



OneCare Vermont Accountable Care Organization, LLC Board of Managers Meeting Agenda

April 14, 2022
4:30 p.m. – 6:30 p.m.
Zoom Meeting

Time	Agenda Item	Presenter
4:30 p.m.	Call to Order and Board Announcements	Tom Huebner
4:31 p.m.	Welcome Board Managers, Invited Guests, and Members of the Public	Tom Huebner
4:33 p.m.	Consent Agenda Items* <i>Vote to Approve Consent Agenda Items</i>	Tom Huebner
4:35 p.m.	Governance* <i>Vote to Approve Resolution Appointing Audit Committee Member</i>	Tom Huebner
4:40 p.m.	Legislative Session Discussion of S.285	Amy Bodette/ Lucie Garand
4:50 p.m.	Q1 DEI in Governance Update*	Vicki Loner
5:05 p.m.	Public Comment Move to Executive Session* <i>Vote to Approve Resolution to Move to Executive Session</i>	John Brumsted, MD
6:25 p.m.	Votes 1. Approve Executive Session Consent Agenda Items 2. Approve the Resolution to Advance OneCare's Approved Strategic Plan Focus on Analytics	John Brumsted, MD
6:30 p.m.	Adjourn	John Brumsted, MD

*Denotes Attachments

Attachments:

1. Consent Agenda Items
 - a. Draft OneCare Public Session Minutes March 15, 2022
 - b. Board Committee Reports April 2022
 - c. Financial Statement Package February 2022

- d. Public Affairs Report April 2022
- 2. Resolution Appointing Manager to the Audit Committee
- 3. Q1 DEI in Governance Update
 - a. DEI in Governance Q1 2022 Presentation
 - b. DEI in Governance Q1 2022 Report
- 4. Resolution to Move to Executive Session



OneCare Vermont Accountable Care Organization, LLC
Board of Managers Meeting
March 15, 2022
Minutes

A meeting of the Board of Managers of OneCare Vermont Accountable Care Organization, LLC (“OneCare”) was held remotely via video and phone conference on March 15, 2022.

I. Call to Order and Board Announcements

Board Chair John Brumsted, MD called the meeting to order at 4:31 p.m.

II. Welcome Board Managers, Invited Guests, and Members of the Public

Chair Brumsted welcomed members of the public in attendance and asked them to introduce themselves.

III. Consent Agenda Items

As part of the distributed pre-meeting materials, the Board received Consent Agenda Items including: (1) Draft OneCare Public Session Minutes February 15, 2022; (2) Board Committee Reports March 2022; (3) Financial Statement Package January 2022; (4) Public Affairs Report March 2022; (5) Summary of Policy Changes; and (6) 01-01 Subcontractor Management.

A Motion to Approve the Consent Agenda Items was made by Dr. J. Gilwee, seconded by T. Dee, and approved by supermajority. R. Vincent was not present for the vote.

IV. Governance

Chair Brumsted presented the upcoming changes in managers and Board Chair that had been discussed at the Executive Committee which serves as the Nominating Committee. UVMHN will appoint Anya Rader Wallack, Senior Vice President of Strategic Communications at UVM Health Network to the Board and asked for an endorsement. Ms. Radar Wallack was also nominated as Board Chair beginning in May. Chair Brumsted described Ms. Wallack’s qualifications and experience in health care reform. The Executive Committee recommended Tom Huebner for the position of Vice Chair. Chair Brumsted described Mr. Huebner’s qualifications. Chair Brumsted moved that the Chair of the Finance Committee, Chair of the Population Health Strategy Committee, Audit

Committee, Board Chair, and Board Vice Chair be ex officio members of the Executive Committee. Board Managers described their support for the nominees.

A Motion to Endorse the Appointment of Anya Rada Wallack to the board and to elect her Chair as of May 1, 2022 was made by Dr. T Sadkin, seconded by Dr. J. Gilwee, and approved by supermajority.

A Motion to Appoint T. Huebner as Board Vice Chair was made by Dr. J. Brumsted, seconded by D. Bennett, and approved by supermajority. T. Huebner recused himself from the vote.

A Motion to Appoint Standing Committee Chairs, Board Chair, and Board Vice Chair as ex officio members of the Executive Committee was made by Dr. J. Brumsted, seconded by S. LeBlanc, and approved by supermajority.

