

Articulating the Roles of the Board Diversity Committee and the Culturally and Linguistically Appropriate Services (CLAS) Committee

Board Diversity Committee

The Board of Health established the Diversity Committee, comprised of members of the Board and authorized under Rule 13 of the Board Bylaws, to assure the racial diversity of the recruitment, retention and procurement processes of the Board of Health. These functions represent Administration Service Area responsibilities and impact how we interact externally. The Diversity Committee is staffed by the Health Commissioner, the Director of Organizational Development, the Chief Fiscal Officer and the Administrative Counsel.

Culturally and Linguistically Appropriate Services (CLAS) Committee

- The CLAS Committee was created by the Health Commissioner to focus on internal functions of the agency that relate to organizational cultural competence, policy and training of staff (coordinated with Human Resources) in order to improve cultural competence and service delivery. In terms of policy, the agency wide focus on Accreditation will require the CLAS committee to focus on Accreditation Standard 11.1.4A as a near term responsibility. This standard requires the development of CLAS and Health Equity policies, as articulated in the measures and required documentation. These activities all support CCBH Workforce Development functions related to organizational cultural competence and consequently, the CLAS Committee goals should reflect these agency priorities, which will require a revision of the current CLAS goals.
- Culturally competent service delivery is both a quality improvement and business imperative that should be incorporated at every level of our organization. The assessment of our agency's cultural competence can inform our organizational learning and lead to continuous service and management improvements.

Additional Important Connectivity Considerations

- The CLAS Committee goals discuss a Community Forum as a means to best engage our diverse racial and ethnic community. A discussion at the Board Diversity Committee meeting scheduled to occur immediately following the March 2014 Board meeting will include discussion on framing this work to productively connect the work of both committees.
- It would be appropriate for Monica Baker, who is the current Chair of the CLAS Committee, to participate in the agency Quality Improvement Committee, to report on

the progress of the CLAS work, connecting with agency leadership in setting related agency priorities.

- Monica Baker will meet quarterly with Terry Allan to track the work of both committees to assure alignment
- Health Equity training for all staff will occur this year as part of our strategic planning work
- The goals of the committee should focus on organizational cultural competence to improve service delivery and enhance our methods of maintaining and enhancing organizational partnerships among diverse cultural groups to improve health outcomes.