



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

Date: Wednesday, January 27, 2016
Time: 2:00pm – 4:00pm
Place: Board Room – K107
Trustees: Mr. McDonald, Ms. Whiting, and Mr. Spain
Present: Dr. Boutros, Ms. Delp, Mrs. Johnson-Hall, Ms. Negrón-McDaniel
Dr. Herran, Mr. Hodges, Ms. Becerra, Mr. Mayer, Mr. Martucci, and Mr. Peters

MINUTES

The meeting was called to order by Ms. Whiting at 2:05pm.

1. The minutes of the October 28, 2015 meeting were reviewed and approved.
2. Ms. Whiting presented the Chairperson Update.
 - We need to establish a board committee on Community Engagement. We will expand the role of the Inclusion & Diversity Committee, but will remain a Board Chartered Committee. The goal is to expand our engagement with the community by connecting with the public in a different way. We need to elevate our engagement beyond our current structure.
 - We need to discuss establishing a sub-committee to the Board Diversity Committee to support the work of the internal Community Engagement team. There is intention to introduce MetroHealth to a broader audience and there is a focus on population health.
 - Introduced new committee member, Floyd Peters, a Patient and Family Adviser, from the program of the Office of Patient Experience.
3. BOT Diversity Charter Review was deferred until the next meeting.
4. On behalf of Mr. Walter Jones, Mr. Mayer presented the Transformation & Construction Update. Reviewed the Business Enterprise Report for Campus Transformation:
 - Current Contractor Commitments to date were presented and discussed.
 - Presented the 2015 Quarterly Summary (Q1-Q4) for Non-CBE percentages and CBE percentages
 - Transformation Projects discussed-CCP Expansion and Brecksville Health Center
 - Displayed the total construction cost
 - Total CBE commitment is at 28%
 - Completed Projects Summary for a 12-month rolling period displayed.

- Both Original Diversity Participation, and Final Diversity Participation is at 25% for fifteen (15) completed projects

5. Mr. Martucci, Director, Supply Chain, introduced himself to the committee and shared his background. This is Mr. Martucci's first Board Meeting. Mr. Martucci presented the Supplier Diversity Update.

- An Analysis of MHS purchase order vendors was done in October 2015 and obtained the following results:

Vendor Scrub – Key Highlights:

- Total number of PO vendors: 3,490
- Diversity Breakout displayed which includes Minority Owned, Woman Owned, Veteran Owned, Disabled Vet, Hub Zone, and Small Business. Total at 27.28% for local and diverse vendors.
- 2015 Diverse spend is \$9.57 MM or 6.5% of base spend (\$148 MM).
- Hosted and attended various meetings and events to improve diversity for 4th quarter 2015. Discussed Community Outreach events and opportunities with community partners.
 - Supplier and Vendor Diversity SMART Team
 - Premier National Council Meeting
 - Ohio MSDC Supplier Development Exchange
 - Greater Cleveland Partnership Economic Development Event at Corporate College
 - Plexus Network Night

Development:

- Nationally recognized supplier diversity program for other health systems
- Appointed “Mentor” – Supplier Diversity Coordinator for Henry Ford Health System – Detroit
- Vendor Outreach

6. Mr. Hodges presented the Talent Acquisition report:

- We surpassed the 40% goal for 2015 Inclusive Candidate Metrics – Race/Ethnicity & Gender (Management & Physician: Interviewed/Hired). We surpassed the 25% goal for Race/Ethnicity only (Management & Physician: Interviewed/Hired).
- 2013 – 2015 Leadership Racial Diversity Composition shows a slight decrease in the Vice President role, and increases in the Director and Manager roles. Decrease in the Vice President role is due to people exiting the system.
- Physician and Leadership Racial Composition data shows a 2% increase.

7. Ms. Negrón-McDaniel presented the Office of Inclusion & Diversity Report.

- 2015 I&D Goals – presented key initiatives:
 - Leadership Engagement: Initiated the Leadership Diversity Dashboards to present to and engage senior leaders; the goal was to create awareness of employee composition by race and gender, discuss challenges, resources and best practices. Also engaged leadership in the mentoring program for managers/directors.

- Training & Development: 6,960 employees completed the Inclusion & Diversity educational online module in 2015; over 1,000 employees were engaged via the employee resource groups; completed 350 values orientations; 140 new residents received I&D orientations; over 150 nurses received I&D orientation. Additionally, completed 9 individual interventions, implemented special topics and critical dialogues with over 500 participants, and over 200 employees participated in the mentoring program as mentee or mentor.
 - Supplier Diversity - Completed 7 community engagement programs on how to do business with MetroHealth with over 200 participants representing MBE, FBE, and local business enterprises. Local diverse vendors also included LGBT and Veteran designated businesses.
 - Inclusive Workplace: Co-creating an inclusive organization from various levels of system.
 - Individual: Increasing knowledge, self-awareness and skills
 - Group: Team dynamics, communication and managing conflict
 - Organizational: Pertinent policies in place, leadership accountability measures, inclusive management and leadership
 - Culturally and Linguistically Appropriate Services (CLAS) – completed gap analysis of the CLAS standards at MetroHealth; this informed strategic priorities, including focusing on language access services, fostering cultural competence and collecting race, ethnicity and language patient information in order to inform population health and health equity work. Launched the Language Access and Communications Services Center and scaled up training on inclusion and diversity and cultural competence.
 - Community Engagement – Internally: We now have 8 employee resource groups for employee engagement on areas of interest, the mentoring program, employee experience programs and events. Externally: Employment and Vendor Outreach; MetroHealth/Lincoln West Mentoring Program, and key community partnerships for outreach and education.
- 2016 Goals
 - Scaling up training and development- being intentional about system partnerships and integration into system initiatives
 - Include the ambulatory sites-for facilitated values orientations, trainings and development of culture based on organizational values
 - Targeted community engagement- including the targeted focus groups with diverse patient populations
- I&D Strategic Plan 2016 – 2018 Reviewed
Details can be obtained from L. Negron-McDaniel

Respectfully submitted,
Francine Johnson-Hall