V. Diversity, Equity, and Inclusion Data Update

Josiah Mueller, Director of Value Based Care, presented to the Board about the Social Determinants of Health (SDoH) data available to OneCare. These data are used to create health risk geographic heat maps which will be used in quarterly Health Service Area consultations. Carrie Wulfman, MD, Chief Medical Officer of OneCare, described the challenges in collecting SDoH data in the clinic setting including inconsistent tools, lack of standardization and relationships.

The Board discussed ways to apply SDoH data to identify risk and improve population health.

VI. 2022 Medicare Advantage Penetration in Vermont

Tom Borys, VP of Finance presented to the Board about the market penetration of Medicare Advantage plans in Vermont in comparison to national trends. He also discussed the impact of Medicare Advantage plans on scale target goals.

The Board discussed its experiences with Medicare Advantage plans and whether it may be possible to attribute Medicare Advantage patients to the ACO by contracting with the payers or with CMS.

VII. Public Comment

Andrea Wicher, Director of Population Health and Community Health in Rutland, gave public comment requesting the board review the extent to which specific SDoH tools are currently used by ACO participants.

VIII. Move to Executive Session

A Motion to Approve the Resolution to Move to Executive Session was made by S. May, seconded by J. Sayles and was approved by a unanimous vote.

IX. Votes from Executive Session

1. Approve Executive Session Consent Agenda Items – **Approved by Majority**
2. Approve Resolution Adopting Revised 2022 Budget – **Approved by Supermajority**
3. Approve Resolution Authorizing Extension of Line of Credit – **Approved by Supermajority**

X. Adjournment

Upon a Motion made, seconded, and approved by a unanimous vote, the meeting adjourned at 6:44 p.m.

Attendance:

OneCare Board Managers

- | | | |
|---|--|---|
| <input checked="" type="checkbox"/> Dan Bennett | <input checked="" type="checkbox"/> Claudio Fort | <input checked="" type="checkbox"/> Toby Sadkin, MD |
| <input checked="" type="checkbox"/> Bob Bick | <input checked="" type="checkbox"/> Jen Gilwee, MD | <input checked="" type="checkbox"/> John Sayles |
| <input checked="" type="checkbox"/> John Brumsted, MD | <input type="checkbox"/> Steve Gordon | <input type="checkbox"/> Adriane Trout, MD |
| <input checked="" type="checkbox"/> Coleen Condon | <input checked="" type="checkbox"/> Tom Huebner | <input checked="" type="checkbox"/> Cynthia Turner |
| <input type="checkbox"/> Michael Costa | <input checked="" type="checkbox"/> Steve LeBlanc | <input checked="" type="checkbox"/> Rick Vincent |
| <input checked="" type="checkbox"/> Betsy Davis | <input checked="" type="checkbox"/> Sierra Lowell | |
| <input checked="" type="checkbox"/> Tom Dee | <input checked="" type="checkbox"/> Stuart May | |

R. Vincent joined the meeting at 4:33 p.m.

OneCare Risk Strategy Committee

- | | | |
|---|--|--|
| <input checked="" type="checkbox"/> Dean French, MD | <input checked="" type="checkbox"/> Brian Nall | <input checked="" type="checkbox"/> Shawn Tester |
| <input type="checkbox"/> Steve Leffler, MD | | |

B. Nall joined the meeting at 4:33 p.m.

OneCare Leadership and Staff

- | | | |
|--|--|---|
| <input checked="" type="checkbox"/> Vicki Loner | <input checked="" type="checkbox"/> Tom Borys | <input checked="" type="checkbox"/> Linda Cohen, Esq. |
| <input checked="" type="checkbox"/> Sara Barry | <input checked="" type="checkbox"/> Amy Bodette | <input checked="" type="checkbox"/> Lucie Garand |
| <input type="checkbox"/> Greg Daniels, Esq. | <input checked="" type="checkbox"/> Josiah Mueller | <input checked="" type="checkbox"/> Ginger Irish |
| <input checked="" type="checkbox"/> Carrie Wulfman, MD | <input checked="" type="checkbox"/> Derek Raynes | |



OneCare Board of Managers Committee Reports

April 2022

Executive Committee (meets monthly)

At its April 7 meeting, the Executive Committee nominated a manager to serve on the Audit Committee, discussed board composition, and reviewed charters for the Risk Strategy and Executive committees. The committee discussed program design and contract negotiations for Program Year 2023. Lastly, the committee discussed personnel matters. The committee is next scheduled to meet on May 5, 2022.

