

# Candidate Report Healthcare Board Initiative



HEIDRICK & STRUGGLES



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## The Leverage Network's Healthcare Board Initiative (HcBI)

### **The Leverage Network**

The Leverage Network, TLN, is a non-profit organization committed to increasing the representation of African Americans in Executive Leadership positions (C-Suite and two levels below), increasing the number of African Americans holding seats on the boards of major healthcare organizations and; increasing the number of major healthcare contracts held by African American entrepreneurs.

As America becomes more ethnically and culturally diverse it will be essential that health care organizations and systems better reflect the populations they serve in an effort to effectively meet their health care needs. Having the ability to serve people with different values, beliefs and perspectives will not only be a pressing business imperative for health care but will also have a direct impact on the health disparities we continue to experience in this country.

### **Healthcare Board Initiative**

TLN is developing a Healthcare Board Initiative (HcBI) to address the organization's strategic focus area of increasing the number of African Americans holding board seats in major healthcare organizations. The HcBI seeks to meet this objective by preparing executives for board opportunities, positioning them to enhance their visibility and access within the industry and working in partnership to help promote them for viable board opportunities.

## Board Diversity in Healthcare Organizations

Diversity in leadership and governance roles is not a new issue in the healthcare arena, the industry has continued to grapple with disparate representation of minorities in these positions for over 20 years yet we make little to no progress. According to a biennial survey conducted by The Governance Institute, 47% of not for profit hospital boards lacked a single racial or ethnically diverse member.<sup>1</sup> In a 2015 Benchmarking Study of U.S. Hospitals on Diversity and Disparities conducted by the Institute for Diversity and the Health Research and Education Trust, it was found that minorities represent 14% of all hospital board seats, no change from 2013, and only 11% of Executive roles which demonstrates a decrease from 2013 results.<sup>2</sup>

The issue, however, is about far more than just the numbers. Boards and executive leadership teams that fail to reflect the demographics of the communities they serve—especially by race, ethnicity, and socio-economic status—risk the exclusion of knowledge and experience that will better inform policies to improve patient care and community outreach. Perhaps most important of all, hospital and health organization boards and leadership structures that reflect their surrounding communities are much more effective at gaining the trust of ALL segments of those communities and that trust is essential in forging partnerships and changing individual and communal behaviors that will lead to healthier and more equitable communities.

A significant impediment to diversifying board membership and senior leadership in healthcare is that many organizations are most comfortable with adding individuals who already have a “track record” with similar organizations. As a result, the recruitment of women and minorities into such leadership roles stalls because companies find it difficult to identify candidates among the pool of experienced board members or executives, and are hesitant to recruit anyone seen as “inexperienced” in similar roles. These artificial barriers lead to the adage, “We are unable to find the right talent. They just aren’t out there.” Conversely, diverse individuals who may be strong candidates for leadership and governance roles do not have access to the appropriate networks that make themselves more visible to key decision makers in the industry.

### **Prepare. Position. Promote**

Minorities represent 32% of the patient population cared for in our hospitals, yet minorities only hold 14% of all hospital board seats, African Americans hold 9% of those seats. Increasing the number of African Americans by 30% would be a dramatic enhancement in board representation. TLN is implementing the following actions in an effort to assist the industry in eliminating health disparities through better board diversity:

- Continuing to increase the awareness of the lack of and need for more African Americans on healthcare boards;
- Assisting to “prepare” board ready executives for board opportunities;
- Positioning “board ready” executives to increase their visibility and awareness within the industry; and
- Proactively promoting “board ready” executives for viable healthcare board opportunities.

## Healthcare Board Initiative Board of Advisors

### *Prepare → Position → Promote*



**Antoinette Hardy-Waller,  
CEO**

*The Leverage Network  
Chair, Healthcare Board  
Initiative (HcBI)*

Antoinette Hardy-Waller, is currently Vice Chair of Catholic Health Initiatives a \$23 billion faith based health system operating 103 hospitals in 19 states. She is also Chair of the Board Quality and Safety Committee. Ms. Waller is an accomplished senior executive, entrepreneur and clinician, with extensive leadership and management experience. She has more than 30 years of experience building, owning and managing health care businesses in the Post-Acute space.

Ms. Waller is Chief Executive Officer of The Leverage Network, a non-profit organization committed to the promotion and advancement of African Americans to C-Suite, governance and entrepreneurial roles in healthcare.

