



# Iowa Community HUB

## Diversity, Equity, and Inclusion Advisory Task Force

### Charter

Adopted April 19, 2024

#### **Purpose**

The Iowa Community HUB (HUB) is a nonprofit community care hub working with network partners to connect lowans with meaningful evidence-based programs with a focus on reducing health disparities for priority populations experiencing greater obstacles to health.

To ensure the HUB meets its values of community engagement and inclusion, health equity, and sustainability to advance health initiatives, diverse lived experience perspectives are valued and critical to the very structure of the HUB's operations. The purpose of the HUB Diversity, Equity, and Inclusion (DEI) Advisory Task Force is to hold the HUB accountable for these values.

#### **Goals**

The HUB DEI Advisory Task Force has the following goals:

1. Capture the lived experience of diverse perspectives.
2. Utilize lived experience perspectives to drive HUB decisions and operations.
3. Grow our understanding of the lived experience of diverse perspectives.
4. Cultivate a welcoming and inclusive community.
5. Ensure skill building for program delivery organizations and health care systems in providing culturally appropriate and inclusive care for all lowans.

\*Goals will flex with the context as needed.

#### **Responsibilities and Duties**

The HUB DEI Advisory Task Force will address these goals through:

- Active participation in task force meetings to solicit and provide feedback to the HUB.
- Review lived experience feedback from the Community Advisory Group to operationalize positive impact.
- Monitor progress of the HUB in meeting its DEI goals.
- Develop and implement training to advance DEI understanding at the HUB and in the broader community.

#### **Lived Experience Definition Adhered to by HUB**

"People with lived experience are those directly affected by social, health, public health, or other issues and by the strategies that aim to address those issues. This gives them insights that can inform and improve systems, research, policies, practices, and programs. When we say lived experience, we mean



knowledge based on someone’s perspective, personal identities, and history, beyond their professional or educational experience.”

Assistant Secretary for Planning and Evaluation Office of Human Services Policy, 2023, Retrieved from <https://aspe.hhs.gov/sites/default/files/documents/5840f2f3645ae485c268a2784e1132c5/What-Is-Lived-Experience.pdf>)

## **Membership**

The HUB DEI Advisory Task Force will have a chairperson or co-chairpersons, elected by its members to help facilitate the activities of the Task Force. Community co-chair position will be compensated for their lived experience leadership. Other members will be volunteers and all members will be voting members. An effort will be made to ensure the Task Force itself is representative and reflective of the community we serve. Community members involved in the Community Advisory Group are also encouraged to attend Task Force meetings. Task Force members will serve on the committee for a minimum of 1 year with no maximum years.

Duties of the Chairperson or Co-chairpersons:

- Support the DEI Advisory Task Force purpose and goals.
- Create quarterly agendas and facilitate Task Force meetings.
- Coordinate with the Community Advisory Group to prepare lived experience feedback for review by the Task Force.
- Provide Task Force reports at HUB Advisory Group meetings.
- When necessary, invite members of management, consultants, community partners, vendors, or others to attend meetings and provide pertinent information.
- Ensure meeting agendas, minutes, and critical documents are archived correctly and accessible within Google Drive.
- Review, maintain and expand current membership with assistance from existing membership.

Member Commitment:

- The HUB DEI Advisory Task Force will meet online on a quarterly basis for 60 minutes on a designated day of the month.
- Hold additional meetings as needed either online or in-person depending on scope of activity/event/etc.

Meeting agendas will be prepared and provided in advance to members, along with appropriate briefing materials. Minutes and/or meeting recordings will be prepared following each meeting.

## **Committee Members**

Ana Coppola: Latinx Project; Polk County Health Department

Anne Crotty: Iowa HHS



Cecilia Martinez: One Iowa

Erin Hardigree: Iowa HHS (AmeriCorps)

Jimmy Reyes: University of Northern Iowa

Joy Doll: Iowa Community HUB

Maggie Ferguson: Iowa HHS

Olga Ayala: Iowa Total Care

Pascale Edouard: National Association of Chronic Disease Directors

Robyn Taylor: National Association of Chronic Disease Directors

Sonia Reyes: Iowa HHS, Office of Latino Affairs

Tera Jordan: Iowa State University

Tracy Keninger: Easterseals, Iowa

Trina Radske-Suchan: Iowa Community HUB

Zakiya Jenkins: Grace Fitness