



Our Vision

Central Texas is a model healthy community.

Our Mission

By caring for those who need it most, Central Health improves the health of our community.

Our Values

Central Health will achieve excellence through:

Stewardship - We maintain public trust through fiscal discipline and open and transparent communication.

Innovation - We create solutions to improve healthcare access.

Right by All - By being open, anti-racist, equity-minded, and respectful in discourse, we honor those around us and do right by all people.

Collaboration - We partner with others to improve the health of our community.

BOARD OF MANAGERS MEETING
Wednesday, November 13, 2024, 4:00 p.m.
Or immediately following the Executive Committee Meeting

Videoconference meeting¹

A quorum of the Committee and the presiding officer will be present at:

Central Health Administrative Offices
1111 E. Cesar Chavez St.
Austin, Texas 78702
Board Room

Members of the public may attend the meeting at the address above, or observe and participate in the meeting by connecting to the Zoom meeting link listed below (copy and paste into your web browser):

<https://us06web.zoom.us/j/87558166400?pwd=gxFT0U4VKied3G2b3Jy8cDhdsmli.1>

Meeting ID: 875 5816 6400

Passcode: 313895

Links to livestream video are available at the URL below (copy and paste into your web browser):

<https://www.youtube.com/@thealthdistrict/streams>

Or to participate by telephone only:

Dial: (346) 248 7799

Meeting ID: 875 5816 6400

Passcode: 313895

The Board may meet via videoconference with a quorum present in person and will allow public participation via videoconference and telephone as allowed under the Open Meetings Act. Although a quorum of the Central Health Board will be physically present at the location posted in the meeting notice, we strongly encourage all members of the public to observe the meeting virtually and participate in public comment, if desired, through the virtual meeting link or telephone number listed on each meeting notice.

Members of the public who attend in person should conduct a self-assessment before coming to the building to ensure they do not have a high temperature or any symptoms of COVID-19.

Anyone who is symptomatic and/or has a fever should contact their healthcare provider for further instructions. Symptomatic members of the public can still participate, if desired, through the virtual meeting link or telephone number listed on each meeting notice. Resources related to COVID-19 can be found at the following link:

<https://www.centralhealth.net/covid-info/>.

A member of the public who wishes to make comments virtually during the Public Communication portion of the meeting must properly register with Central Health **no later than 1:30 p.m. on November 13, 2024**. Registration can be completed in one of three ways:

- Complete the virtual sign-in form at <https://www.centralhealth.net/meeting-sign-up/>;
- Call 512-978-9190. Please leave a voice message with your full name and your request to comment via telephone at the meeting; with the name of the meeting at which you wish to speak; or
- Sign-in at the front desk on the day of the meeting, prior to the start of the meeting.

Individuals who register to speak on the website or by telephone will receive a confirmation email and/or phone call by staff with instructions on how to join the meeting and participate in the public hearing or public communication.

PUBLIC COMMUNICATION

Public Communication rules for Central Health Board and Committee meetings include setting a fixed amount of time per person to speak and limiting Board and Committee responses to public inquiries, if any, to statements of specific factual information or existing policy. The Public Communication portion of the meeting will begin at 5:30 p.m.

CONSENT AGENDA

All matters listed under the CONSENT AGENDA will be considered by the Board of Managers to be routine and will be enacted by one motion. There will be no separate discussion of these items unless members of the Board request specific items be moved from the CONSENT AGENDA to the REGULAR AGENDA for discussion prior to the vote on the motion to adopt the CONSENT AGENDA.

- C1. Approve the minutes of the Board of Managers October 23, 2024 meeting.
- C2. Receive Central Health Investments for October 2024.
- C3. Approve the appointment of a new member to the Sendero Health Plans Board of Directors as recommended by the ad hoc Appointments Committee.
- C4. Approve the reappointment of Mr. Hal Katz to the Integral Care Board of Directors as recommended by the Appointments Committee.

REGULAR AGENDA²

1. Deliberation and possible action on the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of one or more Central Health employees, including the CEO of Central Texas Community Health Centers dba CommUnityCare.³ (*Action Item*)
2. Receive a presentation on and discuss the process of the Central Health President & CEO Fiscal Year 2025 Performance Evaluation.³ (*Informational Item*)
3. Confirm the next regular Board meeting date, time, and location. (*Informational Item*)

Notes:

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- ² The Board of Managers may take items in an order that differs from the posted order and may consider any item posted on the agenda in a closed session if the item involves issues that require consideration in a closed session and the Board announces that the item will be considered during a closed session.
- ³ Possible closed session discussion under Texas Government Code §551.074 Personnel Matters and/or under Texas Government Code §551.071 Consultation with Attorney.

