

# Black Men in Healthcare Affinity Group



## **Purpose Statement**

The Black Men in Healthcare (BMH) affinity group will create an equitable and supportive environment at Health Care for the Homeless where Black men feel seen and heard. The group will also serve as a platform and channel for Black Male staff members to advocate for racially equitable outcomes.

## **Goals**

1. Cultivate a safe space to commune, learn, receive/offer support and guidance for current and future employees.
2. Provide opportunities for leadership development
3. Offer mentorship for individual development and career path advancement
4. Enhance recruitment and equitable hiring and retention of Black men
5. Support new hires by participating in new hire orientation
6. Utilize individual networks to recruit potential candidates

## **Importance**

According to the UDS2021 report, Black males make up 50% of the client population at Health Care for the Homeless, whereas Black males compose less than 15% of the staff population – which includes little to no representation in vital clinical departments such as medical and behavioral health. Studies indicate that when Black patients have a provider of the same race, their health care is substantially better. Consequently, it is extremely important that Health Care for the Homeless reflect this phenomenon by increasing Black male representation in leadership and these specialty areas. An approach to this ideal begins with creating a safe space and base for leadership development, open and honest conversations, mentorship, and the equitable recruitment of current and future Black male employees.

## **Outcome**

The BMH affinity group will help improve the agency's talent acquisition and management efforts, aiding in the recruitment and enhancing the retention of Black men. BMH will adhere to the agency REI objectives and provide Black men with equitable opportunities for personal growth and career development.

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