Finance Committee (meets monthly)

The committee meets next on April 13, 2022.

Population Health Strategy Committee (meets monthly)

At its March 14 meeting, committee members welcomed incoming chair Dr. Jen Gilwee. The committee discussed how to attribute unassigned Medicare patients to primary care practices in the ACO. Adam Atherly, PhD, UVM Larner College of Medicine Director of Health Services and Research discussed with the committee refining OneCare's list of key performance indicators. Lastly, the committee reviewed and discussed the Population Health Model for program years 2023-2025 and the Population Health Strategy committee charter. The committee meets next on April 11, 2022.

Patient & Family Advisory Committee (meets monthly)

At its meeting March 22, the committee learned about pertinent topics including work by the OneCare Board of Managers, public affairs, and the current State legislative session. The committee discussed the 2023-2025 Population Health Model. Committee members shared with one another about current health care-related topics in their communities. The committee meets next on April 26, 2022.

Audit Committee (meets quarterly)

The committee is scheduled to meet next on May 11, 2022.

**OneCare Vermont
Statement of Financial Position
For the Periods Ended**

	2/28/2022	1/31/2022	Variance
<u>ASSETS</u>			
Current assets:			
UNRESTRICTED Funds	4,532,921	6,166,732	(1,633,811)
OCV Reserve Funding	4,000,000	4,000,000	-
Advanced Medicaid Funding	14,931,237	15,009,771	(78,533)
VBIF Reserves	2,586,572	2,503,239	83,333
Deferred For Specific Use	482,961	668,988	(186,028)
Unspent Passthrough Funds	1,423,355	2,557,682	(1,134,327)
accountability pool \$ Held	2,290,590	2,130,831	159,759
Total Cash	30,247,635	33,037,243	(2,789,608)
Network Receivable	273,809	196,943	76,867
Network Receivable-Settlement	910,990	773,663	137,327
Other Receivable	2,272,377	835,595	1,436,782
Other Receivable-Settlement	21,109,058	21,109,058	-
Prepaid Expense	1,598,894	356,688	1,242,205
Property and equipment (net)	36,320	37,010	(691)
TOTAL ASSETS	56,449,083	56,346,201	102,882
<u>LIABILITIES AND NET ASSETS</u>			
Current liabilities:			
Accrued Expenses - Accounts payable	478,905	893,597	(414,692)
Accrued Expenses Deliverables	28,035	56,630	(28,595)
Accrued Expenses - PHM	822,075	785,467	36,609
Accrued Expenses	1,329,016	1,735,694	(406,678)
Accrued Expenses -Settlement	4,919,749	4,919,749	-
Network Payable	4,439,284	4,255,904	183,380
Network Payable-settlement	16,427,276	17,301,449	(874,173)
Notes Payable	-	-	-
CTO Liability	561,989	529,548	32,440
Payroll accrual	183,627	183,591	36
Deferred Income	16,569,754	16,842,089	(272,335)
Due to Related Parties - UVMMC	3,986,239	2,922,081	1,064,157
Due to Related Parties - DHH	-	-	-
Total Liabilities	48,416,933	48,690,105	(273,172)
Net assets:			
Unrestricted - UVMMC	25,000	25,000	-
Retained Earnings	7,458,983	7,458,983	-
Current Year Profit to Date	548,167	172,113	376,054
Total net assets	8,032,150	7,656,096	376,054
TOTAL LIABILITIES AND NET ASSETS	56,449,083	56,346,201	102,882

