

The MetroHealth System Board of Trustees

EQUITY, INCLUSION & DIVERSITY COMMITTEE

April 26, 2023

1:30 – 3:00 pm

Meeting held at MetroHealth Board Room (K-107) or Via Zoom

Meeting Minutes

Committee Members Present: Harry Walker, M.D.-I, Inajo Davis Chappell-I, John Hairston, Jr.-R

Other Trustees

Present:

Staff Present: Airica Steed, RN-I, Laura McBride-I, Alan Nevel-I, Arlene Anderson-I, Olusegun Ishmael, M.D.-I, Jennifer Bailit, M.D.-I, Joseph Frolik-I, Julia Mason-I, Cheryl Forino-Wahl-I, Aparna Roy, M.D.-I, Romona Brazile-I, Richard Blinkhorn, M.D.-I, Jennifer Lastic-I, Deirdre Solymosi-I, Adebajo Solaru-R, James Misak, M.D.-R

Dr. Walker called the meeting to order at 1:38 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

The minutes of the January 25, 2023 Committee meeting were approved as submitted.

II. Information Items

Equity and Inclusion Update – Alan Nevel

Mr. Nevel stated that in conversations with Dr. Steed they want to move the Committee agenda from a general report out to begin to tie the activities to outcomes from the initiatives. The goals from the health equity perspective are to build sustainable equity across four domains at a very high level that include



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Patient Experience, MetroHealth Culture and Values, Human Resources Policies and Practices and Employee Experience. There are many different department leaders that are involved in these efforts, and we want to make sure that there is a connective thread throughout the entire organization. The call to action around addressing many of the bias, disparities and barriers that impact the inability for everyone to live their best and healthiest life.

Mr. Nevel summarized the various educational offerings across the System including ones addressing unconscious bias, sexual orientation, and gender identity. He noted that, in the last 22 months 56% of the workforce has participated in unconscious bias education with 95% saying the session was valuable. He also summarized how the System's various employee business resource groups have evolved in supporting employees and the business of the system. He noted that tomorrow is the Minority Men's Health Fair in three locations with over 30 free health screenings being offered. Mr. Nevel stated that last year there were over 1,000 attendees and we are expecting much more this year. A Women's Health Fair will be held at the Cleveland Convention Center on September 30th.

Workforce Development Update – Deirdra Solymosi

Ms. Solymosi provided an overview of the workforce development activities including an expansion of the partnerships and training offerings to include foundational courses that are required for allied health degrees and short-term certifications at the MetroHealth Access Center. The new cohort for Community Health Worker training started on April 10th. Twenty students are currently enrolled with six being MetroHealth employees. A Lincoln West STNA cohort completed training on April 8th. She also highlighted that summer internship placements are underway with 50% of the open positions filled with over 175 student applicants. Mr. Nevel stated that he, Dr. Ishmael, and several others met with leadership at Tri-C to see how we could further strengthen our partnership for additional workforce development. They are looking particularly at Allied Health Careers and leveraging their nursing program. Dr. Melissa Kline is the point person on our end working with Tri-C leadership. The Youth Exposure Program is designed to provide shadowing experiences and workforce exposure to 6th-12th grade students. They offer not only shadowing in hospital operations and nursing, but in many other areas like information technology, social work, and the Men's Minority Health Fair. The Men's Minority Health Fair will allow students to experience healthcare professionals in action. The goal is to engage 75-100 local students.



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Supplier Diversity Update – Arlene Anderson

Ms. Anderson gave an update on diversity spend for facilities management, planning, design, construction, and supply chain. Ms. Anderson stated that an outreach event was held to bring in minority contractors. As a follow up, leaders from Facilities Management, had a follow up meeting with minority contractors to talk about some of the barriers experienced and work on ways to remove barriers and establish relationships. Ms. Anderson stated that language in contracts has been updated to ensure that the contractors the System partners with understand the importance of diversity. The team has implemented a diversity plan, which includes regular diversity reviews. She related that the team also meets with the System's largest GPO, Premier, on a bi-weekly basis to make sure that they capture any opportunities and identify new minority owned contractors that that may qualify. She summarized that with the creation of a diversity dashboard in the Supply Chain department, the System can better keep track of the minority contractor engagement.

Economic Development Update – Alan Nevel

Mr. Nevel gave an update on three projects including the West 25th Development Via Sana. When initially planned the first-floor space was going to be solely allocated for Tri-C Access Center. Since then, we have received \$5M from KeyBank to do some additional workforce development, financial literacy coaching, and so the space will now be jointly used between the Access Center and the activities that are focused more for the Institute for HOPE. He related that all the apartments are full. He also noted the potential development on West 25th for senior housing. A \$450,000 State Capital Grant was received to partner with Cleveland State University to establish a center around the senior care training program. Finally he provided an overview of a potential development to relocate the Glenville Health Center, which is in initial stages.

Community Advisory Council Overview – Romona Brazile

Ms. Brazile shared an update on the Community Advisory Council (CAC). The CAC and The MetroHealth System work in partnership to identify opportunities and implement solutions to improve the health and wealth of communities in Greater Cleveland. The goal of the initial council is to involve the community in the development of the CAC and neighborhood-based teams. They will meet monthly until the goal is met. The CAC Membership would include one member from each Community Advisory Council and up to 50% of the council consists of residents from the Community Action Councils. A MetroHealth Liaison will serve as conduit between Community Advisory Steering Committee and this Committee. The



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Community Action Council is based on geographies that align with MetroHealth service areas. The next steps include finalizing and obtaining leadership support for CAC initial and overall structure, determine process and system for council members, selecting date for initial council meeting and development of training and guidance documents. This will be announced at the Juneteenth Freedom Fest.

There being no further business to bring before the Committee, the meeting was adjourned at approximately 3:07 pm.

Dr. Airica Steed, President & CEO

