



The EMBRACe Project Steering Committee Charter

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| Establishment Date: | January 2020 |
| Purpose: | Equity for Moms and Babies Realized Across Chatham (EMBRACe) seeks to achieve equitable birth outcomes for moms and babies in Chatham County through system and service alignment across the following partners: UNC Chatham Hospital, a local critical access rural hospital; the Chatham County Department of Social Services; Chatham County Public Health Department (CCPHD); and Piedmont Health Services (PHS), a local federally qualified health center organization. The EMBRACe Steering Committee is an executive level collaborative governance group convened to: guide vision and strategy for the project; support aligned activities; establish shared measurements; build public will; advance policy; and mobilize funding. |
| Background: | Established in the spring of 2019, the catalysts for the EMBRACe project include poor overall and significant disparities in birth outcomes in the county; the Chatham Health Alliance's prioritization of access to comprehensive health services based on the 2018 Community Assessment; Chatham Hospital's vision of building a model for rural maternity care; a new rural Family Medicine residency based at PHS; and CCPHD and PHS's commitment to partnering to provide a seamless continuum of prevention and care. Recognizing an opportunity to leverage these existing efforts to tackle a critical population health issue, EMBRACe was formed to develop an accountable care community for women and babies. |
| Vision and Approach: | Our vision is an accountable care community that shares responsibility for confronting systemic racism as the root cause of disparate health outcomes, and works collectively to cultivate new paradigms that advance us toward health equity. Approaches include: cross-sector agency partners and community members working collaboratively to maximize our collective impact; collaborative governance and decision-making principles; creating a space for moms and families to organize and act; systematic coordination and alignment of services, and data to minimize barriers to excellent care. |
| Principles: | <p><u>Commitment to Shared Goals:</u> The Steering Committee recognizes the added value each organization brings to the group. To achieve our vision, we commit our organizations' dedication and resources to common goals.</p> <p><u>Community Driven Innovation:</u> We agree to be guided by the community we serve, continuously improving our efforts as individual organizations and as a consortium.</p> <p><u>Active Engagement.</u> Each partner organization plays a vital role in the work of EMBRACe to ensure alignment and achieve our goals. Members will attend meetings, actively participate in discussions, and champion the collaborative work within their organizations.</p> <p><u>Open Communication.</u> Members will be open to new ideas and communicate respectfully. While the goal of the group will be to work toward consensus in all decisions, if there are points of disagreement, partner organizations agreed to communicate to the group so that these can be further examined.</p> |
| Responsibilities: | To advance toward our shared goals, members of the EMBRACe Steering Committee: |



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| | <ul style="list-style-type: none"> • Advise on the priorities and initiatives of the EMBRACe teams • Act as advocates for the EMBRACe goals and initiatives across and within their agencies • Provide expert input on projects' feasibility and performance within and across agencies • Provide guidance or direct input on finance and other resources • Assess and approve, revise or reject project plans • Select project managers and experts to support projects • Resolve conflicts between parties • Develop or support strategies and solutions • Monitor project quality and adjust accordingly |
| Operating Procedures: | <ul style="list-style-type: none"> • The Steering Committee will meet monthly. • Monthly meetings will be facilitated by members of the EMBRACe Coordinating Committee. • At least one representative from each partner organization is expected at each meeting. If unable to attend, they will notify meeting facilitators. If half of the members are unavailable, the meeting will be rescheduled. • Meetings are more productive when members are prepared and engaged in the work. Any prework will be sent at least one week in advance of the meeting to ensure adequate time to for completion. • When necessary, members agree to review and gather input from others within their organization to further inform and guide the work of EMBRACe. When these assignments are needed, members will have at least two weeks to complete this work. • When decisions are made by the Steering Committee, partner organizations will share the information with their colleagues. |
| Decision-Making Process: | <p>The group agreed on consensus in decision making, a process that would include:</p> <ul style="list-style-type: none"> • A thumbs up / down vote. If the vote does not show consensus ... • A fist-to-five check to gauge levels of support and issues to be discussed; • Discussion; • Another up / down vote. |
| Membership: | <p>Marni Holder, UNC Family Medicine Community Health Initiative Project Director Joan East, Piedmont Health Services Medical Director Jason Everson, Piedmont Health Services Site Director Brian Toomey, Piedmont Health Services Chief Executive Officer Jennie Kristiansen, Chatham County Department of Social Services Director Cim Brailer, Chatham County Department of Social Services Deputy Director Andrew Hannapel, UNC Chatham Hospital Chief Medical Officer Dana Iglesias, Chatham Hospital Maternity Care Center Medical Director Kristen Coleman, Chatham Hospital Nursing Director Eric Wolak, UNC Chatham Hospital Chief Operating Officer, Chief Nurse Officer Mike Zelek, Chatham County Public Health Department Health Director Zach Deaton, CCPHD Department Clinical & Community Health Services Director Michaela McCuddy, Chatham County Public Health Department Medical Director</p> |
| Charter Modification: | <p>We agree to make adjustments to the charter should either a review or an audit indicate that this is necessary for the consortium to achieve its objectives.</p> |



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As members of the EMBRACe Steering Committee, we agree to make every effort to ensure that we uphold the responsibilities and principles outlined in this charter.

Chatham Hospital Representative(s)
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Andrew C. Hannapel, MD
EA282862CA37427...
DocuSigned by:
Eric Wolak
9A005864F784499...

Sign and Print Name

DocuSigned by:
Kristen Coleman
6A507372C44B4EA...

Sign and Print Name

Chatham County Department of Social Services Representative(s)
DocuSigned by:
[Signature]
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Sign and Print Name

Sign and Print Name

Chatham County Public Health Department Representative(s)
DocuSigned by:
Michael Belek
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DocuSigned by:
Ezek Deaton
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Piedmont Health Services Representative(s)
DocuSigned by:
Brian Toomey
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Sign and Print Name

Sign and Print Name

UNC Family Medicine Representative(s):
DocuSigned by:
Marni Holder
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DocuSigned by:
Margaret Helton
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