OneCare Vermont

Surplus & Loss Statement: February 2022

	Current Month			YTD Actual	YTD Budget	YTD Variance	Drivers	
	Annual Budget	Actual	Monthly Budget					Month Variance
Fixed Prospective Payments Funding	445,882,153	37,162,915.97	37,156,846	6,070	74,330,030	74,313,692	16,338	CMS Rate,Attrib (↓), offset by Caid attrib & FPP Alloc (↑)
Payor Contracts Funding	11,988,969	782,186.84	999,081	(216,894)	1,681,748	1,998,162	(316,413)	Attribution (↑ slightly)/ Caid Rate (↓)
Other Funding	9,601,230	664,977.66	800,103	(135,125)	695,928	1,600,205	(904,277)	Contracts not Executed
Settlement Income	-	-	-	-	-	-	-	
Deferred Participation Fees (prior year)	534,873	185,467.88	44,573	140,895	185,468	89,146	96,322	22 Spend
Participation Fees	18,696,155	1,566,346.26	1,558,013	8,333	3,116,026	3,116,026	(0)	Budget
Total Funding	486,703,381	40,361,895	40,558,615	(196,720)	80,009,199	81,117,230	(1,108,031)	
Fixed Payments	443,852,970	36,976,953.75	36,987,748	10,794	73,955,425	73,975,495	20,071	CMS Rate,Attrib (↓), offset by Caid attrib & FPP Alloc (↑)
Populations Health Mgmt Payment	9,457,821	782,727.00	788,151.75	5,425	1,599,852	1,576,304	(23,548)	Estimated Attribution
Complex Care Coordination Program	6,150,463	443,225.67	512,539	69,313	886,451	1,025,077	138,626	Estimated Attribution, Bonus undeterminable
Value-Based Incentive Fund	1,000,000	91,666.66	83,333	(8,333)	166,667	166,667	0	Booked to Budget<10% QI
Blueprint Funding	9,073,983	695,927.57	756,165	60,238	695,928	1,512,330	816,403	Contracts not Executed
Other PHM Programs	1,880,606	5,200.00	156,717	151,517	43,309	313,434	270,126	Contracts not Executed/Low Spend
Settlement Expense	-	-	-	-	-	-	-	
PHM Expenses	471,415,843	38,995,700.65	39,284,654	288,953	77,347,630	78,569,307	1,221,677	
Salaries, payroll taxes and fringe benefits	9,651,315	660,344.41	804,276	143,932	1,366,962	1,608,552	241,590	Vacancies
Consulting, legal and purchased services	1,193,249	54,306.99	99,437	45,130	116,270	198,875	82,605	Spend/Timing vs Budget
Software, licenses and maintenance	2,516,505	156,635.00	209,709	53,074	380,414	419,418	39,003	Spend/Timing vs Budget
Travel, supplies, other	1,926,469	118,853.80	160,539	41,685	249,756	321,078	71,322	Spend/Timing vs Budget
Operating Expenses	15,287,538	990,140.20	1,273,962	283,821	2,113,403	2,547,923	434,520	
Total Expenses	486,703,381	39,985,840.85	40,558,615	572,774	79,461,033	81,117,230	1,656,197	
Net Income (Loss)	-	376,053.76	-	376,054	548,167	-	548,167	



OneCare Vermont

Public Affairs Report | April 2022

Media Coverage

VTDigger Sponsored Spotlight: Elevating the Quality of Care

[March 28, 2022, VTDigger](#)

This is a paid sponsored spotlight article authored by OneCare’s public affairs team and placed in VTDigger. The write-up is based on the quality improvement video that gives an overview of OneCare’s



quality improvement measurement program and support OneCare offers to providers. The article has the video embedded and includes quotes from an interview with Dr. Alicia Jacobs, practicing physician at Colchester Family Medicine, Vice Chair and Associate Professor in Family Medicine at the Larner College of Medicine at the University of Vermont, and Physician Liaison for OneCare Vermont. Additional ads driving to the [quality improvement video and supporting article](#) were placed in three editions of the Daily Digger the week of March 28 and on the VTDigger website from the end of March to the end of April.

Former Green Mountain Care Board chair Anya Rader Wallack to head OneCare board

[March 16, 2022, VTDigger](#)

This article announces OneCare’s upcoming governance changes, naming former Rutland Regional Medical Center Chief Executive Officer, Tom Huebner, serving as board vice chair. UVM Health Network SVP of Strategic Communications Anya Rader Wallack replaces outgoing OneCare board chair and UVM Health Network president and CEO John Brumsted, MD. Rader Wallack will begin her tenure as OneCare board chair in May and Huebner becomes the vice chair in April.

Government Relations

State Legislative Update

At the end of March, the House approved an \$8.14 billion budget for FY2023. The bill, [H.740](#), appropriates funds for the operations of state government and provides for several provisions included in [H.703](#), the health care workforce development bill.

