



MAHP Compact for Diversity and Inclusion in Health Care Workforce Development

The COVID-19 pandemic has illuminated the social and economic factors that impact the health and well-being of individuals and communities of color. In response to the health care disparities that have been exacerbated because of the pandemic, which are a result of existing structural and systemic inequities, the Massachusetts Association of Health Plans (MAHP) convened a racial disparities workgroup. The group met to determine how member plans could work collaboratively to support and create meaningful change to address racial disparities in healthcare and to demonstrate leadership in diversity, inclusion, and social justice. As a result, the workgroup established a MAHP Compact for Diversity and Inclusion in Health Care Workforce Development, which aims to focus on three specific areas:

- 1) Promote a culture of diversity and inclusion across all levels of an organization
- 2) Support workforce diversity in health professions through creation of a pipeline to employment
- 3) Develop and increase opportunities for diverse candidates through targeted entry level healthcare jobs

By signing the Compact, MAHP health plans commit to creating change in all three areas by fulfilling at least one initiative in each of the areas of focus. Please select below at least one initiative in each of the three areas.

Signature

Name

Title

Company

Promote a Culture of Diversity and Inclusion Across All Levels of an Organization

- We commit to annual self-reporting of aggregate and/or group level racial diversity metrics for health plans staff, Board, and senior management, with baseline reporting by June 2022.
- We commit to the creation of an internal Diversity and Inclusion Committee to identify gaps, opportunities, and pathways within our plan to achieving workforce diversity.
- We commit to incorporating diversity and inclusion in our strategic plan, with a specific commitment to ensuring racial diversity in hiring across all levels including senior leadership and Board positions and pay equity.
- We commit to continued career development for existing diverse workforce by providing mentoring support, educational and leadership training opportunities.
- We commit to educating workforce on social justice issues and cultural awareness and diversity by offering [annual] diversity training and educational forums.
- We commit to supporting diverse communities through employee volunteering and community outreach programs.
- We commit to developing equitable procurement policies, including prioritizing certified underrepresented businesses owned by BIPOC and locally owned businesses.

Support Workforce Diversity in Health Professions through Creation of a Pipeline to Employment

- We commit to partnering with local high schools in communities with diverse populations to offer programs that expose students to careers in health care.
- We commit to offering/sponsoring after-school and/or summer programs that expose high school students to health professions.
- We commit to supporting STEM education and academic support programs.
- We commit to offering work study programs, summer internships, and/or internship to employment opportunities at MAHP member plans to foster on-the-job learning opportunities for high school and college students.
- We commit to offering grants/scholarships to reduce financial barriers in education and training for students interested in pursuing careers in health care.

Develop and Increase Opportunities for Diverse Candidates Through Targeted Entry Level Healthcare Jobs

- We commit to partnering with local colleges and universities to recruit diverse candidates for entry level health care jobs at MAHP member plans.
- We commit to partnering with local organizations that focus on recruiting diverse candidates for entry level healthcare jobs to fill positions at MAHP member plans.
- We commit to partnering with community-based organizations that offer support services to address employment barriers such as transportation, childcare, housing, financial, or prior criminal record.
- We commit to advocating for policies that support economic and educational opportunities for diverse populations, including pay equity.