A recording of this meeting will be made available to the public through the Central Health website (www.centralhealth.net) as soon as possible after the meeting.

Any individual with a disability who plans to attend this meeting and requires auxiliary aids or services should notify Central Health at least two days in advance, so that appropriate arrangements can be made. Notice should be given to the Board Governance Manager by telephone at (512) 978-8049.

Cualquier persona con una discapacidad que planea asistir o ver esta reunión y requiera ayudas o servicios auxiliares debe notificar a Central Health con la mayor anticipación posible de la reunión, pero no menos de dos días de anticipación, para que se puedan hacer los arreglos apropiados. Se debe notificar al Gerente de Gobierno de la Junta por teléfono al (512) 978-8049.

Consecutive interpretation services from Spanish to English are available during Public Communication or when public comment is invited. Please notify the Board Governance Manager by telephone at (512) 978-8049 if services are needed.

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CENTRAL HEALTH

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Came to hand and posted on a Bulletin Board in the
County Recording Office, Austin, Travis County, Texas on this the
7th day of November 2024

Dyana Limon-Mercado
County Clerk, Travis County, Texas

By [Signature] Deputy

FILED AND RECORDED
OFFICIAL PUBLIC RECORDS



Dyana Limon-Mercado
Dyana Limon-Mercado, County Clerk
Travis County, Texas

202481476

Nov 07, 2024 04:49 PM
Fee: \$0.00 **DAVISD**

Central Health Board of Managers Shared Commitments **Agreed adopted on June 30, 2021**

Whereas, the Board of Managers of Central Health has come together as a governing body to ensure the Vision of Central Health: Central Texas is a model health Community;

Whereas, the Board of Managers of Central Health bring this vision into reality by enacting the mission of caring for those who need it most and thereby improving the health of our community;

Whereas, the Board of Managers of Central Health achieves excellence toward this vision and mission through the stated values of Stewardship, Innovation, Respect, and Collaboration;

Whereas, the Board of Managers of Central Health further known as we in this document understand that systemic racism is the root of health inequities that emerge from a history of racism in Texas including Travis County that contributes to the social determinants of health that play a primary role in producing inequitable health outcomes;

Whereas, as an organization, Central Health is anti-racist and committed to a diverse and inclusive culture that seeks equity and social justice in the pursuit of its mission:

1. We Commit to informing all of our actions as Board Managers with the understanding that we are accountable to recognizing and to interrupting systems of oppression. This includes understanding the power structure in the United States, and Texas, and Travis County, that advantages certain community members and has historically disadvantaged other community members based on the color of their skin, race, ethnicity, language, and/or other characteristics. We further understand that to disrupt this power structure and the health inequities it produces, we must collaborate to collectively respond to the lived realities of all ethnicities, races, and identities disadvantaged within this system and all historically oppressed identities and communities disadvantaged within this system. We Commit to understanding that when disadvantaged communities compete against each other, we all lose in this system, and the only way forward is to work together for the benefit of all oppressed communities collectively.
2. We Commit to a model of Generative Leadership which requires us to understand and practice collaboration and accountability demonstrated by following our agreed upon meeting procedures and ensuring all members have the opportunity for comparable speaking time. We further Commit to intentionality prior to speaking including: considering: what is the goal of what I

want to share; is this the right time to share it; and is this in keeping with our collective goal for this particular moment within this particular meeting?

