WPMG Board of Directors: Becoming an Anti-racist Organization
Strategic Plan Executive Summary

CLINICAL CARE: The WPMG Board of Directors commits to raising visibility and setting expectations for eliminating health inequities in our care delivery system. Leadership will be accountable for creating clear strategies for eliminating racial disparities in clinical outcomes. Strategies include disseminating equity quality reports, using metrics to evaluate health disparities, and performance toward eliminating them.

LEADERSHIP DEVELOPMENT & HUMAN RESOURCES: The WPMG Board of Directors commits to creating a diverse leadership team that reflects the diversity of the communities we serve (e.g., gender, race, ethnicity). Leadership will be accountable for making progress toward the organization’s equity goals. Strategies include supporting and investing in the leadership of our diverse staff and creating opportunities for growth, advancement, and belonging.

TRAINING & EDUCATION: The WPMG Board of Directors commits to ensuring the education and training of our staff in anti-racist practices and supporting an ongoing learning journey. Strategies include required anti-racism training for all staff and ongoing learning opportunities to grow as an organization.

POLICIES & PROCEDURES: The WPMG Board of Directors commits to developing anti-racist policies and guidelines. We will also create a “speak up, speak out” culture in which all staff have a sense of belonging and feel comfortable and safe in raising discrimination complaints and addressing racism. Strategies include reviewing our policies for opportunities to improve equity and supporting our staff and leaders to respond to workplace concerns.

COMMUNITY & PATIENT ENGAGEMENT: The WPMG Board of Directors commits to participating in and supporting conversations to hear directly from patients and regional community organizations about how we can address health inequities. Strategies include participating in regional community forums and elevating the community’s voice on the Board.
**FINANCIAL:** The WPMG Board of Directors commits to prioritizing resources to support anti-racism work. Strategies include ensuring resources are sufficient to reach our organization’s equity goals and creating an impact investing plan.

**BOARD GOVERNANCE & COMMUNICATION:** The WPMG Board of Directors commits to aligning its own structure, processes, and communications to advance this anti-racism strategic plan. Strategies include using an equity lens in our decision framework, creating accountability to oversee performance in achievement of the organization’s equity goals, and communicating proactively against racism.

**ADVOCACY:** The WPMG Board of Directors commits to understanding and participating in advocacy to advance anti-racism goals. Strategies include working with our internal Government Relations team to prioritize legislation and regulatory reforms that advance health equity.