



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

Date: Wednesday, February 12, 2020

Time: 2:00 p.m. – 4:00 p.m.

Place: Board Room – K107

Chair: Ms. Anderson

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

Present: Ms. Allds, Ms. Hewitt, Ms. Diaz, Ms. Goerndt, Mr. Jones, Ms. Dethloff, Mr. Nevel, Ms. Platten, Ms. Rajki, Ms. Short, Dr. Werner, Dr. Kondapaneni,

Guest Presenters: Turner Construction, Adrian Maldonado & Associates

MINUTES

The meeting was called to order by Ms. Anderson at 2:00 p.m.

I. The minutes of the November 20, 2019 meeting were reviewed and approved.

II. INFORMATION ITEMS

Inclusion, Diversity and Culture Update

- Tiffany Short provided an overview of I&D Programming accomplishments for Q4
 - Reviewed Culture Survey and Focus Group Results
 - System performed at or above the benchmark on 6 of 6 survey indices (Purpose, Opportunity, Success, Appreciation, Wellbeing, Leadership)
 - Areas for continued improvement in 2020 are Appreciation, Connecting to Purpose, and Opportunity (emphasis on Special Projects)
 - Shared design/layout of “ALL IN” Yearbook which celebrates career anniversary milestones for employees
 - Provided demo of “ALL IN” Employee Recognition Site and phased implementation plan
 - Shared list of upcoming Black History Month events

- Margarita Diaz provided an update on Unconscious Bias Training leveraging First Year Cleveland's partnership with Cook Ross
 - First phase of training is to develop foundational knowledge defining bias, establishing common terminology/language and address steps to mitigate bias
 - MetroHealth has 5 certified internal trainers who will be implementing this training across the system beginning in March

Recruiting and Workforce Development Update

- Dominique Allds provided Q4 provider recruitment metrics
 - Q4 Hiring Demographics by Gender – 56% Female, 44% Male; Race/Ethnicity – 10 Caucasian, 1 Two or More, 1 Asian, 15 Opt Out
- Tiffany Short provided an update on Lincoln West School of Science and Health
 - MetroHealth continues to offer job shadowing, career panels and simulation experiences to enhance the student experience
 - We currently have 7 participants in our STNA, and IT Certification programs
- Tiffany Short shared that the Tri-C & MetroHealth Access Center officially launched on January 29, 2020
 - The Access Center brings education and job training to our Main Campus

Turner Construction D&I Overview: New Hospital & CUP

- Turner Construction presented their Diversity and Inclusion Plan associated with the Campus Transformation
 - Enterprise Goals:
 - Small Business Enterprise (SBE) = 25%
 - Minority Business Enterprise (MBE) = 15%
 - Hispanic Business Enterprise (HBE) = 5% of the 15%
 - Female Business Enterprise = 7%
 - Workforce Goals:
 - City Workforce = 20%
 - County Workforce = 40%
 - Minority Workforce = 20%
 - Hispanic Workforce Target = 5% of the 20%
 - Female Workforce = 6%
- Turner utilizes LCP Tracker, a third party tool to track workforce hours and collects data on gender, location
- Turner has the following programs in place to promote a more diverse workforce:
 - Latino Construction Program
 - 4 classes with total of 59 graduates

- 17 graduates got into Apprenticeship Program and 6 got into pre-Apprenticeship Program
 - Construction Education Classes
 - Modern Healthcare / Crain's Feature Article
- Turner has also conducted 5 outreach, networking events focused on the transformation project
- Turner also shared information regarding their Mentor/Protegee, ACE Mentoring and Community Improvement initiatives

Campus Transformation Update

- Walter Jones presented diversity spend to date (\$22.16M of expected total of \$108.18M) and workforce diversity of tradespeople on site (3% Female, 19% Minority, 19% City of Cleveland, 39% Cuyahoga County, 13% African American, 9% Hispanic)

Planning Design & Construction Update

- Margaret Hewitt shared that 27% of overall diversity spend (\$845K) has been with diverse businesses.

Facilities Update

- Karen Dethloff shared that 67% of overall diversity spend in 2019 was 67%. While partnerships and engagement with FBEs has been excellent, opportunity remains to better engage minority businesses

Supply Chain Update

- Alan Nevel shared that overall diversity spend for 2019 was 11.6% (\$13.46M)

III. Non-Consent/Action Items – None

IV. Consent Items – None

Meeting adjourned at 3:55 p.m.

The next BOT meeting is scheduled for May 13, 2020 at 2:00 p.m.

Respectfully submitted by Alan K. Nevel