



## **South Carolina Chapter of the American College of Healthcare Executives Statement on Diversity, Cultural Competence, and Equity**

The South Carolina Chapter of the American College of Healthcare Executives (SC ACHE) embraces diversity within the healthcare management field and recognizes that priority as both an ethical and business imperative. The SC ACHE Chapter values diversity and initiatives that promote diversity because they can improve the quality of the organization's workforce. The SC ACHE Chapter also values and actively promotes diversity in its leaders and members because diverse participation can serve as a catalyst for improved decision making, increased productivity, and a competitive advantage.

The SC ACHE Chapter understands that diversity in healthcare is no longer just about morality, ethics, social justice, or representation. The definition has evolved and today, diversity in healthcare includes the multiple societal factors that affect disparities in care, including environmental and other social determinants.

Notwithstanding these issues, the SC ACHE Chapter will support efforts in our State to affect health disparities by embracing and promoting the three core elements as proposed in the 2012 *National Call to Action to Eliminate Health Care Disparities*:

- The collection and use of race, ethnicity and language preference data
- Comprehensive Cultural Competency training among health system leaders and staff
- Strategic efforts to increase diversity in health leadership and governance that reflect the population of South Carolina

The South Carolina Chapter will promote diversity, cultural competence, and equity through the following strategic initiatives:

### **Within the Chapter Organization**

1. Support the efforts of the South Carolina Hospital Association to engage senior professional and member leaders of both organizations in a comprehensive dialogue regarding racial and ethnic disparities in health care processes and outcomes among South Carolina's hospitals and health systems
2. The SC ACHE Nominating Committee will identify and promulgate chapter leadership who understand the complexity, opportunities, and challenges of diversity in healthcare; and who, when possible, represent the diversity of South Carolina. The Committee will further broaden its representation by encouraging membership beyond the traditional hospital sector.
3. The Chapter will conduct an annual self-assessment of its diversity and inclusion practices and will propose new practices and programs, as appropriate.



**Within the healthcare management field:**

1. Host an annual SC ACHE educational offering on the topic of diversity, cultural competence, and equity (e.g. Panel Discussion Template #71 "Equity of Care").
2. Publish at least one chapter newsletter article on the topic(s) of diversity, cultural competence, and equity.
3. Develop relationships with the National Association of Health Service Executives, the National Forum of Latino Healthcare Executives, and/or other industry affinity groups to identify opportunities for collaboration

Approved by the SC ACHE Board

11/26/2014  
Date

  
Chapter President

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<sup>1</sup> The National Call to Action to Eliminate Health Disparities was issued jointly in 2012 by the Association of American Medical Colleges, the American College of Healthcare Executives, the American Hospital Association, the Catholic Health Association of the United States and the National Association of Public Hospitals and Health Systems



## **Diversity, Cultural Competence, and Equity Initiatives Summary**

### **Strategy, Operations, and Leadership**

- Update Strategic Plan/Operations Manual to include value statement and specific initiatives
- Maintain and support an active Diversity Committee
- Conduct annual assessment of the Chapter's diversity efforts
- Conduct annual demographic assessment of chapter membership and leadership
- Encourage and support recruitment of racial and ethnic minority members by the Nominating Committee

### **Chapter Programming Initiatives**

- Conduct at least one program annually on diversity, cultural competence, and equity
- When possible, include racial diversity among educational program speakers and panelists

### **Partnership Initiatives**

- SC NAHSE chapter, SCHA, SC Business Coalition on Health

### **Recruitment Initiatives**

- Introduce SC ACHE and member benefits to racial and ethnic minority healthcare executives (early- and seasoned-careerists)

### **Financial Support**

- Encourage chapter members to recruit racial and ethnic minority interns through the Institute for Diversity in Health Management