

Communicating Equity to Stakeholders and Inclusive Governance

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Governance

- ▶ Structure
- ▶ Accountability
- ▶ Communicating Intention and Delivering Results

Structure

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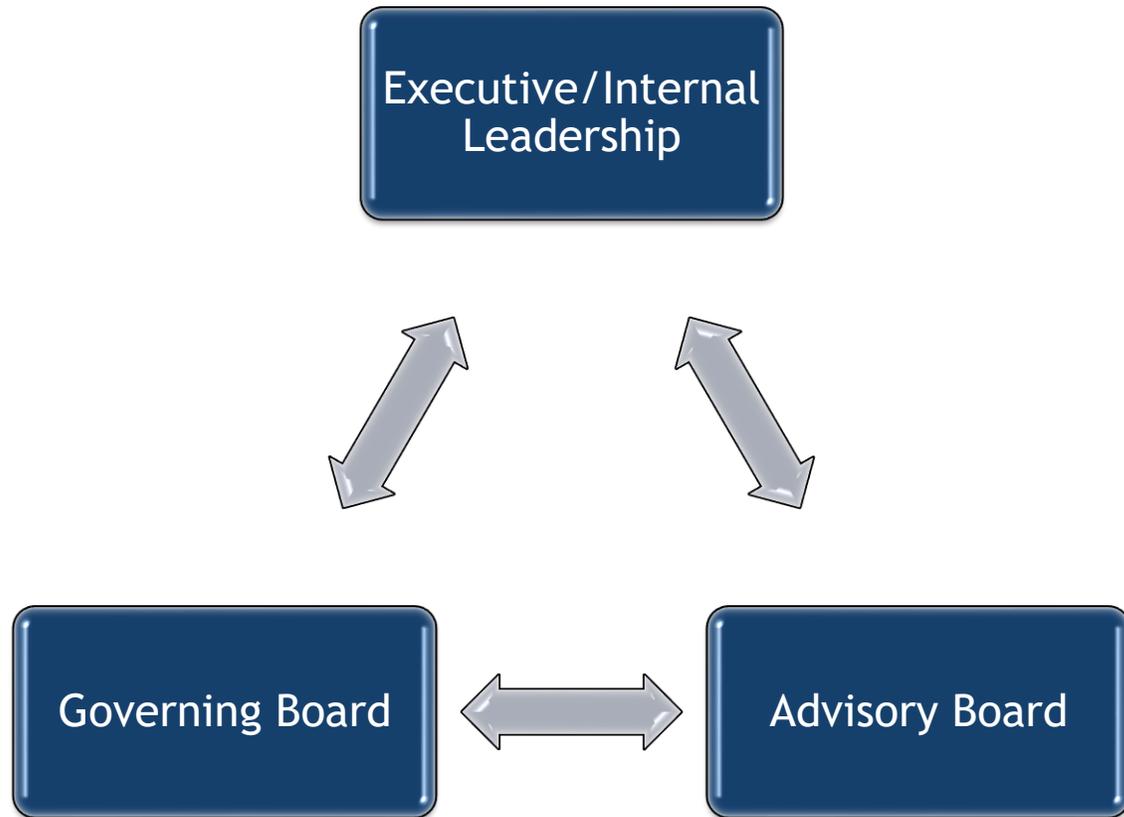
Why Structure Matters?

- ▶ Creates the infrastructure for governance
- ▶ Serves as the foundation for decision making
- ▶ Voices represented within the governance structure may be the only voices of influence

Understanding the structure is critical to effectively navigating systems and identifying sources of power and influence within systems!

You can embed concepts and principles (including people) that advance diversity, equity, and inclusion within the governance structure.

Structure



Executive & Internal Leadership

- ▶ Diversity of Leadership
 - ▶ Every level, Every Role
 - ▶ Responsibility, Authority, and Resources of DEI Officer (or similar role)
 - ▶ Workforce/professional development
 - ▶ Community talent acquisition strategies and pipeline programs

Governing Boards

- ▶ Diversity in Membership
 - ▶ Aligned with organizational mission/goals and DEI values
 - ▶ Specifically how does the governing board membership align with values to advance health equity in cancer care?
 - ▶ Represent and reflect those served (avoid paternalism and patronizing)
 - ▶ Does the membership of the governing board reflect the population impacted by cancer in the community?
 - ▶ Recruit from external networks

Advisory Boards/Committees

- ▶ Diversity in Perspective
 - ▶ Continuum of care (and diagnosis)
 - ▶ Prevention (never had cancer), treatment, survivorship
 - ▶ Continuum of health ecosystem
 - ▶ Community engagement, health education, research, clinical care
 - ▶ Lived experience
 - ▶ Patient, family member, caregiver
 - ▶ Life course
 - ▶ Adolescent/young adult, adult, senior
 - ▶ Demographic factors
 - ▶ Racial/ethnic minoritized patients, LGBTQ+, publicly insured patients, etc.