The Senate Health and Welfare Committee is reviewing [H.655](#), which involves establishing telehealth licensure. The bill creates a tiered approach to telehealth licensure which would take effect on July 1, 2023. The bill proposes that from April 1, 2022, until March 30, 2023, health care providers must undergo a quick registration process to practice telehealth in Vermont. From April 1, 2023 until June 30, 2023 providers will be required to have a temporary registration under [Act 85 of 2022](#) (H.654).

Green Mountain Care Board

GMCB staff presented their [analyses and recommendations](#) on March 16 regarding Clover Health Partner's Budget for their Medicare Direct Contracting program which was approved by GMCB at its March 23 meeting and includes additional conditions to provide shared savings segmented for Vermont providers, provide quality reporting segmented for Vermont providers, provision of full audited financials to the GMCB, and provide semi-annual updates regarding legal proceedings in which Clover Health Partners is involved.

GMCB staff presented and discussed 2022 Hospital budget guidance at its March 16 and March 23 meetings and the Board approved the [final guidance](#) at its March 30 meeting. Over the second half of March and the beginning of April, the GMCB heard requests for mid-year commercial rate adjustments for Rutland Regional Medical Center, UVM Medical Center, and Central Vermont Medical Center.

Outreach and Advocacy

RiseVT Amplify Grant Program

The RiseVT Amplify Grant program is wrapping up our final year of funding. There are a number of exciting projects this year that range from providing access to exercise and nutrition programming to improving trails and increasing signage to expand opportunities for physical activity. One notable project from the Hartland Conservation Commission will help build trail signage on several parcels of public land that are currently not well marked for access and parking. RiseVT is helping to support new signage to clearly mark the entrances of Sumner Falls Recreation Area, Verdun Hill, and Hall Hill. These hidden gems are underutilized and additional signage will help draw visitors to local walking trails. This project builds upon numerous other infrastructure efforts that RiseVT has supported over the years. Enhancing trail signage is just one of the many ways that RiseVT has amplified local community efforts to increase access to outdoor recreation.

Vision, Visionaries, and Voices Conference

OneCare sponsored the Howard Center's annual spring conference on April 7.

The theme was *Vision, Visionaries, and Voices* and participants experienced a day of learning and inspiration.



Follow Us

You can keep up with OneCare on our [blog](#), [LinkedIn](#), and [Twitter](#) (@OneCareVermont) and with OneCare's primary prevention program RiseVT on [Facebook](#), [Instagram](#), and [YouTube](#). We would greatly appreciate it if you like and share our content to help spread awareness.

Questions? Contact OneCare Public Affairs using the [Contact Us](#) form on our website or email us at public@onecarevt.org.



OneCare Vermont

OneCare Vermont Accountable Care Organization
Board of Managers Resolution Appointing Manager to the Audit
Committee
April 14, 2022

BE IT RESOLVED by the Board of Managers (the “Board”) of OneCare Vermont Accountable Care Organization, LLC (“OneCare”) as follows:

The Board, having reviewed and discussed the recommendations of the Nominating Committee and the qualifications of the candidates, hereby elects to seat the following Manager:

- A. Manager to serve on the Audit Committee.

{B1945884.2 11080-0200}

Diversity, Equity, and Inclusion in Governance Report

Q1 2022

Vicki Loner, CEO

April 14, 2022



OneCare Vermont

onecarevt.org

Completed Activities

1. Set corporate goals that incorporate DEI for 2022.

- Timing: Q4 2021-Q1 2022
- OneCare set the following corporate goal for DEI for 2022: *Engage 60% of board and committee members in diversity, equity, and inclusion training.*

2. Develop a written recruitment strategy to ensure inclusivity in OneCare governance. Explore opportunities to recruit diverse board managers including at large managers, diverse consumer representatives, and diverse provider representatives. Include education plan to orient new representatives to OneCare and ACOs.

- Timing: Q1 2022
- OneCare developed a written recruitment strategy and board orientation plan. See exhibit 1.a DEI in Governance Recruitment Strategy and exhibit 1.b Board Manager Orientation and Onboarding Plan.

Activities in Progress

3. Determine how to incorporate health equity into the evolving clinical committee structure and use measurable objectives to determine success.