Ms. Waller holds a Master's in Jurisprudence from Loyola University School of Law and a Bachelor Degree in Nursing from the University of Illinois Chicago.

She has also served on the boards of Alegen Creighton Health, the National Association for Health Services Executives, and the American Hospital Association's governing boards for The Center for Healthcare Governance and Long Term Care.



**Billy Dexter, Partner**  
*Heidrick & Struggles  
Chair, Healthcare Board  
Initiative (HcBI)*

Billy Dexter is a Partner at Heidrick & Struggles and is a member of the Global Diversity Advisory Services practice that assists clients in creating diverse leadership teams. Billy works across all industry & functional groups in developing inclusive solutions as it relates to talent acquisition & leadership development. Billy also serves as a member of the financial services, human resources practice, & board of directors' practice as well. Some of Billy's clients include Marsh McLennan Companies, Capital One, WW Grainger, Travelers, Lowes, NY Life, Allstate,

and Huntington Bank .Prior to H&S, Billy was Executive Vice President & Chief Diversity Officer MTV Networks, a Viacom company. As EVP/CDO, Dexter partnered with MTV Networks senior leadership to create and develop strategies that further Diversity & Inclusion throughout the global company and to identify new ways of enhancing existing initiatives across multiple platforms.

For over 20 years, Dexter has been a leader in talent acquisition & diversity/inclusion related efforts. Prior to Viacom MTV Networks, Dexter was President of Hudson Inclusion Solutions, a business division of Hudson Highland Group (HHG) a diversity consulting practice he founded within Hudson Highland. Dexter also served concurrently as Chief

Diversity Officer of HHG and worked closely with Human Resources to create an inclusive culture.



**Ruth Brinkley,  
President/CEO**  
*KentuckyOne Health  
SVP, Catholic Health  
Initiatives*

With almost 40 years of health care experience, Brinkley has worked in private, public, academic and community-based health systems. Brinkley's experience includes executive positions as Ascension Health's West Market Leader and as Catholic Health Initiatives' President/CEO of Memorial Health Care System, and Senior Vice President, Performance Management. She is currently President/CEO of KentuckyOne Health and Senior Vice President at Catholic Health Initiatives.

Brinkley's board appointments include a member of the Advisory Board of the Kentucky Health Benefit Exchange; board member of De Paul University; and a member of the National Association of Health Services Executives and American College of Health Care Executives. She has been named by Becker's Hospital Review as "A Female Health System Leader to Know", one of the "10 Most Admired CEOs in Healthcare" in 2014, and recently received a 2015 Becker's Hospital Review "Leadership Award". In 2010, 2014 and 2016 she was recognized as one of Modern Healthcare Magazine's "Top 25 Minority Executives in Healthcare".



**Caretha Coleman,  
Principal**

*Coleman Consulting,  
Chair Dignity Health*

Caretha Coleman is Chairman of the Board of Dignity Health, a \$16 billion healthcare system whose mission focuses on the delivery of quality healthcare to the underserved. She has significant early stage investment, organizational development, and operational experience. As a principal of Coleman Consulting, her practice focused on working with start-ups and early stage ventures in the areas of strategy development, executive coaching and organizational effectiveness - Making Organizations Work as she puts it.

Caretha's experience spans 35 years in the technology industry in companies such as Interval Research, a Silicon Valley Research lab and incubator, where she was the executive responsible for Corporate Administration, including the areas of Finance, Human Resources and Facilities.

Her board work includes the YMCA of East Palo Alto where she has served as Chair for two terms. She is a member of the Board Emeriti of the Silicon Valley Community Foundation, where she was part of a task force that concluded a merger of two key organizations (PCF and CFSV) to create what is now the largest foundation of its kind in the country with over \$6 billion in assets; she also chaired its governance committee.

Caretha was most recently named as one of the Bay Area's most Influential Women by the San Francisco Business Times; and a 2015 Outstanding Director by the Silicon Valley Business Journal.