Accountability & Assessment

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Accountability & Assessment

- ▶ Set goals and define measures
- ▶ **Develop and implement programs and initiatives**
- ▶ Monitor performance
 - ▶ Determine if goals are met

Accountability & Assessment



Accountability & Assessment

- ▶ Measures related to DEI
 - ▶ Numbers or proportions of populations represented in key areas, activities or functions
 - ▶ Environmental assessments (quantitative)
 - ▶ Engagement of populations in key areas, activities or functions
 - ▶ Perceptions and experiences of populations in key areas, activities or functions
- ▶ Measure related to health equity
 - ▶ Differential outcomes in
 - ▶ Healthcare access (i.e. timeliness)
 - ▶ Health service utilization
 - ▶ Healthcare quality
 - ▶ Patient outcomes
 - ▶ Health status indicators

DEI Accountability Examples

▶ Diversity

- ▶ X% of new governing board members will be members of racially and ethnically minoritized populations
- ▶ X% of new employees will self-identify as having a physical, intellectual or developmental disability

▶ Equity

- ▶ X% of new employees in non-managerial, managerial, and executive roles will self-identify as having a physical, intellectual or developmental disability

▶ Inclusion

- ▶ X% of employees who self-identify as having a physical, intellectual or developmental disability report job satisfaction in the workplace
- ▶ X% of patients who self-identify as LGBTQ+ report feeling satisfied with the care they receive from health clinic Y

