



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

Date: Wednesday, February 13, 2019

Time: 2:00pm – 4:00pm

Place: Board Room – K107

Chair: Ms. Whiting

Trustees: Ms. Whiting, Mr. McDonald, Ms. Dee, Ms. Anderson, Mr. Hairston

Present: Dr. Boutros, Dr. Boulanger, Dr. Werner, Ms. Gallagher, Mr. Johnson, Mr. Martucci, Mr. Jones, Mr. Nevel, Ms. Southerington, Ms. Short, Ms. Diaz, Ms. Lining, Ms. Rajki, Mr. Stern

MINUTES

The meeting was called to order by Ms. Whiting at 2:00pm.

1. The minutes of the August 8, 2018 meeting were reviewed and approved.
2. Ms. Short shared the Q4 2018 Inclusion and Diversity update.
 - a) Facilitated interactive sessions for GME, NOHIMA, Baldwin Wallace University on Cultural Competence
 - b) Solidified planning efforts and communication plans for upcoming 5th Annual Transgender Career Fair
 - c) Submitted feedback survey for Crucial Conversations and Special Topics to inform 2019 calendar of events
 - d) Facilitated ongoing REaL education sessions. Published article in Ohio Hospital Association Hospital Improvement Innovation Network “*Addressing Health Disparities Through REaL Data Collection*”
 - e) Initiated planning for the conversion of ERGs to EBRGs
 - f) Collaborated with ERGs – Women in Metro and African American Alliance programs
 - g) Strengthened the triad between I&D, HR Business Partners, and Employee/Labor Relations
 - h) 13 individual and group coaching sessions led by I&D
3. Mr. Nevel presented I&D’s 2019 Key Areas of Focus
 - Increase accessibility of I&D programming to Ambulatory sites
 - Conversion rate of ERGs to EBRGs (Business-focused)
 - Secure and retain employment opportunities for LWSSH students
 - Educate Providers on Transgender patient care
 - Identify I&D Consulting Partner
4. Mr. Nevel facilitated discussion regarding I&D scorecard goals for 2019 and it was determined that further discussion was needed by a subset of the committee to develop a shared point of view and

subsequently present to the committee.

- Recruiting and Retention Opportunities:
 - Develop a holistic plan to recruit top nursing talent, opposed to a decentralized approach
 - Widen our net of nursing talent to increase the number of candidates screened for openings and reduce time to fill rates
 - Identification and deepening of relational strategic partnerships with colleges/universities and professional organizations
 - Deploy additional developmental resources to engage and retain nursing staff

5. Ms. Gallagher shared the following data collection changes for 2019 Provider Recruitment.

- Monthly meetings between Recruiters and Office Professional Affairs to collect data for reporting
- Monthly reporting to Human Resources vs Quarterly
- Monthly reporting to Human Resources of any targeted recruitment

6. Mr. Martucci presented Supplier Diversity.

- Presented Q4 2018 Baseline and Local/Regional Spend Trend: at 52% (stretch)
- Presented Baseline and Diverse Spend Trend:
 - Q4 2018: Spend trend is at 15.6% (we are at stretch for this goal)
- Q4 Highlights:
- Outreach:
 - Emerald Cities E-Contractor Academy network night
 - Urban League of Greater Cleveland “How to do Business with MetroHealth”
 - GCP’s Minority Business Growth Committee for Supplier Diversity
 - GCP “The Anatomy of a Bid” event
 - Premier’s supplier diversity committee meeting
 - MHS’s 1st diverse supplier reverse trade show
- Tours:
 - ASW Global
 - Tri-C’s new supply chain and logistics warehouse built in support of a new program

8. Mr. Jones presented Q4 2018 Transformation Diverse Spend.

Meeting adjourned at 3:50pm

The next BOT meeting is scheduled for May 22, 2019

Respectfully submitted by Alan K. Nevel