**John W. Daniels,  
Chairman Emeritus**

*Quarles & Brady  
Chair, Aurora Health Care*

John W. Daniels Jr. is not only a national real estate and business expert with an enviable client list of national corporate household names, he is chairman emeritus of Quarles & Brady, a strategic business advisor to many of the firm's largest clients, a recurrently honored champion of diversity and inclusion, a much sought-after thought leader on multiple topics, a widely recognized pillar of the community, an active agent of organizational and civic change, and a crusader for high-quality education and access to it. He grew the firm impressively during the worst economy since the Great Depression,

expanding its ranks of attorneys and adding new locations and national practice specialties in spite of the downturn, fundamentally transforming Quarles from its traditional legal industry structure to a model of a 21st-century professional services business.

Through the years, John has served on more than his share of boards. Currently, he serves on several that reflect his leadership and focus on education, financial services, health care, and real estate. John is currently Chair of Aurora Health Care.



**Gary A. Smith, Senior  
Partner**

*The Ivy Group*

Gary A. Smith is cofounder and Senior Partner of Ivy Planning Group (Ivy), a 26-year-old management consulting and training company that specializes in strategy, diversity, leadership and change management. Consulting Magazine honored Mr. Smith as one of the Top 25 Consultants of 2007. Profiles in Diversity Journal named him a Diversity Pioneer. He has over 25 years of strategy, technology, management consulting and executive coaching, working directly with corporate CEOs, executive teams, agency administrators, and senior officials to build strategies and facilitate challenging discussions to achieve their organization's vision.

His clients have included Nike, Sony, BET Networks, L'Oreal, Lockheed Martin, MetLife, Deloitte, Bank of America, U.S. Departments of Treasury, Justice, and Labor, Special Olympics International, American Red Cross and United Way. Prior to co-founding The Ivy Group, Mr. Smith managed sales, marketing, and technical organizations including IBM, Amdahl, Masstor Systems and Comdisco. His board service commitment includes the Boards of Allianz Life Insurance Company of North America, Lakewood Country Club, and Treasurer of Florida Avenue Baptist Church.





**Sheila Talton, President**  
*Gray Matters Analytics*  
*ELC CBI Alum*

Sheila Talton is an Innovative business and market builder with a solid track record fueled by expertise as a multi-faceted technology leader, "Big Data" strategist/business manager and specialist in emerging markets and global partner networks.

Ms. Talton's pedigree includes significant tenures at many organizations that have pioneered the current technology environment (Cisco Systems, EDS, Ernst & Young) as well as founding a consultancy that was an early leader in communications network integration. Built significant businesses both within large enterprises and as independent startups, as well as new markets for companies moving into emerging countries.

Ms. Talton brings distinctive grounding in a range of technologies required to understand and fully exploit the uses of Big Data/cloud computing and SaaS services in multiple vertical markets. Her technology experiences includes technology infrastructures, Big Data, data warehouse, data architecture, application software, knowledge management, networking and professional services .

She has many significant career milestones including being identified as a pioneer in the network integration consulting business as CEO of Unisource Systems.



**Ernie Urquhart,**  
**President**  
*Urquhart Consulting*  
*Chair, The Leverage*  
*Network*

Urquhart Consulting is committed to working with mid-late executives across all industries on issues of personal and leadership development as well as career transitions.

Prior to the development of Urquhart Consulting, Ernie worked with Catholic Healthcare West (CHW), now Dignity Health, as Senior Vice President/Chief Human Resources Officer. In his role as CHRO Ernie was responsible for creating and leading implementation of effective human resources strategies for over 50,000 employees of this integrated health care system at over 40 facilities in California, Nevada, and Arizona.

He has worked his passion for growth and leadership throughout a successful corporate career with organizations such Harcourt, Inc. as Senior Vice President Human Resources Worldwide, and similar executive roles at Johnson & Johnson, and Exxon Mobil.

Currently, Ernie serves as Board Chair for The Leverage Network (TLN a non-profit organization committed to the promotion and advancement of African Americans to health care executive leadership, governance, and entrepreneurship roles.



HEALTHCARE BOARD INITIATIVE (HcBI)  
Cohort 1

Clifford E. Barnes

John W. Bluford

Denise Brooks-Williams

Robert Currie

Charles DeShazer, M.D.

Rupert M. Evans, Sr.

Corrine R. Francis

Owen Garrick, M.D.

Corwin N. Harper

Challis Lowe

Michael Mathias

Marvin O'Quinn

Reed V. Tuckson, M.D.

