

# The MetroHealth System Board of Trustees

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## EQUITY, INCLUSION & DIVERSITY COMMITTEE

January 25, 2023

1:30 pm

MetroHealth Glick Center Conference Room AC2-311A or Via Zoom

### Meeting Minutes

**Committee Members Present:** Vanessa Whiting-I, Harry Walker-I, MD -R, John Hairston-R

**Other Trustees Present:** John Corlett-I, JB Silvers, Ph.D.-I, Maureen Dee-I

**Staff Present:** Alan Nevel-I, Airica Steed, RN,-I Sonja Rajki-I, Charles Modlin, MD,-I Tiffany Short-I, Dominique Allds-I, Margarita Diaz-I, Craig Richmond-I, Elos Vasquez-I, Greg Zucca-I, Susan Fuehrer-R

Ms. Whiting called the meeting to order at 1:42 pm.

(The minutes are written in a format conforming to the printed meeting agenda for the convenience of correlation, recognizing that some of the items were discussed out of sequence.)

#### I. **Approval of Minutes**

The minutes of the October 26, 2022 Committee meeting were approved as submitted.

#### II. **Information Items**

##### **Vision of Office of Equity & Community Impact – Airica Steed, RN**

Mr. Nevel asked Dr. Steed to share her vision. Dr. Steed stated that one of the key areas for her is the importance of health equity and treating wounds you can not see physically. We need to engage the community not only through the ED but with housing, food insecurities, etc. as those are just as important and we need to elevate leadership around these things. She stated it is imperative to get out in the community more broadly to change lives. This is a powerful opportunity to do something that no one else is doing.

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<sup>1</sup> I-In-person, R-Remote



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### **Health Equity, Inclusion & Diversity Update – Margarita Diaz & Charles Modlin, MD**

Ms. Diaz stated the Office of Equity goals are to build sustainable Equity, Inclusion and Diversity across Patient Experience, MH Culture and Values, HR Systems Policies and Practices and The Employee Experience and to call to action and address the impact of implicit unconscious bias in patient care, employee interactions and community perceptions, close the practice gap by holding stakeholders accountable and model behavior that aligns with the overall equity and sustain the health model of Culturally Competent Patient Centered Care to ALL. There has been over ten thousand participants both internal and external in Employee Business Resource Group Activities along with over 3100 participants in various education courses. Unconscious Bias Education has had 51% of the workforce trained with 58% registered. Dr. Modlin stated that the Men'sHealth Fair has helped build trust in the community. He stated that we are hoping to have a similar event in July/August that will center around women.

### **Culture & Workforce Development Update – Tiffany Short**

Ms. Short stated that the premise of the access center is to bring workforce training to the community. Some of the fall course/activity included an Expungement Clinic, Community Health Worker Certification, Microsoft Office and Medical Terminology. All will be offered again in the spring/summer. A new class will be added regarding Women in Transition with classes beginning in mid-March. Lincoln West had 10 students selected for STNA program that will take place over spring break. Three students were awarded funding for a HBCU College Tour and the process for MH UNCF Scholarships for 20k/year has been initiated. Ms. Short indicated that the Healthcare Sector Collaborative is back after being on hiatus.

### **URM Provider Strategy Update – Dominique Allds**

Ms. Allds stated that MetroHealth has leveraged campus with local/national organization partnerships to support raising awareness for open roles to attract diverse candidates. Career Fairs have been held at Meharry College, RSNA, CWRU along with various Virtual Career Fairs. To attract URM Providers we will showcase MetroHealth's commitment to DEI, build relationships to become a recognized employer/brand and leverage the experience of MH physicians. The best practice in the match process is to ensure equity with learning from the surgical residency program as they aligned leadership and faculties with ideal candidates, embedded diversity in the program mission and connected candidates with residents from



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similar backgrounds with handwritten notes to applicants. Ms. Allds discussed the Provider Toolkit and why it was developed. The Provider Toolkit is meant to provide process clarity and best practice guidance for all stakeholders involved in the recruiting process, from job posting to onboarding a new hire, while also aligning everyone to be a champion of MetroHealth's mission with potential candidates. The Toolkit is designed to include all aspects of the Provider Recruitment processes while focusing on the importance of inclusive recruitment and EID best practices in Provider Recruitment. They recognize that it is imperative and a differentiator for MetroHealth to emphasize equity, inclusion, and diversity, and feel it will deliver on critical provider hiring needs. They conducted three 90-minute training sessions with Division Chairs and Medical Directors. The next steps include scheduling two more sessions for those who were not able to attend. They are currently recruiting for Chair of Neursurgery, Chair of Psychiatry, Chair of Surgery and Cancer Care SL Physician Executive.

### III. Recommendation/Resolutions Approvals

None

There being no further business to bring before the Committee, the meeting was adjourned at approximately 3:06 pm.

Alan K. Nevel, MBA  
SVP, Chief Equity & Community Impact Officer