



Health Care Improvement Foundation's Anti-Racism Council

First Year in Review

The Health Care Improvement Foundation Anti-Racism Council (ARC) was formed in June 2020 to advance our commitment to dismantling racism and addressing health inequities. The ARC's first year goals include developing an organizational assessment of anti-racism policies, processes, and cultural norms to inform a set of recommendations for implementing anti-racism initiatives within the organization. The ARC is staffed, with representation across HCIF's Clinical Improvement, Population Health, and Administrative teams, and all organizational levels.

Personal Development and Education

The ARC undertook several internal educational and development opportunities to further staff's understanding of actions to pursue to combat structural racism.



Educational Workshops

The ARC developed and facilitated 3 educational workshops focusing on personal privilege, systemic racism, and implicit bias for all staff.



Staff Empowerment

Lists of resources and action items were sent to staff in response to racist events.



Lunch & Share Sessions

Members of the ARC led a 3-session pilot of a monthly meeting to reflect on and discuss current events and personal experiences related to racism.



Glossary

Members of the ARC developed a glossary of terms relating to anti-racism and equity to establish shared language.



Anti-Racism Forum

The ARC created a private, online forum for staff members to share resources with each other.

Racial Equity in Policies, Practices, and Programming

HCIF engaged all staff to assess current organizational policies and practices with a racial equity lens.



Organizational Assessment

Took inventory of current policies impacting racial equity and assessed employees' perception of organizational culture and climate. Leadership has prioritized specific action items from assessment findings to develop an action roadmap.



Team Planning Workshop

In response to staff feedback, developed tool and discussion guide to expand cross-team planning for applying racial equity lens to existing programs.

Advocacy



HCIF prioritized public commitment to racial equity through vocal support of partners and communities in blogposts, social media channels, and newsletters.



HCIF contributed to and promoted sign-on letters and events that advance work at the intersection of health and racial equity.

