

NASHVILLE HEALTH CARE COUNCIL

Diversity, Equity and Inclusion Goals

April 2021

Nashville Health Care Council DEI Mission Statement

At the Nashville Health Care Council, we welcome diverse perspectives, which we believe will create better workplaces for employees and health care for patients. Through education and leadership, we strive to inspire a health care ecosystem that embraces the values of diversity and inclusion in pursuit of equitable, high-quality outcomes.

Background

Our members and leaders are engaged in this change because we believe it is right, it is necessary, and it is overdue. This work also stands to not only elevate Nashville's consciousness of racial disparities but also impact the international reach of the companies within our network.

Aligned with our mission to "inspire global collaboration to improve health care," this DEI initiative aims to bring together a network of health care companies and health-care-focused service firms with international reach; individual health care professionals and regional stakeholders. The collective engagement of this group is poised to enhance organizations and deliver better patient care.

The events of 2020 have presented a crossroads for all industries, companies and organizations. For the health care sector specifically, racial inequities are cancerous to our collective mission of providing care and doing no harm.

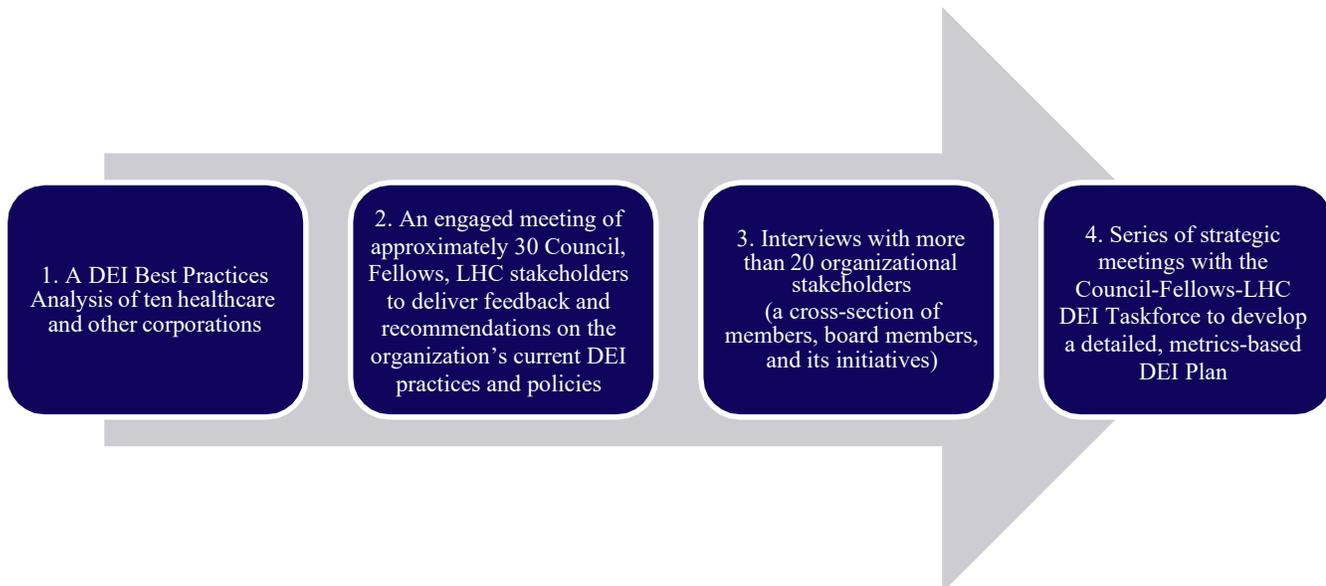
Not only does systemic racism result in disparities of care and poorer health outcomes for patients, it undermines our integrity and cripples our potential. Health care is Nashville's most robust industry, and we must make room for diversity, from the boardroom to the bedside.

For the international impact of our membership and our sector at large, this work will provide hiring and investment advantages, while illuminating our star on the map as a center of leadership and innovation within the national health care landscape. Only by reinforcing our commitment to equity will our industry attract and retain top talent, fuel growth with creative and forward-thinking ideas, and maintain a competitive position for success.

Planning Process

The Nashville Health Care Council recognizes the importance of enhancing diversity, equity, and inclusion (“DEI”) within health care, and patient care, through its large corporate membership, and two initiatives, Nashville Health Care Council Fellows and Leadership Healthcare. The Council engaged with The Barthwell Group, a certified woman- and minority-owned business management consulting firm to lead Council leadership and a group of more than 40 contributors through the development of its DEI Plan.

This planning process included:



To the Contributors

To the more than 40 contributors, diligent Council-Fellows-LHC DEI Taskforce members, Council Board and Council staff who contributed significant time and resources to ensure substantive outcomes—thank you. Your serious consideration and hours of engagement have helped move us forward.

Nashville Health Care Council, Council Fellows and Leadership Health Care Diversity, Equity and Inclusion Goals

Below is the first iteration of the Council's organizational DEI goals which be implemented over the next three years (July 2021 to June 2024). Over this time, the plan will evolve with the changing demands and knowledge of the organization and industry. Each of the plan's six goals drive several areas of focus and measurement to achieve operational DEI-based outcomes for our network.

Accessibility

Enhance the accessibility of the Nashville Health Care Council, and its initiatives: Leadership Health Care and the Nashville Health Care Council Fellows program, to increase participation by underrepresented groups.

Environment

Create an inclusive environment where all diverse members, participants, and staff feel welcomed.

Information

Disseminate substantive health care programming, training, and educational tools.

Leadership

Promote greater diversity among the boards of the Nashville Health Care Council, Leadership Health Care, and the Nashville Health Care Council Fellows initiatives.

Partnerships

Expand partnerships with organizations and institutions which will enhance diverse membership and participation.

Promotion

Promote the contributions of underrepresented minorities to health care.

