



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

Date: Wednesday, August 12, 2020
Time: 2:00 p.m. – 4:00 p.m.
Place: Rammelkamp R170
Chair: Ms. Dee
Trustees: M. Dee, J. Hairston, J.B. Silvers, V. Whiting
Present: Ms. Allds, A. Anderson, M. Hewitt, K. Dethloff, M. Diaz, S. Goerndt, M. Jones, W. Jones, A. Nevel, M. Stern, S. Rajki, T. Short, Dr. Werner,

MINUTES

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

- I. The minutes of the May 13, 2020 meeting were reviewed and approved.
- II. Information Items

Inclusion, Diversity and Culture Update

- The Racial Equity and Inclusion Update was provided by Alan Nevel, Senior VP, Chief of Diversity and Human Resources Officer, and Margie Diaz. Hopefully all have seen the videos for employees to view and spark discussion as part of the “healing begins with listening” efforts. Alan reviewed our goals for Building Sustainability and Equity which include: working on representation for Black and other minorities in hiring, retention and promotion at all levels; to reduce health disparities in patients/community; to create a culture of inclusion, safety and acceptance and offer a range of education programs aimed at anti-bias and anti-racism for employees; and to promote economic equity and participation as well.
- To eliminate racism and bias, the current process underway is to engage and assess our current environment (i.e. through focus groups, listening tours at various sites, conversations, ethical survey – all to collect feedback on the issues) and then build capabilities, to be followed by accountability and metrics. We are starting with meaningful change within our own organization.
- To build capabilities, we are establishing an understanding of race equity and inclusion principles through a common language (e.g. definition of equity, equality, etc.) and training. Build awareness among supts and directors of why people leave jobs (per Alan – the 2 main reasons employees leave are pay or they hate their boss).

Update from Tiffany Short, Director of Culture and Organizational Effectiveness

- Employee Engagement continues through recognition and appreciation. A local west side artist came and did some wonderful upbeat chalk murals; giveaways, acknowledgement and thanks are distributed on all shifts. Followed by survey to gauge improvement.
- Lincoln West Science and Health had an excellent 93% graduation rate in June; all graduating accepted into colleges, all got chromebooks thanks to JP Morgan; summer internships offered for 2019 class in nursing, info technology and police dept.
- The Lincoln West Science and Health track offers 2 certifications through courses and State tests: IT certification class and STNA class; COVID presents a huge challenge for participation and completion. Students to return this past Monday October 24. Seniors will be onsite. A chemistry lab is under construction. MH will continue to be a forum for exposure to health professions and mentoring.
- Insights and Learning so far are that: support for college prep worked well; will work on more parent engagement and education and additional tutoring & job shadowing.

Provider Recruiting Update

- Diversity Recruitment report created by Dominic Rapposelli, Human Resources Analyst
- 2019 inclusive candidate metrics show that interview pool was inclusive. Hiring of diverse Advance Practice Professionals exceeded goals, particularly in female hiring category. Lag in physician hiring diversity.
- Racial diversity composition of execs, directors and managers ranged from 14 – 20% (2019). Physicians were 26% for racial diversity. This includes native American, Asian, African American, Latino and multiple combined.
- In the 2nd quarter of 2020 there were 16 provider hires; 2 were African American; 0 Hispanic. We were provided the names of each. Chair search committees are now intentionally diverse. There is an RFP out to implement a process to attract, hire, advance and retain employees which builds our culture of equity and inclusion. We are starting to use PracticeMatch which helps track provider applicants by race & ethnicity.

Campus Transformation Update

- Campus Transformation results were presented by Walter Jones, SVP of Campus Transformation. All but two contractors are now on board; approaching full spend per budget. We are halfway through the project – 2 more years. Overall diversity spend is 65%; minority business spend is 20%
- Workforce of tradespeople on site 345 (peak is 500; expect stats to improve according to goals as we move forward). Onsite: 14% African American; 8% Hispanic (now 10%). We had an incident on the site with racial slur graffiti being discovered. Our whole construction project shut down without pay for 3 days. MH and contractor management and trade union president and reps addressed the workforce when they came back and they collectively got a strong message across of 0 tolerance for such acts. Investigation ensued. Severe consequences for this.

- Our system is to be commended for the fast-paced response and action to insure a safe and secure worksite for all workers, free from harassment, hate and intolerance. Education rolled out for all. Arlene Anderson will spend more time surveying the site – apparently she is feared.

Planning Design & Construction Update

- Margaret Hewitt, Director of Planning, Design and Construction reported that the diversity and minority spend is 20%.

Facilities Update

- Karen Dettloff, VP of our current Facilities reported more diversity spend in August/Sept with the addition of 4 new minority vendors with active efforts underway to increase these, with guidance from Arlene Anderson. We had 31% div spend and 20% minority spend.

Supply Chain Update

- Supply Chain stats were provided by Mike Jones who stood in for Justin Gallo, the VP of Supply Chain. Diverse spend was 90%; minority business spend was 10%.

Diversity Spend Update

Finally, Arlene Anderson, Senior Manager of Diversity Solutions provided an overview of her efforts currently:

- She is improving the supply chain registration through the portal. Justin sends out upcoming requests for bids, and then encourages minority vendors to apply if they are registered. Before end of year, we will intentionally identify minority vendors in the community; talk to them about registering with the supplier diversity portal; encourage them to get their business certification paperwork up to date in advance so they are eligible to submit bids, and Arlene is offering herself as a mentor in this regard.
- She is involved with the goal-setting and building in pertinent contract language relative to diversity; formalizing the statistical reporting; will start with the bidding process in Margaret Hewitt’s area of Planning, Design and Construction. In the end will produce a comprehensive manual for consistency in practice along these lines.

This concludes the Diversity Committee report and I am open to any questions.

III. Non-Consent/Action Items – None

IV. Consent Items – None

Meeting adjourned at 3:14 p.m.

The next BOT meeting is scheduled for November 11, 2020 at 2:00 p.m.

Respectfully submitted by Maureen Dee & Alan Nevel