

# The MetroHealth System Board of Trustees

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## EXECUTIVE & DIVERSITY COMMITTEE MEETING

January 26, 2022

4:00 – 5:00 pm

Meeting held via Zoom

### Meeting Minutes

**Committee Members Present:** Ms. Maureen Dee, Mr. John Hairston, Mr. Terry Monnolly, Dr. J.B. Silvers, Ms. Vanessa Whiting

**Other Trustees Present:** Ms. Inajo Davis Chappell, Mr. Robert Hurwitz, Mr. John Moss, Dr. E. Harry Walker

**Staff Present:** Dr. Bernard Boulanger, Dr. Akram Boutros, Dr. Nabil Chehade, Ms. Julie Jacono, Ms. Laura McBride, Mr. Alan Nevel, Ms. Sonja Rajki, Mr. Craig Richmond, Mr. Michael Stern, Dr. Sandra Werner

Ms. Whiting called the meeting to order at 4:03 pm, in accordance with Section 339.02(K) of the Ohio Revised Code.

(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 27, 2021 Committee meeting were approved as submitted.

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

Equity, Diversity & Inclusion 2022 Activities Update – *Alan Nevel, SVP, Chief Equity Officer*

Mr. Nevel presented the scope of work for his team for 2022. The work includes the Employee Engagement Survey which was successful with 53% of employees responding to the survey. Results in the Inclusion, Equity and Diversity (IED) categories were above the benchmarks but we are still not satisfied with where we are and will continue to strive for even better results.

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Efficacy: Targeted URM Development has been ongoing and has made strides to ensure continued growth and development. This has been developed by focusing on the internal pipeline of talent, succession or career development planning and training.

One of the main events this year is the Minority Men's Health Fair organized by Dr. Charles Modlin, scheduled for April 28<sup>th</sup> between 5:00 – 8:30 pm. The Fair will run at three locations, Broadway Health Center, Cleveland Heights Medical Center and Main Campus Medical Center, simultaneously. Volunteers are needed, as well as spreading the word to family, friends and the community.

Saving Our Daughters is a national organization that MetroHealth has partnered with to help our tween and teen girls. Celebrity KeKe Palmer is very instrumental in organizing sessions that will help girls cope with mental health needs for girls of color. Having virtual school sessions like: Mindful Monday, Talk It Out Tuesday, Wellness Wednesday, Thankful Thursday and Fitness Friday help girls come together in a positive setting. This partnership will conclude with an event around the All-Star Weekend on February 18<sup>th</sup> with approximately 275-300 girls in attendance.

Dr. Boutros shared percentages on the Diversity Plan Status among Hispanic, Women and Minority participants. MetroHealth has been successful in reaching stated goals. There are two goals that are below average, however, Dr. Boutros is confident that those goals will be achieved.

Ms. Whiting indicated that all further matters to be considered involve discussions of trade secrets, matters required to be kept confidential by law, personnel matters, as well as information subject to the attorney-client privilege. Upon unanimous roll call vote, the Committee went into Executive Session to discuss such matters at 4:38 pm.

Following Executive Session, the meeting reconvened in open session at 4:56 pm.

There being no further business to bring before the Committee, the meeting was adjourned at approximately 5:00 p.m.

Akram Boutros, MD, FACHE  
President and Chief Executive Officer