Michael D. Robinson

Alana Ward Robinson



### **Clifford E. Barnes**

Cliff Barnes is a Member of the Firm in the Health Care and Life Sciences practice in the firm's Washington, D.C., and New York offices and serves as Co-Chair of the firm's Health Plan Compliance

Group. Mr. Barnes has been employed by the firm for over 30 years and represents providers, including hospitals, hospital systems, nursing homes, home health, hospice, ancillary service companies; managed care companies, concentrating in Medicare and Medicaid; and non-profit associations.

Mr. Barnes is the Co-Founder of Medicaid Health Plans of America, Inc., and currently serves as Vice Chair of the Accountable Care Organization Task Force of the American Health Lawyers Association. In 2016, Mr. Barnes was selected to the Washington DC Super Lawyers list in the area of Health Care. He was also recommended in The Legal 500 United States(2016), for Health Insurers.

His practice areas include managed care, mergers, acquisitions, value based purchasing and accountable care organizations.



### **Denise Brooks Williams**

Denise Brooks-Williams is currently the President and CEO of Henry Ford Wyandotte Hospital, a 401-bed acute care hospital serving the Downriver region and surrounding communities of southeast Michigan with approximately 2,400 employees, 600 medical staff members, including Henry Ford Health Center-Brownstown outpatient facility and physician practices. Under her leadership, Henry Ford Wyandotte has received numerous quality and patient satisfaction awards.

Ms. Brooks Williams was recently named to the Board of Director for the Bon Secours Health System. She also serves as Delegate to The Region 5 Policy Board of the American Hospital Association's Section for Health Care Systems and is past President of the National Association for Health Services Executives.



### **John W. Bluford**

An accomplished retired Healthcare Executive with over forty years of experience including twenty plus years as President/CEO of two major tertiary, level one trauma, academic medical centers.

Founder and Executive Director of the first public sector health maintenance in the country. A strong background in Public Health and Community Health Centers and recognized nationally as a creative and innovative leader with effective communication skills.

Have delivered regional, national and international speeches on healthcare and management related subjects.

He has served on several corporate and healthcare boards to include Delta Dental, Summit Bank, Past Board Chair of the American Hospital Association and Americas Essential Hospitals.



### **Robert Currie**

Robert Currie continues to distinguish himself as a senior executive with over 35 years' experience in managed health care, financial leadership, strategic planning and business development in diverse healthcare organizations. Robert has a proven track record in building community relations, partnerships and delivering superior service to his customers and clients. Along the way, Robert has developed major collaborations with numerous community organizations, launched job initiatives with housing authorities employing public aid recipients and has developed programs that consistently improved service to senior citizens and persons with special needs and disabilities.

Robert is currently the President of Community Care Alliance of Illinois. Prior to that, Robert was Chief Operating Officer of Aetna Better Health Illinois. Before assuming that position, Robert was Vice President, State External Affairs for Harmony/Wellcare Health Plans of Illinois.



### **Charles Deshazer, M.D.**

Dr. Charles DeShazer is a board-certified Internal Medicine physician executive with over 20 years of management experience in Medical Informatics, quality improvement, medical management and care delivery redesign. In his current role as VP & Executive Medical Director, Clinical Services for Highmark, he is responsible for clinical program development and execution, quality performance and oversight of the Medical Management team. He has previously worked for BayCare Health System, Dean Health System, Humana and Kaiser Permanente. In prior roles he has been responsible for quality performance and analytics for a 12-hospital integrated delivery health system, implementation of the patient-centered medical home model, supporting the development of two Accountable Care Organizations (ACOs), oversight of utilization management and implementation of disease management programs. He received his medical degree from the University of Illinois at Chicago and completed his internship and residency in Internal Medicine at the University of Illinois Hospital, Chicago, IL.



### **Rupert M. Evans, Sr.**

Dr. Rupert Evans is Chair, Roseland Hospital Board of Directors, a 134 bed hospital on the South Side of Chicago. Dr. Evans and his senior staff were responsible for turning the hospital around. For his achievements and leadership, Evans is the recipient of Modern Healthcare's Excellence in Governance Award recognizing a trustee of a medium-sized provider organization.

Dr. Rupert M. Evans Sr. is an Associate Professor of Health Administration and Chairman and Program Director of the Healthcare Administration Program at Governors State University. He is a

Harvard Macy Scholar, a fellow in the UIC Public Health Leadership Institute and a fellow in the American College of Health Care Executives. He is the immediate past President of the Institute for Diversity in Health Management, which is the premier institution for advancing diversity and inclusion in healthcare leadership in the nation. The Institute for Diversity is an affiliate of the American Hospital Association.



