



CENTRAL HEALTH SPOTLIGHT

DIVERSITY, EQUITY, INCLUSION

PEOPLE



Equity and Inclusion Employee Task Force (created Aug. 2019): Led by employees, this group of dedicated volunteers, divided into subcommittees, addresses equity and inclusion goals objectives, standards and values for Central Health. The Task Force is creating employee affinity groups and offering internal networking opportunities while providing a platform for new ideas and innovative solutions. The Task Force creates opportunities for mentoring and career development, and will help attract and retain a more diverse workforce.

Diversity and Inclusion Manager (starting Dec. 2020): A newly created position dedicated to promoting a culture of sensitivity and inclusiveness, and to lead the internal training of staff, focusing on diversity, inclusion and equity.

POLICIES & PROGRAMS



Emerging Leaders Program: The ELP provides career pathways for staff and supervisors by providing them with education and training that will help them obtain a leadership position within the Central Health Enterprise.

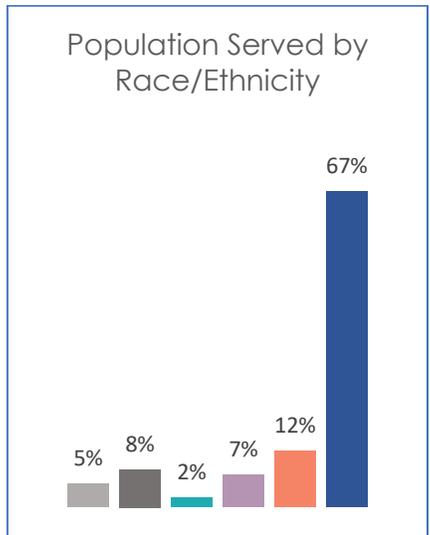
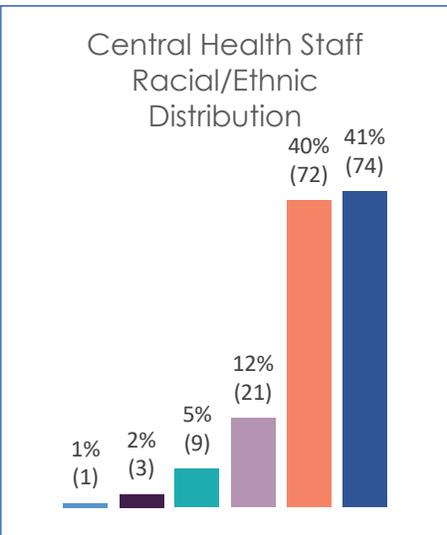
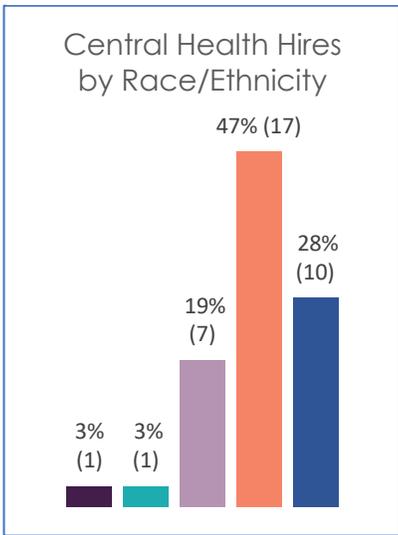
Health equity training: Central Health provides all team members with training focused on the relationship between racial inequities and the issues surrounding health and health care access in the U.S. and Travis County.

Anti-harassment training: All Central Health team members receive enhanced and expanded training on an annual basis.

HR Workforce Recruiting Strategy: The HR team is enhancing its recruitment efforts and working on strategies that will build a larger minority applicant pool.

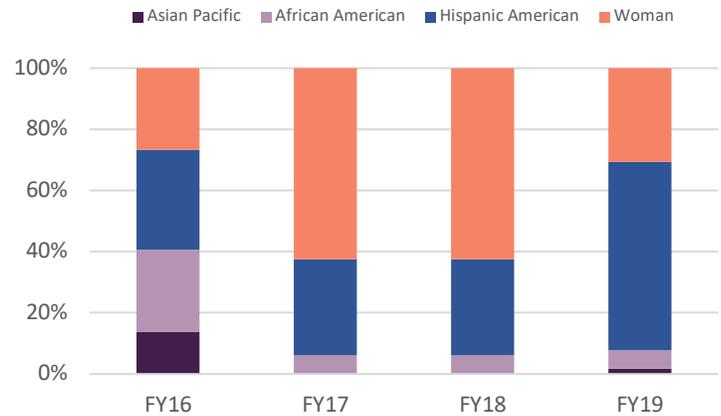
Central Health Equity Analysis of Hiring Practices: We have conducted an in-depth review of hiring decisions of management positions. The results were shared with the Board of Managers in September 2020.

FISCAL YEAR 2020



- Hispanic or Latino
- White
- Black
- Asian
- Native Hawaiian or Other Pacific Islander
- Two or more races
- Unreported
- Other

Historical Classification Breakdown

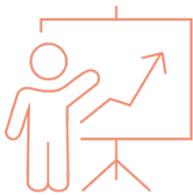


Historically Underutilized Businesses (HUB)

Vendor Work Plan & Disparity Study: Central Health is expanding HUB outreach in FY21 to encourage a more diverse vendor pool. A Board-approved Disparity Study will determine future changes that would enhance HUB participation.

FY20 Preliminary Vendor Solicitation Summary:

11 RFPs; 5 contracts awarded; 3 of 5 were HUBs



Central Health Equity Policy (CHEP) Council: Launched in 2015, 70 community partner members provide policy recommendations for local chronic disease prevention for residents of Travis County at or below 200% of the Federal Poverty Level. New in 2020: a committee to ensure the Council more intentionally embeds racial equity to its policy recommendations.

Community Health Champions: Now in its fifth year, Community Health Champions is an initiative that brings together diverse community members from across Travis County to learn about, discuss, and collaborate on our work to address health inequities and improve health outcomes for Travis County residents. The program alumni serve as engaged ambassadors for Central Health.

CENTRAL HEALTH AT A GLANCE

Central Health's primary role is to build and maintain a network of healthcare providers for Medical Access Program (MAP) members.

1 in 8

Travis County residents served by Central Health and its partners

183

provider locations including community health centers, hospitals, specialists, dentists and urgent care locations

121,000 people enrolled for a period of time in MAP, MAP BASIC, or Sliding Fee Scale (SFS) programs (active monthly enrollment is varies 48,000 to 50,000)

