



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

Date: Wednesday, October 25, 2017
Time: 2:00pm – 4:00pm
Place: Board Room – K107
Chair: Ms. Whiting
Trustees: Ms. Dee, Mr. McDonald, and Mr. Spain
Present: Ms. Diaz, Ms. Delp, Mr. Hodges, Ms. Johnson-Hall, Mr. Jones, Dr. Kea, Ms. Lining
Mr. Martucci, Mr. Moss, Ms. Negrón-McDaniel, Mr. Peters, Mr. Phillips, Ms. Platten
Mr. Stern

MINUTES

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

1. The minutes of the July 26, 2017 were reviewed and approved.
2. Ms. Negrón-McDaniel presented Office of Inclusion and Diversity (I&D) Report.

2017 Enterprise Inclusion and Diversity Goals

- 2016 – 2018 Inclusion & Diversity Strategic Plan Update
 - Diversity Charter Initiatives:
 - Increasing participation and spending with minority and underrepresented vendors, suppliers, and contractors
 - Establishing an inclusive environment for all employees, patients, and the community
 - Creating an institution whose workforce is reflective of its patient population
 - Providing excellent and accessible patient care
- Definition of Inclusion and Diversity at MetroHealth (new)
 - Presented updated definition for inclusion and diversity
 - To include, respect, and engagement of differences in ethnicity, gender, age, national origin, disability, sexual orientation, education, and religion of our employees, patients and the community; among other differences and diversity
- Inclusion and Diversity Communication Plan
 - Senior Leadership: report at board meetings, senior leadership councils, and operations and management councils
 - Employees: Report I&D strategy, programs, events, training opportunities and success stories.
 - Patients and Families: Communicate commitment to creating a welcoming, respectful, affirming and safe health care experience; share I&D successes and stories.

- Community: I&D vision and strategy, awards and recognition, data on I&D progress.
Communication Channels: External website, newsletters and annual report.

Ms. White asked the committee to review the strategic plan and the definition of Inclusion and Diversity and provide feedback to Ms. Negron-McDaniel

- Minority Physician Recruitment Update – Hired 10 Diverse Physicians
 - Eight (8) Staff Providers, one (1) EpressCare provider, one (1) Intern
 - Specialties: Medicine, Family Medicine, Dentistry, Surgery, Psychiatry, and Physical Medicine and Rehabilitation

3. Mr. Hodges presented the Human Resources Initiatives

2017 Inclusive Candidate Metrics

- Diversity Percentage is at 35%; Race/Ethnicity & Gender, and for Race/Ethnicity Only
- Compared to last quarter: 8% increase in candidates interviewed; and 9% increase for candidates hired.

2013 – 2017 Physician & Leadership Composition

- Racial diversity: Physicians 26%; and Leadership 15%
- Gender: Physicians (male) 58%; and Leadership 30%
- Gender: Physician (female) 40; and Leadership 68%

Promotions and New Hires

- Fifty-six (56%) of management positions filled since 2013 have been promotions: Executives, Directors, and Managers

Employee Retention Plan

- The objective is to develop and acquire the talent needed today for the here, now, and beyond.
- Attract, develop, and retain talent at all levels of the organization and preparing the next generation of leaders.
- Identify career paths, mentoring and learning plans for all levels and maintain high engagement in ongoing professional development activities.

Retention Programs and Strategies tied to them

- Leadership – Vision for the Future
 - Best in Class Leadership
 - Succession Planning
 - Level Up Mentorship
- Emerging Talent – Building the Bench
 - Leadership Mentoring (transition to leadership role)
 - Early Career Mentoring/Coaching
 - Intro to Best in Class Leadership & Assessment
- Early Career – Developing Knowledge (building pathways)
 - Ongoing Education and Development
 - Community Partnerships
 - Coaching and Mentoring
- Enterprise Wide Objectives

- Retention programs at all levels
- Enhance Employee Resource Groups
- Manager Toolkit

2018 Tentative Retention Plan Timeline (presented for approval)

- Q1: Mentoring and Coaching
- Q2: Career Entry Tracks; Workforce Development Partnerships; and Leadership Speakers Series
- Q3: Emerging Leaders Best in Class
- Q4: Succession Planning; HiPO Development Plans; and Emerging Leaders Stretch Projects

What is the movement needed to apply these actions?

4. Ms. Lining presented Inclusion and Diversity Program Update.
Employee Resource Groups (discussed the following)
Purpose: Engage, Develop, and Serve
 - Senior Leadership Outreach for Sponsorship and Mentoring
 - Employee Engagement
 - Employee Resource Groups (ERG) Council
 - Service Opportunities

5. Ms. Negrón-McDaniel presented on behalf of Mr. Jones the 2016 – 2018 Community Business Enterprise report.

6. Mr. Martucci presented Supplier Diversity Update.
 - Presented Q3 2017 Baseline and Local/Regional Spend Trend. Spend Trend is at 26%.
 - Presented Q3 & Q4 2016; Q1 – Q3 2017 Local and Regional Spend Trends. No significant change year to year.
 - 2016: Numbers are down slightly for dollars and percent spend trend
 - 2017: Slight variations from quarter to quarter, 26%, 27%, 26% for spend trend
 - Presented Baseline and Diverse Spend Trend.
 - Added two vendors: Veteran Business Enterprise; and Service Disabled Veteran Business Enterprise
 - For Q3 2016 – Q3 2017, trending at 7% of total diverse spend.

Meeting adjourned at 3:30pm

The next BOT meeting is scheduled February 14, 2018

Respectfully submitted by Francine Johnson-Hall