### **Corinne Francis**

Corinne Francis is the System Vice President of Mission Integration and Community Benefit at CHRISTUS Health in Irving, Texas. Previously, she served as the Executive Vice President of Mission Integration in the Louisiana Region. The system employs approximately 30,000 associates and has over 9,500 physicians on facility medical staffs in which care and support are provided for patients.

Previously, Francis served for 11 years as a Mission leader with Catholic Health East. Her leadership experience includes design, development, implementation, and evaluation of programs and activities related to mission, core values, Catholic identity, leadership formation, organizational spirituality, spiritual care, ethics, community benefit and organization development.

Francis was selected by Modern Healthcare an "Up and Comer" in U.S. Health Care. She has also served as Board member of the Catholic Health Association. Francis is currently part of a national think tank with the Ministry Leadership Center Hilton foundation project on leadership formation.



### **Owen Garrick, M.D.**

Owen Garrick is a physician who has had a career focused on the research and finance sides of healthcare. He is President & COO of Bridge Clinical Research.

Dr. Garrick was formerly Director of Corporate Strategy and M&A at McKesson Corporation. Prior to McKesson, he served as Co-Head of Mergers & Acquisitions at Novartis Pharmaceuticals. Previously he worked at Goldman Sachs, functioning as an investment advisor working with private healthcare companies as they sought to grow, raise capital, and perform initial public offerings.

Dr. Garrick earned his MD from the Yale School of Medicine and his MBA from the Wharton School of Business. He holds an AB in Psychology from Princeton.

Dr. Garrick also serves on several boards, including Sutter Health – Bay Area Division, Quorum Review IRB, and Samuel Merritt University. He was also confirmed to the HHS Secretary's Advisory Committee on Human Research Protections in 2012.



### **Corwin N. Harper**

Corwin N. Harper is a Senior Vice President and Chief Diversity and Inclusion Officer for Kaiser Foundation Hospitals and Health Plan in the Corporate/Regional offices for the Northern California Region.

Corwin holds a Master's Degree in Healthcare Administration from Baylor University and a Bachelor of Science Degree in Biology from The Citadel, The Military College of South Carolina. Previous leadership positions include Senior Vice President/Area Manager for Kaiser Foundation Health Plan/Hospitals in the Napa Solano, Central Valley and Fresno Areas, Medical Group Administrator for The Permanente Medical Group and Director of Hospital Operations for Kaiser Foundation Hospitals in Fresno; Vice President of Professional Services for Mount Sinai Hospital Medical Center in Chicago; and Healthcare Systems Planner at the United States Army Medical Command in Fort Sam Houston, Texas.

Corwin is active in many local, state, and national organizations, and served on the board of directors for the California Association of Hospitals and Health Systems (CAHHS) and Solano Coalition for Better Health. Corwin, presently serves on the board for the National Associate of Health Services Executives.



### **Challis Lowe**

Ms. Lowe is an experienced corporate board director since 2000 with service ranging from a \$14B US Bank in S.C.; a community Chicago bank; a Real Estate Investment Trust (REIT); and a mutual fund. Her

corporate board leadership includes Compensation Committee Chair, Audit Committee Chair, and Co-Chair of a CEO Search Committee. With more than 20 years background as a "C" suite Human Resources Executive within global companies, she has a proven record of providing strategic counsel to the CEOs and Boards she has served. Her career industry expertise includes health care, consumer retail, transportation, logistics, supply chain solutions, and financial services.

Currently, Ms. Lowe is a board director, Executive Committee Member and Compensation Committee Chair with Seaway Bank & Trust, the largest minority owned bank in Chicago and the third largest in the U.S. She has recently been appointed to the Board of Catholic Health Initiatives a \$23B health system.



### **Michael Mathias**

Michael Mathias is Chief Information Officer for Blue Shield of California. In his role as CIO, he oversees the company's information delivery, strategy, operations, technology and architecture; leads innovation efforts; and implements Blue Shields long-term technology strategy. He is also responsible for aligning Blue Shields technology vision with the company's business strategy by integrating processes with the appropriate technologies.

He is the driver for advancing the companies Health Information Technology (HIT) capabilities that position Blue Shields as a leader in making quality health care more affordable and more accessible. In the process, Mr. Mathias creates value for the organization by delivering constituent-focused solutions and innovation through technology, process and performance improvement.

