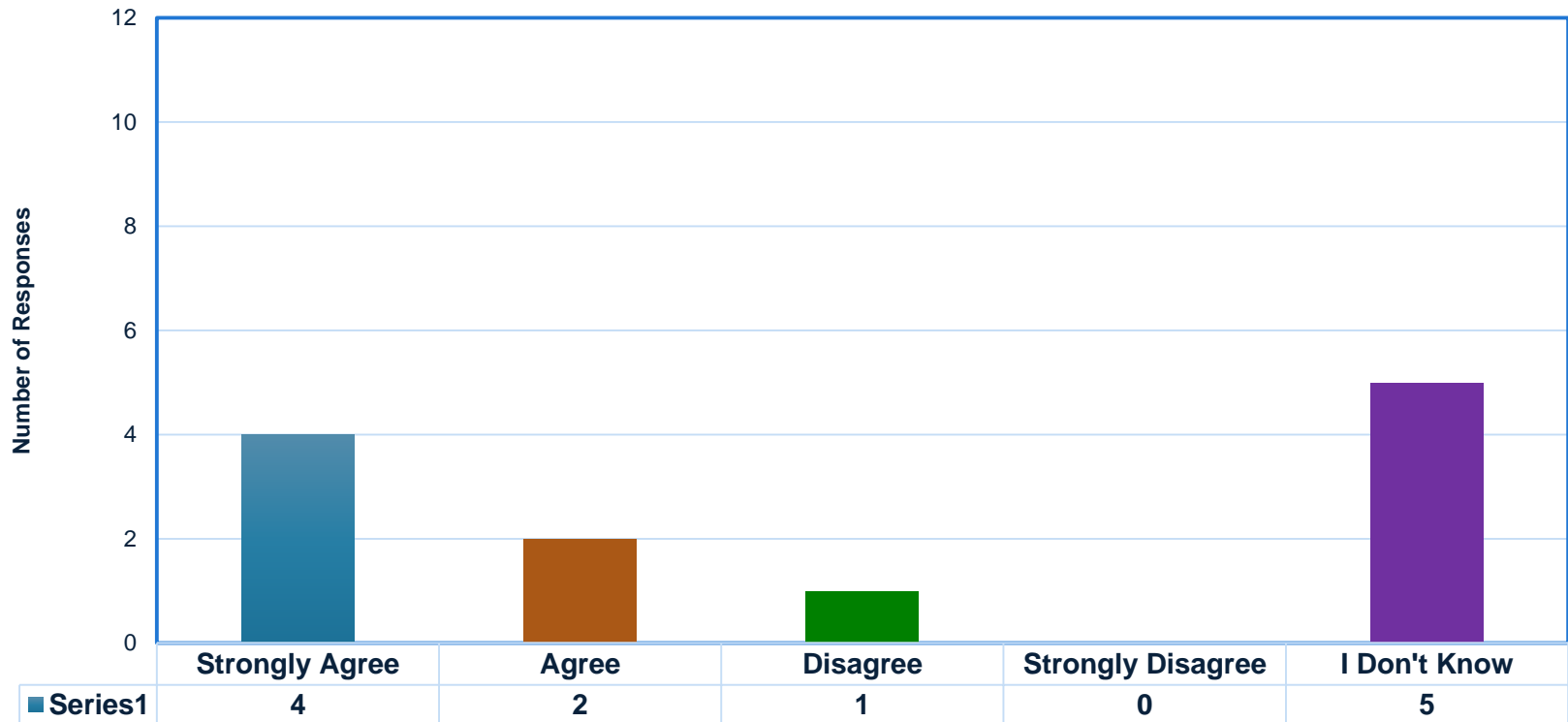


Q7. Members of diverse communities are equitably represented in the different levels of the organization (i.e. Board, committees and management).



Q8. All staff, Board members and volunteers are given opportunities to participate in diversity, inclusion and equity knowledge and skill development programs.

