



**THE METROHEALTH SYSTEM
BOARD OF TRUSTEES
DIVERSITY COMMITTEE MEETING MINUTES**

Date: Wednesday, May 13, 2020

Time: 2:00 p.m. – 4:00 p.m.

Place: Board Room – K107

Chair: Ms. Dee

Trustees: Ms. Dee, Mr. Hairston, Mr. Silvers, V. Whiting

Present: Ms. Allds, Ms. Hewitt, Ms. Dethloff, Mr. Moenich, Ms. Goerndt, Mr. Jones, Ms. Dethloff, Mr. Nevel, Mr. Stern, Ms. Rajki, Ms. Short, Dr. Werner, Dr. Boulanger, Ms. Anderson

MINUTES

The meeting was called to order by Ms. Dee at 2:04 p.m.

- I. The minutes of the February 12, 2020 meeting were reviewed and approved.
- II. Information Items

Inclusion, Diversity and Culture Update

- Tiffany Short provided an overview of I&D Programming accomplishments for Q1
 - Presented an Employee Engagement Update
 - Areas for continued improvement in 2020 are Appreciation, Connecting to Purpose, and Opportunity (emphasis on Special Projects)
 - Shared “ALL IN” Care Plan and Program Objectives which identifies ways to support our Care team and engage remote workers in response to COVID – 19.
 - Reviewed the collaborations among many groups, such as HR, Patient Experience, EAP, MetroHealthy, to continue engaging and motivating employees. For example:
 - Massage chairs were distributed throughout Main Campus
 - Exercise programs, medication and reiki sessions were converted to a virtual platform

- Tree mural to display employee’s thoughts and words of gratitude.
- Other partnerships included:
 - PNC Bank – vouchers given to employees to eat at the Main Campus and Brooklyn site.
 - KIND – distributed 8,000 healthy bars to employees
 - Tristan Thompson – produced a video to thanking health care workers.
- Provided a Lincoln West update
 - Relocated students on March 13th to distance learning
 - 44 graduates
 - STNA and IT programs have resumed and will extend into the summer
 - 67 juniors will roll over to the next year’s class
- Reviewed two Summer Internships programs
 - Five Lincoln West graduates have expressed an interest in a summer internship with MetroHealth
 - Summer on the Cuyahoga – partnered with local organization to give internships in the areas of supply chain, HR, ethics and compliance

Recruiting and Workforce Development Update

- Dominique Allds provided Q1 provider recruitment metrics
 - Q1 Hiring Demographics by Gender – 56% Female, 44% Male; Race/Ethnicity – 4 current diverse candidates, 3 diverse hires
 - Identified various recruitments efforts to increase a diverse pool
 - Identify candidates early in the process
 - Virtual career fairs
 - Increased phone screens

Campus Transformation Update

- Walter Jones presented diversity spend to date (\$32M of expected total of \$225M) and workforce diversity of tradespeople on site (3% Female, 20% Minority, 24% City of Cleveland, 43% Cuyahoga County, 13% African American, 9% Hispanic)

Planning Design & Construction Update

- Margaret Hewitt shared that 20% of overall diversity spend (\$661K) has been with diverse businesses.

Facilities Update

- Karen Dethloff shared that the overall diversity spend in the 1st quarter of 2020 was 68%. While partnerships and engagement with FBEs has been excellent, opportunity remains to better engage minority businesses

Supply Chain Update

- Justin Gallo shared that overall diversity spend for Q1 was 11.6% (\$13.46M)

III. Non-Consent/Action Items – None

IV. Consent Items – None

Meeting adjourned at 3:14 p.m.

The next BOT meeting is scheduled for August 12, 2020 at 2:00 p.m.

Respectfully submitted by Arlene Anderson