Mr. Mathias is also the technical leader for California Integrated Data Exchange (Cal INDEX), an independent organization created by Blue Shield and Anthem to develop next generation technology for a California wide health information exchange (HIE).

Prior to being named CIO at Blue Shield, Mr. Mathias was CIO for Aetna.



### **Marvin O'Quinn**

Marvin O'Quinn is Senior Executive Vice President and Chief Operating Officer for Dignity Health and is responsible for all operations in all of Dignity Health's markets. He is also

responsible for integrated process management and ambulatory operations. Mr. O'Quinn directs Dignity Health's Transformational Care initiative, an integrated approach to process improvement that uses Lean tools and techniques. Since Dignity Health began the program in July 2009, the organization has achieved cumulative savings of \$160 million. Additionally, Mr. O'Quinn is responsible for Clinical Operations Improvement, a new initiative that applies many of the Transformational Care tools to engage medical staff to reduce costs and improve care quality for Medicare patients. In the first eight months of the program, it achieved \$25 million in cost savings.

Prior to joining Dignity Health, Mr. O'Quinn served as President and Chief Executive Officer of Jackson Health System in Miami, Florida.



### **Reed V. Tuckson, M.D**

Reed V. Tuckson, MD, FACP, is the Managing Director of Tuckson Health Connections, LLC, a health and medical care consulting business that brings people and ideas together to promote optimal health outcomes and value through innovation and integration across the fields of prevention; public health; consumer activation; quality care delivery; the translation of science and technology into value producing interventions; and optimization of big data and analytics. Previously Dr. Tuckson was Executive Vice President and Chief of Medical Affairs for UnitedHealth Group, a Fortune 20 health and wellbeing company, which includes the nation's largest health insurer and the industry's most comprehensive health services company.

Currently, Dr. Tuckson is Chairman of the Board of Directors for ViTel Net, LLC, a leading innovator in telehealth solutions. He serves on the Board of Directors of LifePoint Health, a leading hospital company dedicated to providing high-value care and services to growing regions, rural communities and vibrant small towns across the nation.



### **Michael Robinson**

Dynamic change agent skilled in repositioning organizations into high performing, results oriented, customer-driven teams that consistently deliver exceptional customer value.

Most recently, Michael was Vice President for Microsoft's Health & Life Sciences business in the United States. In this role he was responsible for more than \$2.7 Billion in revenue, driving Microsoft's business initiatives into both commercial and public sector organizations in the Provider, Payer, Life Sciences, Public Health and Human Services verticals.

These initiatives included sales, technology partnerships, solution development, marketing, standards and advocacy. He brings to his position over 35 years of sales, technology and management experience.



### **Alana Ward Robinson**

Alana Robinson, the President and CEO of Robinson Group Consulting, Inc. a strategic management consulting firm founded in 2004 that specializes in interim CIO leadership, enterprise-level strategy and transformation, business analysis, and business process improvement solutions that leverage technology as a tool for innovation, strategic decision-making and achieving streamlined operational efficiencies.

Prior to founding RGC, Alana was an executive at RR Donnelley (SVP), Sara Lee Hosiery (CIO), Coors Brewing Company (CIO), Pace Membership Warehouse (CIO) – a subsidiary of KMART, Public Service Company of Colorado (Div. Manager, Sales and Marketing) and IBM Corporation (Branch Manager).

Alana has served on several boards diversified between Industry, civic and community organizations including: 2014 – Present, World Food Programme (Rome, Italy) – IT Advisory Board; 2015 – present, National Small Business Council and National Small Business Technology Council; 2013 – 2015, LEAD Program; 2009 – 2014, The National Hospice Foundation; 2000 – 2012, The Executive Leadership Council and Foundation Boards; 2002 – 2011, The African American Experience Fund, National Parks Foundation; 2002 – 2004, City of Chicago-After School Matters. From 1994 – 2004, she served as Founder and Executive Board Member of the Information Technology Senior Management Forum.



## CONTACT US

For more information on The Leverage Network and how we can partner with you to enhance the diversity in your board composition please feel free to contact us.

We want to work with you to help “Change the Dynamic” in the representation of African Americans in governance roles in healthcare.

**Antoinette Hardy-Waller**  
President/CEO  
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