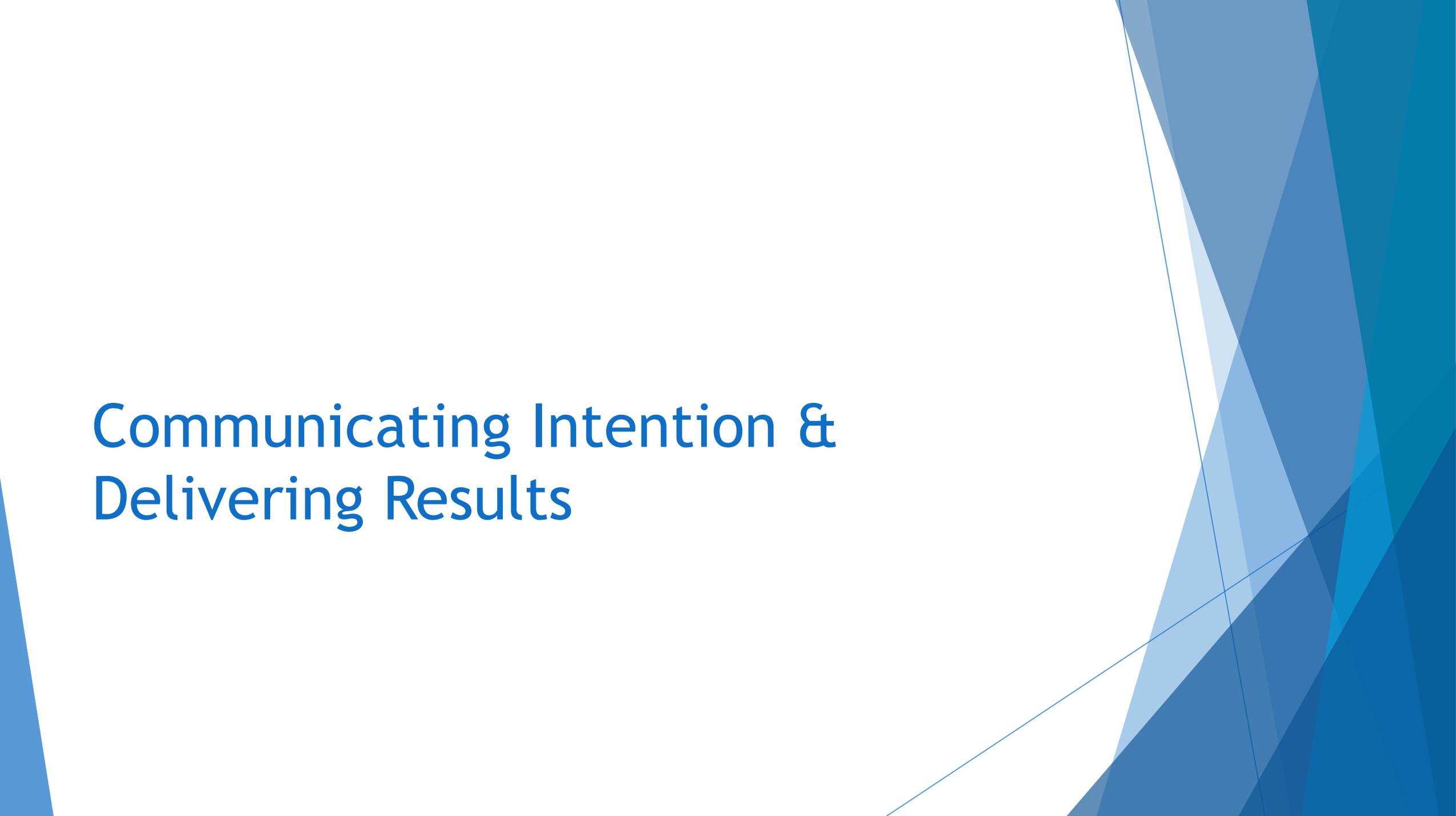
Health Equity Measure Examples

- ▶ Breast cancer screening rates
 - ▶ By ward or zip code
 - ▶ By race/ethnicity
 - ▶ By gender identity
- ▶ Time to initiation of lung care treatment (surgery/radiation)
 - ▶ By race/ethnicity
 - ▶ By insurance type
- ▶ Prostate cancer mortality rates
 - ▶ By race/ethnicity
- ▶ Pancreatic cancer vaccine clinical trial participation rates
 - ▶ By race/ethnicity
 - ▶ By gender identity
 - ▶ By religion
 - ▶ By primary language spoken at home

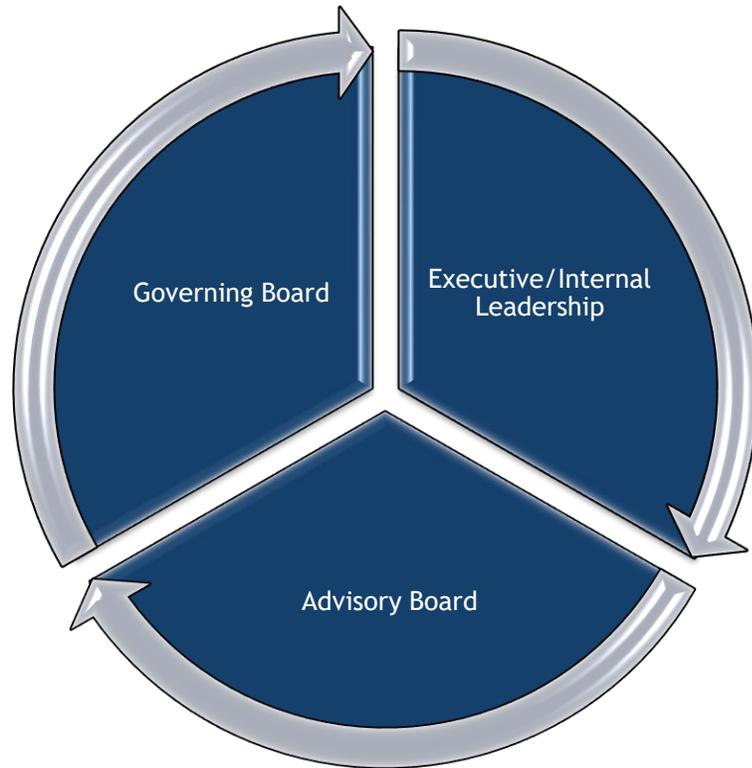
Accountability & Assessment



Communicating Intention & Delivering Results

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Shared Responsibility—One Message



- ▶ Staff
- ▶ Patients
- ▶ Community Partners/coalition members
- ▶ Clinical partners
- ▶ Business partners/vendors
- ▶ Research partners/academic collaborators
- ▶ Funders/donors

Delivering Results

- ▶ Public accountability
- ▶ Clear actions to be taken if goals met or not met
- ▶ Challenge goals in subsequent processes
 - ▶ Avoid stagnation
- ▶ Continued engagement beyond executive leadership in goal setting, accountability and assessment, and communication

Open Discussion

