

## Board Recruitment Philosophy

The mission of the Community Health Centers (CHC) is to improve the health of **ALL** within the communities we serve. The Board of Directors believes that in order to achieve this mission it is essential that the organizational leadership, including the Board of Directors, reflects the diversity of the patients and the community it serves. The Board seeks membership that is representative of the community we serve and to amplify the voice of people with lived experience in groups that have been traditionally underserved or disenfranchised.

**Diversity:** CHC strives to be a community leader in cultural sensitivity. We strive to take a holistic approach to health care that is inclusive of our patients' cultural beliefs and practices. CHC recognizes and appreciates the rich diversity that our patients and staff contribute to our community. We welcome and respect all individuals regardless of their gender, religion, financial or life circumstances, ethnic background, sexual orientation, age, or language.

**Representation:** The Board believes that a representative board is essential to achieving a patient-centered and community-engaged board. We believe in diversity as a strength for our organization. While each member of the Board of Directors is likely to be a member of many demographic, cultural, or ethnic groups, we recognize that no single person can represent all the voices of the larger groups to which they belong. It is our hope that each member of the Board will rely on the rich tapestry of their own personal experience to guide and direct the activities of the organization.

**Lived Experience:** We value the perspective that members bring to our Board through their own experience, personal identities, and history. A person's professional background, educational experience, and those who have been affected by social, health, public health, or other issues are important voices in Board discussions. Lived experience creates invaluable insights that can inform and improve systems, decisions, research, policies, practices, and programs. CHC has made a commitment that at least half of the Board members will consist of people who live in our community and utilize CHC services.

**Inclusion:** The CHC Board believes that it is vital to equitably engage people with lived experience in developing and informing health and human services programs, policies, and research to ensure that they reflect the perspectives and needs of the communities we aim to serve. 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.