

Greetings Corner Staff and Board,

Historically, The Corner Health Center has served marginalized communities and youth in Washtenaw County by increasing access to care, providing quality care, and maintaining an active presence in the community. Through staffing, health care services, education, and preventive health programming, we’ve continued to diversify and create equitable services for all our patients and their families. With intentionality and direction from the Washtenaw County Office of Community and Economic Development (OCED), last year we formed an Equity Committee (EC) to take an even more proactive approach to equity practices. Currently, the EC is made up of voluntary staff from the Communications, Programs, Clinic, Development, and Behavioral Health teams.

Using an equity self-assessment tool, with input from all staff, the Staff Engagement Committee, the Quality Improvement Committee, and the Equity Committee, we got a better measure of Corner’s equity practices.

Based on the results for the equity self-assessment tool, this year we decided to focus on the following domains: *Racial Equity Policies and Implementation Practices*; *Data, Metrics and Quality Improvement*; and *Workforce Composition and Quality*. Our assessment revealed that our efforts at developing and sustaining a culture of equity were not supported by a formal structure. It lacked a comprehensive approach, and our processes were not proactive. Moreover, advances in equity work within the organization fluctuated based on personnel/ leadership priorities over time and the processes were not standardized.

To develop a formal structure that aligns with the *Racial Equity Policies and Implementation Practices*, we have planned the following actions steps:

Review and update all current surveys deployed by any department at the TCHC for DEI questions.

- Update our DEI statement.
- Create a DEI policy that better reflects our strong commitment to equity.
- Design and conduct an annual anti-bias training course for all staff.
- Include a minimum of two equity training courses a year for Lunch’n’Learns/all staff meetings.
- Conduct an annual review of staff and patient DEI questionnaire results.
- Standardize cultural acknowledgements and celebrations.

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We believe that some of these efforts will directly and positively impact the *Workforce Composition and Quality* domain. One of the challenges we identified was the systemic barrier in representation of providers of color. An actionable strategy is to increase efforts to reach out to volunteers and residents of color by informing them about TCHC’s stellar reputation in the community. We hope this will improve our current workforce composition and create a robust pipeline to fulfil future needs.

Lastly, we are focusing on *Data, Metrics and Quality Improvement*. By making updates to surveys and improving patient and staff demographic tracking, we will collect comprehensive data. Moving forward, the demographic data collection will help guide programming, outreach, inform care, tell our story, and help plan the long-term goals of the Equity Committee at The Corner Health Center.

The Equity Committee exists to ensure Corner’s commitment to equitable practices, policies, and culture. We welcome staff to join and look forward to the brave work ahead. To get involved, please contact Aanderson@cornerhealth.org

Signed,

Ashley Anderson, Co-Chair

Markia Jones, Co-Chair

TCHC Equity Committee

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