



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

Date: Wednesday, November 20, 2019

Time: 10:00 a.m. – 12:00 p.m.

Place: Board Room – K107

Chair: Ms. Anderson

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

Present: Ms. Allds, Dr. Boulanger, Ms. Diaz, Ms. Gallagher, Ms. Goerndt, Mr. Jones, Ms. Lining, Mr. Nevel, Ms. Platten, Ms. Rajki, Ms. Short, Dr. Werner,

**MINUTES**

The meeting was called to order by Ms. Anderson at 10:30 a.m.

I. The minutes of the August 21, 2019 meeting were reviewed and approved.

II. INFORMATION ITEMS

**Inclusion and Diversity**

- Alan provided an overview of the I&D Physician Recruitment strategy
  - Discussed targeted schools that MHS is looking to deepening our relationship and presence
  - Identifying a Diversity Recruitment Champion
  - Implemented a Diversity Provider Committee – discussed the purpose of this committee
- Introduced Dr. Meera Kondapaneni and discussed her new role which is focused on diverse recruiting and retention
- Margarita Diaz provided an update on First Year Cleveland

Comments:

- Arlene asked about timing of piloting the I&D strategy
  - Mid-March for matching and Spring for Residency

**Diversity Recruitment - Providers**

*Dominque Allds and Patricia Gallagher presented*

- Provided an overview of the Diversity Provider Recruitment strategy
- Discussed recent and upcoming career fairs that will take place in Q1 2020
- Partnership with the Case Western Reserve Medical students – networking events

Comments:

- John asked if had staff identified to support the outlined recruitment efforts
  - Alan talked about the Internal Diversity Provider Committee. Many of which are alum from some of the targeted schools identified
- It was mentioned and agreed that we need specific hiring targets for Hispanic Provider recruitment

**Employee Business Resource Groups**

The following ERBGs presented:

Diverse Nurse – Margarita Diaz

Hispanic Forum – Camille Garcia

Christian Fellowship & Interfaith – Tina Lining

Veteran’s Group – Don Michalosky & Joe Johannes

Comments:

- Arlene & Vanessa: Expressed their gratitude for all of the work that each of the ERBGs are leading, especially with full time positions and limited resources.

**Action Items:**

- Develop engagement plan for Ambulatory sites to participate in EBRG initiatives and gauge interest in the development of a new EBRG for Providers

**Campus Transformation**

*Walter Jones and Margaret Hewitt presented*

- Jason Jones from Turner Construction
- Talked about the project is represented of the community – Construction and Campus Transformation

- Wanting to engage the Latino Construction Program by partnering with Spanish American Committee – trade workforce underserved
  - 6 week program for Latino decent -> soft skills, construction vernacular, etc
  - Adriane Maldonado and other stakeholders has been providing guidance to Turner on outreach to increase more diverse MBE/WBE/SBE participation and engagement. This includes education sessions and open houses to learn more about Turner and MetroHealth.
  - 59 of 91 secured apprenticeship post completing the 6 week program
  - Target 100 new first time apprentices on the MHS project

Comments

- Vanessa: Have the students from the pre-apprentice programs from the League and Tri-C programs, have they been hired onto this project
  - Jason will check into it

**Action Items:**

- Denote Hispanic and African American companies that are working on the project

**Supplier Diversity**

*Darrell Johnson and Karen Dethloff presented*

- Diverse spend declined Q3 – currently researching the issue
- Exploring 3<sup>rd</sup> party systems to implement to increase effectiveness of targeting diverse vendors
- Diverse vendors are trying to sell to MH – typically it is a competitive market or they are selling products/services that we do not need
- Last Diverse Supplier Event 48 registered, 22 were present
- Facilities project, no diverse spend Q3. Should see higher numbers in Q4

III. Non-Consent/Action Items – None

IV. Consent Items – None

Meeting adjourned at 12:20 p.m.

The next BOT meeting is scheduled for February 12, 2020.

Respectfully submitted by Alan K. Nevel