



SWACH

Equity Assessment 2020 Results

Acknowledgements & Contact Information

Thank you to those that participated in SWACH's 2020 Equity Assessment!

And to those that played a key role in the data collection and analysis:

SWACH Justice Equity Diversity & Inclusion Squad (JEDIS)

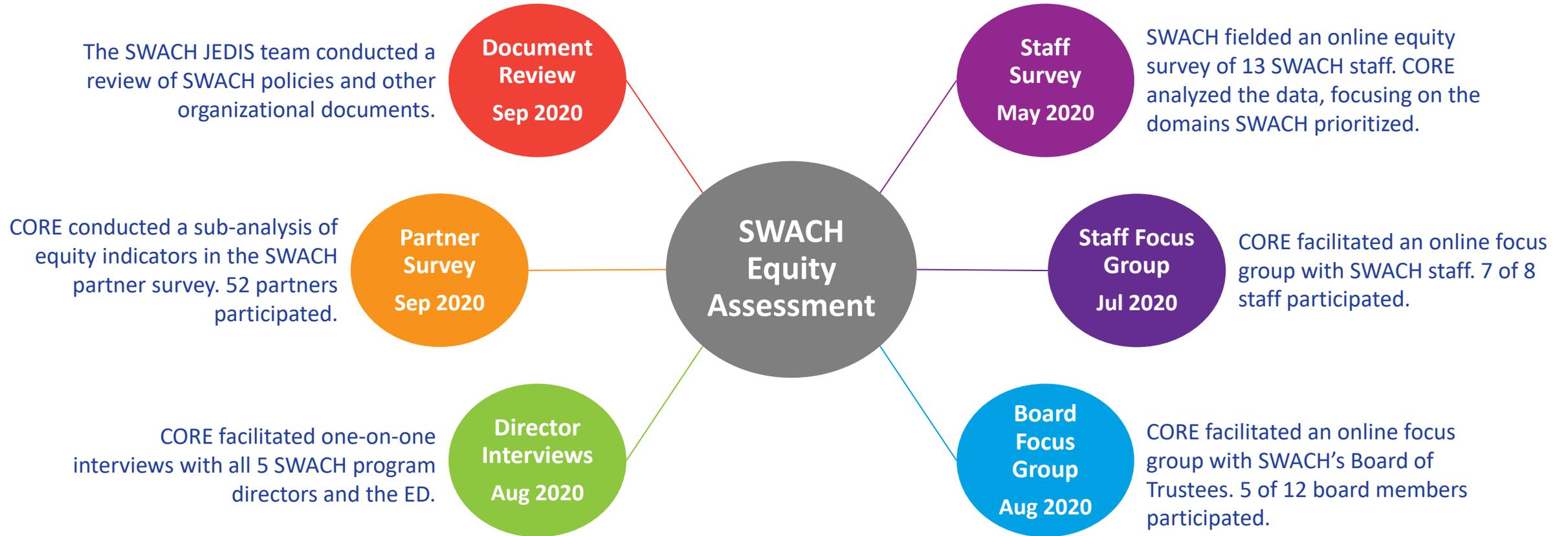
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CORE

Center for Outcomes
Research and Education

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Equity Assessment Data Collection



Themes Across Data Sources

Key themes across data sources

EQUITY COMMITMENT

External facing equity efforts
and successes

INTERNAL CULTURE

Internal or organizational
equity efforts

INCLUSION

Participation and
involvement in decisions-
making

TRANSPARENCY

Communication about
decisions and priorities

DIVERSITY

Who is involved in decisions
and what demographic
groups are included

ORGANIZATIONAL DEVELOPMENT

Changes to policies, processes,
procedures and/or
organizational structures

Key themes by data source

Theme	Staff Survey	Staff Focus Group	Board Focus Group	Director Interviews	Partner Survey	Document Review
Equity Commitment	●	●	●	●	●	
Internal Culture	●	●	●	●		
Inclusion	●	●		●		●
Transparency	●	●		●	●	●
Diversity		●	●	●		●
Organizational Development		●		●		●

Equity Commitment

SWACH has demonstrated a commitment to equity in its external efforts

Staff, directors, board, and organizational partners identify the Equity Collaborative as an example of SWACH's leadership in the community on equity.

Directors feel that SWACH promotes equity in its initiatives, peer groups, and practices.

Partners believe that SWACH supports organizations to center equity.

Partners want SWACH to continue to drive best practices in equity and inclusion.

Internal Culture

SWACH has opportunities for improvement to develop and align internal equity efforts

Staff do not believe SWACH supports equity conversations.

Staff believe that equity efforts have been driven by staff rather than the board or Executive Director.

Directors and staff would like SWACH to address inequity in HR policies.