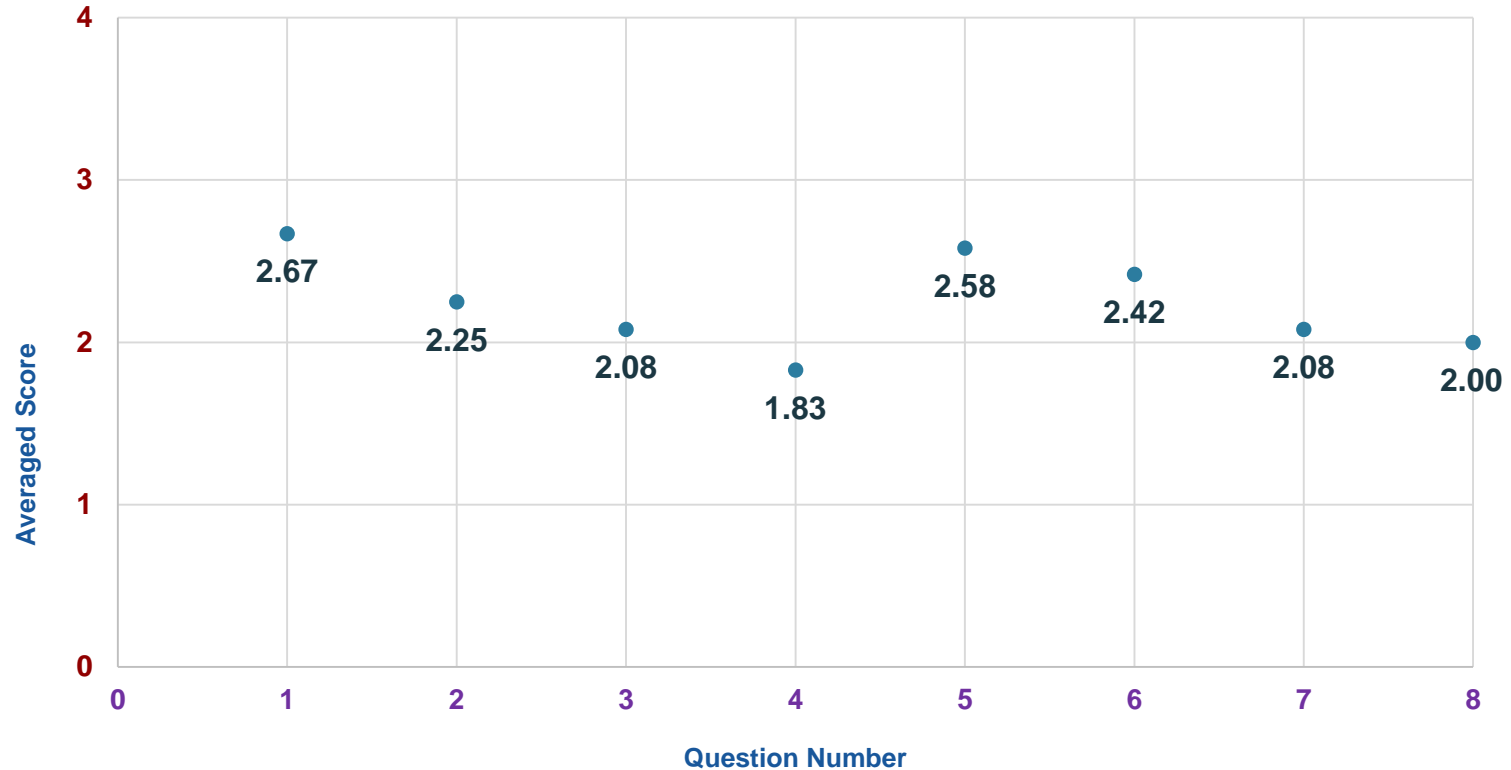
Q8



PUTTING IT ALL TOGETHER



AGGREGATE BASELINE DATA SUMMARY



Scale Range: Min 0 - Max 4

Points Assigned:

4 = Strongly Agree 3 = Agree 2 = Disagree 1 = Strongly Disagree 0 = I Don't Know





Q9. As a Board Member, what topics are you interested in learning more about?

- **Instituting Diversity, Equity & Inclusion**

- b. Ways to encourage diverse potential candidates for employment openings
- c. Equitable engagement of at-risk populations

- **Recruiting and Retaining Diverse Board Members**

- b. What constitutes "diversity" within the board?
- c. Diversity Representation on the Board of Directors and Executive Board
- d. Ways to encourage diverse potential candidates for committee and Board openings

- **Stages of Cultural Competence**

- **Diversity & Leadership**

- **CFBHN's support of innovation, flexibility and Diversity of MH and SA programming and implementation across providers.**

what is
next?

Please share your questions, thoughts and recommendations...

1. _____
2. _____
3. _____
4. _____
5. _____



Central Florida

Behavioral Health
Network, Inc.

“When we listen and celebrate what is both common and different, we become a wiser, more inclusive, and a better organization.”

- Pat Wadors, HR, LinkedIn



EVERYTHING you
don't know is
something
you can LEARN!