3. We Commit to Generative Conflict which includes engaging in disagreements and differences in perspective in a way that deepens relationships and trust by expanding knowledge and understanding of each other, including expecting our ideas to be expanded and enriched by learning and engaging with other Board Manager ideas, choosing curiosity over competition of ideas, and anchoring our conversations in our common purpose.
4. We Commit to practicing emotional intelligence as leaders which includes being aware of our own emotions and reactions and managing them, as well as being aware of our impact on others and managing this impact for the collective good when we are in our role as Board Managers.
5. We Commit to being aware of our own privileges and advantages in the sociopolitical and economic structure of the United States, Texas, and Travis County to use these for the benefit of interrupting inequities across historically disadvantaged identities.
6. We Commit to preventing the commission of microaggressions through the awareness of the history and oppression of diverse identities and communities. To this end, we Commit to strive to learn the historical context informing the lived realities of all historically oppressed identities and communities, and to use this to prevent use of language and commission of actions that can be harmful given these histories.
7. If we inadvertently commit a microaggression, we strive to immediately become aware on our own of the harm we have caused. If another Board Manager generously helps us become aware of a microaggression we have committed we welcome the support in our learning and growing process as a leader and immediately express appreciation for having made us aware, own the mistake we have made, acknowledge the impact of the harm we have caused, and engage repair through apology and the articulation of what we will do to avoid the repetition of such harm in the future.
8. If we observe one of our fellow Board Managers commit a microaggression, we Commit to calling them in by letting them know in a respectful and kind manner of the mistake that has been made.
9. We understand that many of us, as survivors of historically oppressed identities and communities, carry internalized narratives of oppression, and we can inadvertently express these oppressions against others in ways that cause harm and we Commit to the same process identified in 7 and 8 to engage repair and return to generative collaborative processes.
10. We understand that even without the history of oppression potentiating the weight of harm, expressions of prejudice and rudeness can also cause harm to our shared aims, and we Commit to the same process identified in 7 and 8 to engage repair and return to generative collaborative processes.

11. We Commit to using our Racial and Social Justice Framework (next page) for decision-making as we work together for the collective good of our communities as we eradicate health inequities and create a model healthy community.
12. We understand that we are entrusted with a vital responsibility for our communities and are accountable stewards for the time and resources available to our Board of Managers. We understand that these commitments are entered into to ensure responsible stewardship of this time and resources through generative collaborative processes to reach our vision and mission and we agree that if we do not follow any one of these commitments we welcome our Board Manager colleagues to bring this to our attention through the agreed upon process reflected here and when this occurs, we commit to immediately acknowledging the mistake and engaging in a repair and correction process as indicated in these commitments so that our work to dismantle systemic racism and resulting barriers and achieve health equity can move forward.

Be it adopted that the above agreements will be honored and acted upon by each Board Manager as of 6/30/2021 and henceforth forward as indicated by signature below.

Board Manager Signature

Date

Board Manager Printed Name

Calling In and Repairing Harm

Calling In after Harm in Groups with Shared Values and Aims Stance

Hey, this thing you said/did hurt some folks or could hurt some folks.

A) Here's why that can be hurtful or,

B) Please do some research to learn the history of why that's hurtful.

Implied message: I know you are good and are on this journey with us and we are all going to make mistakes as we unlearn things.

Calling In after Harm in Groups with Shared Values and Aims Sample Language

- I know it wasn't your intention, but what you just said minimizes the horror of _____ e.g. the history of racism, enslavement, the holocaust, etc.
- I know it wasn't your intention but what you just said has the impact of implying that _____ are not competent or as intelligent as others.
- What you just said suggests that _____ people don't belong.
- That phrase has been identified as being disrespectful and painful to _____ people and it's important that we not use it.
- Oh, I have also used that term, but I have now learned that when we use it we are leaving out people who _____ or we are implying that _____ and the word people are learning to use now is _____.
- The term used now by people living with that identity is _____.

Repairing Harm after Microaggressions, Mistakes, and expressions of Prejudice

- Own / Name it
- Recognize the Impact
- Apologize (Do not share context or explanations)
- Make any amends that are possible
- State what you are going to do to learn and do better in the future.

Sample Language: Thank you so much for letting me know. You are right, I used this term or said that phrase and realize that it has the impact of minimizing the experience of _____ or implying that _____. I am deeply sorry and will practice learning the correct language and will research and learn more about this to ensure that I do not make this mistake and cause this harm in the future.

RACIAL and SOCIAL JUSTICE FRAMEWORK

Values and Anti-Racism/Anti-Oppression

- Is this consistent with our values?
- Are we taking steps so we cannot predict outcomes by race and other systemically disadvantaged characteristics?

Intentional and Accountable Storytelling

- What data are we using and has it been disaggregated by race? What is the source of the data? Who is it making visible and invisible? Whose experience is being centralized and whose is being marginalized in the data? Does the way we are using the data reflect the complexity of the issues and reflect the issues accurately?
- What are the stories and narratives we are telling? What is the purpose? Who is interpreting the meaning? Who's it meant for? Who's impacted and how?
- Are we refusing to be ahistorical? Are we fully considering history and the impacts of the historical context?