- Timing: Q1 2022
- A charter is being drafted and membership is being discussed for the Health Equity & Access workgroup.

4. Develop and implement standard board and committee meeting procedures and/or group agreements to ensure equity and accessibility.

- Timing: Q1-Q2 2022
- Proposed inclusive meeting practices will be shared with the Board during the Q2 update for DEI in Governance.

5. Execute recruitment strategy to develop a diverse and inclusive governance structure, building in supports for successful onboarding. Examples include peer mentorship, orientation, and affinity group allyship. Align efforts with evolution of clinical committee structure so that they are able to participate fully.

- Timing: Q2-Q4 2022
- Execution of the recruitment strategy and alignment with clinical committee structure is underway.

Activities in Progress

6. Report DEI progress to the Board of Managers regularly (at least quarterly).

- Timing: Q1-Q4 2022
- Complete for Q1. Presentations to date include the March DEI Data Update and this report. Updates are planned quarterly throughout 2022.

7. Engage 60% of board and committee members in diversity, equity, and inclusion training.

- Timing: Q1-Q3 2022
- Planning for training in July 2022 is underway.

Questions and Feedback

**We welcome
your input.**

If you have any questions or feedback about these initiatives or the exhibits in your board materials, reach out to Ginger Irish at ginger.irish@onecarevt.org by next Friday, April 22.





OneCare Vermont

Q1 2022

Diversity, Equity, and Inclusion in Governance Report

OneCare leadership developed a comprehensive strategy to improve diversity, equity, and inclusion in its governance using input from its board and from DEI experts. This report outlines our progress to date and recommendations for next steps.

Completed Activities

1. **Set corporate goals that incorporate DEI for 2022.**
 - Timing: Q4 2021-Q1 2022
 - OneCare set the following corporate goal for DEI for 2022: *Engage 60% of board and committee members in diversity, equity, and inclusion training.*
2. **Develop a written recruitment strategy to ensure inclusivity in OneCare governance. Explore opportunities to recruit diverse board managers including at large managers, diverse consumer representatives, and diverse provider representatives. Include education plan to orient new representatives to OneCare and ACOs.**
 - Timing: Q1 2022
 - OneCare developed a written recruitment strategy and board orientation plan. See exhibit 1.a DEI in Governance Recruitment Strategy and exhibit 1.b Board Manager Orientation and Onboarding Plan.

Activities in Progress

3. **Determine how to incorporate health equity into the evolving clinical committee structure and use measurable objectives to determine success.**
 - Timing: Q1 2022
 - A charter is being drafted and membership is being discussed for the Health Equity & Access workgroup.
4. **Develop and implement standard board and committee meeting procedures and/or group agreements to ensure equity and accessibility.**
 - Timing: Q1-Q2 2022
 - Proposed inclusive meeting practices will be shared with the Board during the Q2 update for DEI in Governance.
5. **Execute recruitment strategy to develop a diverse and inclusive governance structure, building in supports for successful onboarding. Examples include peer mentorship, orientation, and affinity group**

allyship. Align efforts with evolution of clinical committee structure so that they are able to participate fully.

- Timing: Q2-Q4 2022
- Execution of the recruitment strategy and alignment with clinical committee structure is underway.

6. Report DEI progress to the Board of Managers regularly (at least quarterly).

- Timing: Q1-Q4 2022
- Complete for Q1. Presentations to date include the March DEI Data Update and this report. Updates are planned quarterly throughout 2022.

7. Engage 60% of board and committee members in diversity, equity, and inclusion training.

- Timing: Q1-Q3 2022
- Planning for training in July 2022 is underway.

Exhibit 1.a: DEI in Governance Recruitment Strategy

OneCare is committed to diversity on its board and committees, and to complying with federal and state requirements. OneCare includes diversity as a criterion for both consumer and non-consumer board seats and actively works with advocacy groups and payers to find candidates who are from groups which are currently underrepresented in OneCare governance to serve in its consumer seats. Because it is important for consumer representatives to be compensated for their time, per policy, Patient and Family Advisory Committee (PFAC) members and consumer managers can receive stipends for meeting participation. Regulatory compliance and diversity efforts are outlined in greater detail in policy *08-01 – Board of Managers Nomination* and policy *08-02 – Governance*.

