

The MetroHealth System Board of Trustees

EQUITY, INCLUSION & DIVERSITY COMMITTEE

October 26, 2022

4:00 – 5:00 pm

Meeting held at MetroHealth Glick Center AC2-311A&B or Via Zoom

Meeting Minutes

Committee Members Present: Maureen Dee, John Hairston, Jr., Vanessa Whiting

Other Trustees Present: Inajo Davis Chappell, John Corlett, Dr. E. Harry Walker

Staff Present: Dr. Akram Boutros, Domonique Allds, Arlene Anderson, Margarita Diaz, Alan Nevel, Sonja Rajki, Tiffany Short, Brian Rentschler, Dr. Jennifer Bailit, Dr. William Lewis, Dr. Charles Modlin, Nicholas Sukalac, Eloy Vazquez, Craig Richmond, Dr. Nabil Chehade, Julie Jacono, Dr. Boulanger

Vanessa Whiting called the meeting to order at 4:21 pm.

(The minutes are written in a format conforming to the printed meeting agenda for the convenience of correlation, recognizing that some of the items were discussed out of sequence.)

I. Approval of Minutes

No minutes to approve.

II. Information Items

Equity, Inclusion & Diversity Update – Margarita Diaz & Dr. Charles Modlin

Ms. Diaz discussed the Equity Goals as they pertain to Patient Experience, Culture and Values, HR Systems Policies and Practices and Employee Experience, to sustain the health model of Culturally Patient Centered Care to all, to remove both visible and invisible barriers of access to health care and health care services to provide more equitable outcomes while building trusting partnerships to all to align with the overall equity, inclusion and diversity system goals. The Unconscious Bias



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Education training has been a success with 48% of the workforce trained and 58% registered to be trained. Overall response has been positive. Physician and Provider Education in partnership with VRBC Consulting and had a four-hour workshop on Health Equity. The first Minority Men's Health Fair in April was a huge success. The next Minority Men's Fair has been scheduled for April 27, 2023. They are now discussing another health fair to include the La Placita/Hispanic Business Center and Women's & Children's.

Culture & Workforce Development Update – Tiffany Short

Ms. Short discussed the Community Education and Workforce Development goals which include: sustaining partnerships with community agencies to provide pathways for new and diverse talent into MetroHealth's employment opportunities; providing resources and programs for MetroHealth employee development and promote long-term retention through internal pathways; offering training programming focused on upskilling community members who are unemployed, under-employed and/or need of additional developmental skills; and driving youth exposure opportunities into healthcare careers.

The Accessible Workforce Training for MetroHealth Employees and the Clark-Fulton Community started in the Spring of 2020. Several courses were offered including Medical Terminology, Microsoft Office, Google IT, and Digital Literacy. The program has been an overall success with 202 enrolled in a course and 143 successfully passing a course. The MetroHealth Opportunity Center is home to the MetroHealth/Tri-C Access Center. They will link systemic disparities to educational programming to ensure better healthcare outcomes and integrate Lincoln West School of Science and Health students and families. Community Connections has partnered with local workforce and resource providers to connect participants to work opportunities at MetroHealth. This has resulted in connecting with over 300 job seekers and has resulted in 86 employment referrals. Lincoln West School is looking to expand the number of students attending and securing additional space to house 9-12th grades in one location.

Provider Strategy Update – Domonique AllDs

Ms. AllDs stated that MetroHealth has leveraged campus and local/national organization partnerships to support raising awareness for open roles and attract diverse candidates. To address this need they are aggressively focusing on specialty areas. MetroHealth partnered with Korn Ferry to create a toolkit. The toolkit is designed to include all aspects of the Provider Recruitment processes while focusing on the importance of inclusive recruitment and EID best practices.



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Provider Recruitment also worked with the Surgical Residency Program to ensure best practice in the match process to ensure equity. Currently the Physician Executive Search Committee is recruiting for the Chair of Neurosurgery, Chair of Psychiatry, Chair of Surgery, Specialty Care SL Physician Executive, NMSK SL Physician Executive and Cancer Care SL Physician Executive. All of these committees are compiled of members who are diverse in rank, department, gender and race/ethnicity.

Supplier Diversity Update – Arlene Anderson

Ms. Anderson provided data on the supplier diversity statistics for the Transformation Project, specifically the new hospital and CUP Construction.

She reported that the APEX Project Diversity Spend just started.. The Supply Chain Tier 2 Spend Snapshot was discussed. They are conducting department audits with each department to see what was spent and also discussed direct spend with vendors.

III. Recommendation/Resolutions Approvals

None

There being no further business to bring before the Committee, the meeting was adjourned at approximately 5:26 pm.

Alan K. Nevel, MBA
SVP, Chief Equity Officer