Power Analysis

- What are the power dynamics in this situation? What are the intersecting spheres of oppression at work in this situation?
- What are the cultural norms of white supremacy at work in this situation?
- Who would benefit and who would be harmed by this action/decision?
- Does this interrupt/disrupt or collude with/reinforce oppressive systems/power structures?
- If this is attempting a solution, where are we locating the problem?
- Does the solution/strategy we are proposing change the system or the individual?
- Who are we asking to change and why?

Relationships

- Who is in the room and who isn't and why? Who is sharing and who is not and why?
- Whose perspective is represented/who is left out? And who is doing the representing? Who do we believe, who do we find credible? Why? Why not?
- Whose experience is being centralized and whose experience is being marginalized? Who is gazing and who is being gazed upon?
- Are we boldly leading toward our racial justice aim by building a broad coalition of support?
- Are we operating from a similar/shared understanding of anti-racism work? Do we have a shared anti-racist understanding of where the problem is located and a shared anti-racist theory of change to generate a solution? Have we agreed upon a shared goal?



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BOARD MEETING

November 13, 2024

AGENDA ITEM C1

Approve the minutes of the Board of Managers October 23, 2024 meeting.



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BOARD MEETING

November 13, 2024

AGENDA ITEM C2

Receive Central Health Investments for October 2024.



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BOARD MEETING

November 13, 2024

AGENDA ITEM C3

Approve the appointment of a new member to the Sendero Health Plans Board of Directors as recommended by the ad hoc Appointments Committee.



AGENDA ITEM SUBMISSION FORM

This form is to provide a general overview of the agenda item in advance of posting for the Board meeting. Proposed motion language is a recommendation only and not final until the meeting and may be changed by the Board Manager making the motion. All information in this form is subject to the Public Information Act.

Agenda Item Meeting Date November 13, 2024

Who will present the agenda item? (Name, Title) Chair Martin

General Item Description Discuss and take appropriate action on the appointment of one member to the governing board of Sendero Health Plans.

Is this an informational or action item? Action Item

Fiscal Impact N/A

Recommended Motion (if needed – action item) Recommend Sendero Board appointment to the full Board.

Key takeaways about agenda item, and/or feedback sought from the Board of Managers:

- 1) The Appointments Committee will interview candidates for the Sendero Board and make a recommendation to the full Board.
- 2) _____
- 3) _____

What backup will be provided, or will this be a verbal update? (Backup is due one week before the meeting.) Verbal discussion

Estimated time needed for presentation & questions? 30 minutes

Is closed session recommended? (Consult with attorneys.) Yes

Form Prepared By/Date Submitted: Briana Yanes/ November 8, 2024



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BOARD MEETING

November 13, 2024

AGENDA ITEM C4

Approve the reappointment of Mr. Hal Katz to the Integral Care Board of Directors as recommended by the Appointments Committee.



AGENDA ITEM SUBMISSION FORM

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Agenda Item Meeting Date November 13, 2024

Who will present the agenda item? (Name, Title) Chair Martin

General Item Description Discuss and take appropriate action on the reappointment of Hal Katz to the Integral Board of Directors.

Is this an informational or action item? Action

Fiscal Impact N/A

Recommended Motion (if needed – action item) Recommend that the Board approve the reappointment of Mr. Hal Katz to the Integral Care Board of Directors.

Key takeaways about agenda item, and/or feedback sought from the Board of Managers:

- Integral Care’s nine-member volunteer Board of Trustees is appointed by Central Health, the City of Austin and Travis County. Each entity appoints three representatives to reflect the needs of
- 1) the local community.
 - 2) Mr. Hal Katz has served as an Integral Care Board Member since 2010.
 - 3) Mr. Katz is seeking reappointment for an additional two-year term. Integral Care Bylaws do not set term limits.

What backup will be provided, or will this be a verbal update? (Backup is due one week before the meeting.) Resume or bio will be provided

Estimated time needed for presentation & questions? 10 minutes

Is closed session recommended? (Consult with attorneys.) No

Form Prepared By/Date Submitted: November 6, 2024/ Briana Yanes

HAL KATZ

APPOINTED 2010

Katz is a partner at Husch Blackwell and is board-certified in healthcare law by the Texas Board of Legal Specialization. He focuses his representation on clients doing business within the healthcare industry. His clients include physicians, hospitals, provider networks, managed care organizations, governmental entities, diagnostic centers and other healthcare providers across the state of Texas. Representation of these clients includes advising on corporate, transactional, regulatory and public policy matters. Katz was Chair of the CommUnityCare board, where he served from 1998-2010, and is the Vice Chair of the Austin Arts Commission. Katz is also on the [Integral Care Foundation](#) Board of Directors.