When nominating consumer board managers, OneCare:

- Contacts advocacy groups that work with communities for which gaps have been identified in OneCare governance (e.g. BIPOC, LGBTQIA+, and people living with physical and developmental disabilities), asking them to reach out to their members about their interest in serving on the board and the consumer seat they would represent (Medicaid, Medicare, or Commercial).
- Contacts payer(s) for assistance reaching members from currently underrepresented communities about their interest in serving on the board.
- Include OneCare’s diversity statement and language about DEI in governance in communications with above groups and potential managers.

When nominating Board Managers, OneCare:

- Includes a statement encouraging applicants of diverse backgrounds to be nominated and OneCare’s diversity statement in communications to recruit board managers.
- Asks association leaders to share information about efforts made to recruit diverse nominees.

When nominating Patient and Family Advisory Committee members, OneCare looks for candidates that represent diversity in the following ways:

- Abilities, to include those living with physical and developmental disabilities and their caregivers;
- Age;
- Geographic location; and
- A variety of lived experience, including but not limited to race and ethnicity, gender and gender identity, and sexual orientation.

When nominating for other clinical committees, OneCare looks for candidates that represent diversity in the following ways:

- Experience in geographic areas throughout Vermont;
- Diverse medical practice types to represent experiences across the continuum of care;
- A variety of lived experience, including but not limited to age, race and ethnicity, gender and gender identity, sexual orientation, and physical and developmental disabilities;
- Experience understanding social determinants of health and/or improving health equity for Vermonters; and
- Patient advocates or patient advisors when possible and appropriate.

Exhibit 1.b: Board Manager Orientation and Onboarding Plan

Strategy 1: Board Manager Orientation

Incoming board managers participate in an hour-long orientation with the Chief Executive Officer (CEO). During orientation, the CEO walks through specific information about OneCare governance, leadership, core competencies, network, and strategic direction. There are many opportunities during these one-on-one conversations for new managers to ask questions and engage in dialogue about OneCare. The following items are new to board manager orientation to clarify OneCare's work regarding diversity, equity, and inclusion:

- OneCare's statement of commitment to diversity, equity and inclusion;
- Information about data available to OneCare and participants to help identify health disparities and better understand paths to health equity;
- Inquiring whether managers would like additional planned engagement with OneCare leadership in the first year to support their appointment; and
- Asking managers about their interests and subject area expertise to inform potential placement on OneCare committee(s).

Strategy 2: New Board Manager/Leader Engagement

In the first year on the board, based on manager interest, leadership will outreach to new managers to learn about their board experience. This gives the opportunity for OneCare to help close gaps in knowledge and participation by better understanding managers' needs as well as to facilitate sharing of manager's expertise with OneCare.

Strategy 3: Ongoing Consumer Manager/Leader Engagement

After initial orientation and leader engagement, consumer managers will have the option to continue engaging with leadership about areas of interest. OneCare leadership will offer a meeting for consumers twice a year to learn about consumer managers' sense of belonging on the board, any questions they have about OneCare's work, and to gather input for future onboarding efforts. Consumers continue to have the opportunity to reach out to leaders at any time.

Strategy 4: Mentorship Program

OneCare is exploring whether to develop an optional mentorship program for new board managers to help them become oriented to board work by giving a structured peer-based opportunity for discussion and participation.

Strategy 5: Committee Participation

Whenever possible, board managers will also participate on one or more OneCare committee(s). Committees delve deeply into OneCare's work and participation will allow board managers to offer expertise regarding a particular subject matter, enhance exposure to OneCare programs, and offer feedback regarding the committee's subject area.

Strategy 6: Ongoing Assessment

In Q1 2023, OneCare leaders will engage with board managers to assess the effectiveness of these programs and make modifications to improve the experience.



OneCare Vermont

OneCare Vermont Accountable Care Organization
Board of Managers Resolution to Move to Executive Session
April 14, 2022

BE IT RESOLVED by the Board of Managers (the “Board”) of OneCare Vermont Accountable Care Organization, LLC (“OneCare”) as follows:

The Board will now move into executive session in order to discuss subjects that are outside of the scope of the ACO’s public meetings. For this meeting, these include: (1) subjects that are or use trade secret information; (2) personnel matters; and (3) the status of ongoing contract negotiations.