Staff would like SWACH to develop new policies to support DEI.

Staff believe SWACH can do more to support staff of color.

Inclusion

SWACH staff and directors need more opportunities to participate in decision making and interact with the board

Staff feel that SWACH can do more to build a culture of equity and inclusion.

Staff do not see a role for their input in decisions and want more opportunities to provide input.

Directors would benefit from more access to board members and meetings where decisions are made.

Staff believe that the right people are not engaged in creating and reviewing internal policies.

Transparency

SWACH staff, directors, and partners highlighted a need for more transparency and communication

Staff would like more communication about decisions and transparency about how decisions are made.

Directors need more communication about board decisions and priorities.

Partners feel that SWACH could improve how it makes decisions and sets priorities.

Staff feel that the process to create policies is not transparent.

Diversity

SWACH can do a better job reflecting the diverse community it serves

The staff and board noted that board members do not represent the diversity of the community.

Directors highlighted that staff and workforce do not represent the diversity of the community.

Organizational Development

Staff and directors surfaced recommendations for ways to make systems, policies, and processes equitable and inclusive

Staff would like to see more diversity, equity, and inclusion (DEI) training for staff and board.

Staff and directors would like to see more transparent and inclusive processes to create and review policies.

Staff and directors believe current policies and governance documents lack a focus on DEI.

Summary of Key Takeaways by Data Source

Staff Survey: Key Takeaways

01

Staff (directors and non-directors) are credited with working to build a culture of equity and inclusion at SWACH.

02

Transportation, affordable housing, and food security were identified as top issues for collaboration with community-based organizations, followed by racial justice.

03

Staff (especially non-directors) feel a lack of organization around how SWACH communicates about cultural and racial issues. Staff do not believe SWACH supports difficult conversations about race or equity.

04

More could be done to support employees of color and to build a culture of equity and inclusion.

05

Most staff report that they don't have a role in seeing that their input is incorporated into SWACH's decisions.

Staff Focus Group: Key Takeaways

01

The newly formed DEI Team, the equity book club, the equity assessment, and the hiring of the equity consultant are positive examples of internal actions toward equity.

02

There is a need for more transparency and better communication around how/what decisions are made and how staff input is considered or applied.

03

Lack of diversity and community representation by the board and staff needs to be addressed.

04

Staff believe equity efforts have largely been driven by individual staff, and question ED and board member commitment to the promotion of equity.

05

Opportunities for promoting equity include DEI training for staff and board, partnering with agencies working with underserved communities, and more intentional support for cultural organizations.

Board Focus Group: Key Takeaways

01

Board members believe that SWACH has demonstrated a commitment to equity and has implemented equitable policies and practices.

02

Board members believe the board has a responsibility to drive the mission and external policies of the organization and ensure that SWACH has established equitable internal policies.

03

Leadership, including the ED and directors, should lead by example and ensure that equity policy and practice are kept at the forefront.

04

Board and staff are not always aligned on SWACH's mission, particularly related to focusing on health equity vs. focusing on social equity. Board members recommend meeting with staff to create alignment.

05

The board lacks adequate representation from diverse communities. More should be done to better represent and recruit from the communities SWACH serves.

Director Interviews: Key Takeaways

01

Equity collaborative, community based COVID testing, community voice, and inclusion of community members in RFP review panel are positive examples of equity practice.

02

There are opportunities to address internal policies related to compensation and other HR policies and procedures.

03

Directors and staff need more communication about board decisions and priorities, and would benefit from more access and exposure to board members.

04

Board buy-in and engagement is critical to implementing equitable internal and external policies and practices.

05

Communities served are not well represented by SWACH's board, staff, and workforce. Efforts should be made to develop partnerships and improve representation.

Partner Survey: Key Takeaways

01

100% of participating Equity Collaborative partners reported that over the past year, SWACH “successfully partners with underrepresented communities or populations in its work.”

02

95% of respondents reported that SWACH provided at least some value to the community by “supporting organizations to center equity in their work.”

03

Supporting a community-based workforce and driving best practices in equity and inclusion were among top four areas for SWACH to sustain in the future.

04

SWACH could better communicate with their partners about how the organization makes decisions and what those decisions are.

05

“Communicating a shared vision of health equity” and “resolving conflicts and balancing power among its partner organizations and community members” were ranked as the *least* important areas for SWACH to prioritize.

Document Review: Key Takeaways

01

Many existing policies lack a Diversity, Equity, and Inclusion lens or focus.

02

The process to create policies does not support Diversity, Equity, and Inclusion.

03

SWACH should develop new policies to support Diversity, Equity, and Inclusion.

04

The process to create policies is not transparent.

05

The right people are not engaged in creating policies.