Procedure for Making REAPPOINTMENTS to Governing Boards and Advisory Groups by the Central Health Board of Managers

Introduction:

The process for reappointing members to the external governing boards will require a review of their service, adherence to by-laws, and their reiterated interest in continuing to contribute to the board of the organization that they are currently appointed.

1. Expressing Interest for Reappointment:

The Central Health administrative staff should solicit the current board member's intention and willingness for reappointment.

2. A By-Law Review:

A review of the by-laws of the governing board to which the individual will be reappointed will be performed. This review will ensure compliance with organizational by-laws related to term limits and other conditions that might impact reappointment.

3. Convene an ad Hoc Appointments Committee Meeting:

An ad hoc Appointments Committee meeting will be scheduled to facilitate a dialogue with the potential re-appointee regarding their previous term(s). In this discourse, the individual being considered for reappointment should share insights into their experience, contributions, and vision, providing the Committee with information to make an informed decision regarding their reappointment.

The Committee may review with the potential re-appointee any responsibilities outlined in the *Minimal Experience of Board Appointees to Warrant Consideration* document.

At the end of this interview the ad hoc Appointments Committee will vote on a motion to “recommend appointment”

4. Submission for Approval:

The ad hoc Appointments Committee then submits their recommendation for reappointment to the Central Health Board of Managers for approval.



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BOARD MEETING

November 13, 2024

REGULAR AGENDA ITEM 1

Deliberation and possible action on the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of one or more Central Health employees, including the CEO of Central Texas Community Health Centers dba CommUnityCare.³ (*Action Item*)



AGENDA ITEM SUBMISSION FORM

This form is to provide a general overview of the agenda item in advance of posting for the Board meeting. Proposed motion language is a recommendation only and not final until the meeting and may be changed by the Board Manager making the motion. All information in this form is subject to the Public Information Act.

Agenda Item Meeting Date November 6, 2024

Who will present the agenda item? (Name, Title) Jeannie Virden, Enterprise Chief Human Resources Officer

General Item Description Deliberation and possible action on the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of one or more Central Health employees, including the CEO of Central Texas Community Health Centers dba CommUnityCare.

Is this an informational or action item? Action

Fiscal Impact _____

Recommended Motion (if needed – action item) _____

Key takeaways about agenda item, and/or feedback sought from the Board of Managers:

- 1) This item will be discussed in closed session.
- 2) _____

What backup will be provided, or will this be a verbal update? (Backup is due one week before the meeting.) Verbal update

Estimated time needed for presentation & questions? 30 minutes

Is closed session recommended? (Consult with attorneys.) Yes

Form Prepared By/Date Submitted: Briana Yanes/October 31, 2024



Our Vision

Central Texas is a model healthy community.

Our Mission

By caring for those who need it most, Central Health improves the health of our community.

Our Values

Central Health will achieve excellence through:

Stewardship - We maintain public trust through fiscal discipline and open and transparent communication.

Innovation - We create solutions to improve healthcare access.

Right by All - By being open, anti-racist, equity-minded, and respectful in discourse, we honor those around us and do right by all people.

Collaboration - We partner with others to improve the health of our community.

BOARD MEETING

October 23, 2024

REGULAR AGENDA ITEM 2

Receive a presentation on and discuss the process of the Central Health President & CEO Fiscal Year 2025 Performance Evaluation.³ (*Informational Item*)



AGENDA ITEM SUBMISSION FORM

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Agenda Item Meeting Date 11/13/2024 – Board of Managers Meeting

Who will present the agenda item? (Name, Title) Chairperson Kitchen & Jeannie Virden, Enterprise CHRO

General Item Description Central Health President & CEO Performance Evaluation

Is this an informational or action item? Informational

Fiscal Impact None

Recommended Motion (if needed – action item) None

Key takeaways about agenda item, and/or feedback sought from the Board of Managers:

- 1) Review 2024 CEO Performance Evaluation Process and Timeline
- 2) _____

What backup will be provided, or will this be a verbal update? (Backup is due one week before the meeting.) No public backup

Estimated time needed for presentation & questions? 10 minutes for discussion.

Is closed session recommended? (Consult with attorneys.) Closed Session

Form Prepared By/Date Submitted: Jeannie Virden – November 7, 2024



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BOARD MEETING

November 13, 2024

REGULAR AGENDA ITEM 3

Confirm the next regular Board meeting date, time, and location. (*Informational Item*)