

Westchester County Health Care Corporation

Diversity and Inclusion Committee Meeting

February 2, 2022

4:00 P.M.

Via Webex

COMMITTEE MEMBERS PRESENT: Mr. Shroff, Interim Chair
Mr. Wishnie
Ms. Gevertz
Mr. Flannery
Dr. Adamson
Mr. Flannery
Ms. Mitchell
Mr. Israel

STAFF PRESENT: Ms. Switzer
Mr. Brudnicki
Mr. Ratner
Mr. Rabinowitz
Mr. Costello
Dr. Tedjarati
Ms. Fernandez

The February 2, 2022, meeting of the Westchester County Health Care Corporation Diversity and Inclusion Committee was called to order at 4:00 p.m. by Mr. Shroff, Interim Chair. A quorum was present.

MR. SHROFF ASKED FOR A MOTION TO APPROVE THE MINUTES FROM DECEMBER 18, 2020. MR. QUINTERO MOTIONED, SECONDED BY MR. WISHNIE. THE MOTION CARRIED UNANIMOUSLY.

Mr. Costello provided WCHCC's MWBE program background and current state for the Committee. He summarized the Agency MWBE participation objectives as follows:

- WCHCC is committed to providing contracting opportunities to certified MWBE's;
- WCHCC encourages participation of, and assures opportunities for, MWBE's in its procurement; and
- WCHCC advertises competitive bidding/RFP contracts in the NYS Contract Reporter.

Mr. Costello informed the Committee that WCHCC received a raw score of 15/19, a B score, for the year ended 2021. He stated that the annual MWBE goal is submitted each February.

Mr. Costello advised the Committee of WCHCC's MWBE next steps:

- Auditing Q1-Q3 to ensure full capture of MWBE spend;
- Seeking more assistance in this process from our Group Purchasing Organization ("GPO"), Vizient, and medical supply distributor, Medline;
- Review of current contract vendors to determine if qualified MWBEs now exist in that space;
- Hold internal training events focused on the MWBE program for key departments; and
- Sponsor additional outreach.

Mr. Rabinowitz advised the Committee of the following 2021 HR Diversity, Equity and Inclusion accomplishments:

- Partnership/pilot program with Rockland Jewish Family Services to employ eleven neuro-diverse adults as medical coders;
- Broad-based enhanced recruitment efforts designed to capture diverse/inclusive candidates, including:
 - Social media presence;
 - Job boards, including Diversity, Inc.; and
 - Employee referral programs
- Implementation of a fair market standardized comp structure for all non-represented positions to avoid disparate pay practices;
- Benefit Equity: constant review of health and welfare programs coverage available on all levels of our workforce, trans procedures, ABA therapy; financial/mental/physical wellness initiatives;
- 5L's – The gift of a Balanced Life;
- Care Champions; and
- Workforce Development Trainings.

Mr. Rabinowitz reviewed the Workforce Diversity HR Dashboards for the Committee.

Mr. Rabinowitz outlined the HR 2022 Goals for the Committee:

- Existing Dashboard review/creation of benchmark reporting tool with appropriate metrics and data analytics to address diversity, equity and inclusion workforce issues;
- Recruitment and retention strategies;
- Workforce development and education, including creation of new, and enhancement of existing, curricula and programs;
- Targeted Press Ganey surveys to measure diversity, equity and inclusion pain points and strategies to address identified issues;
- Strategic Goal of becoming “Best Place to Work”; and
- Subject Matter Expert on internal workforce diversity, equity and inclusion issues, including regulatory and policy changes and best practices.

Mr. Ratner updated the Committee on External/Community Health Equity initiatives. He discussed WCHCC’s approach to expanding community partnerships and outlined the communities of focus.

Mr. Ratner advised that Community Relations is actively developing a team experienced in liaising with groups in need of greater access to healthcare. He stated that current and future members will:

- Identify with communities of focus (e.g. Black, Hispanic, Orthodox Jewish and LGBTQ+);
- Be competent in second languages;
- Have ties and working knowledge of communities of focus; and
- Increase organizational cultural competencies.

Mr. Ratner stated that this approach allows for our team to be built with a focus on the communities that we serve.

Mr. Ratner discussed the continued work/next steps for WCHCC as follows:

- Continue WMCHHealth REACH Councils in Rockland and Orange counties;
- Strengthen the relationship with Orthodox Jewish Communities and their leadership;
- Expand on the success of the Vaccine Hub Health Equity Task Force;
- Further develop connections in communities of focus; and
- Partnerships with NYMC and local/government entities.

Mr. Ratner advised of the following upcoming events:

- HeLa Conference in partnership with NYMC – February 16, 2022;
- REACH Council Meetings – March 3, 2022; and
- End Racism Event – TBD.

Dr. Tedjarati provided a presentation on the Center for Women's Health Equity to the Committee. He stated that healthcare disparities are the leading cause of morbidity and mortality in women, both nationally and in our region and are created by the following:

- Inequitable access;
- Systemic barriers and biases; and
- Education and training.

Dr. Tedjarati explained that women are the gatekeepers of healthcare for families. He stated that there is growing federal and state awareness highlighting the need for a comprehensive approach to address disparities. Dr. Tedjarati advised that there is no other comprehensive Center for Women's Health Equity in our region.

Dr. Tedjarati discussed the background and highlights of Maternal Mortality, Health Screening, Oncologic Care and Gynecologic Care.

Dr. Tedjarati advised the Committee of the following accomplishments of the Task Force on Health Disparities since 2019:

- Education;
- Research;
- Community Engagement;
- Task Force Core Mission; and
- Implicit Bias Training.

Dr. Tedjarati outlined the vision and plan moving forward for the Center for Women's Health Equity:

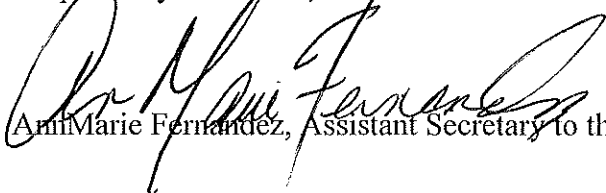
- Establish a center with WMC as leader and in partnership with NYMC and other community stakeholders;
- Appoint two associate directors initially that span the Network, as well as a Board; and
- Establish community partnerships for clinical programs, research and advocacy.

A discussion ensued.

Mr. Israel updated the Committee on the Diversity and Inclusion SVP candidate search.

MR. SHROFF ASKED FOR A MOTION TO ADJOURN THE DIVERSITY & INCLUSION COMMITTEE MEETING. MR. FLANNERY MOTIONED, SECONDED BY MS. MITCHELL. THE MOTION CARRIED UNANIMOUSLY.

Respectfully submitted,


Ann Marie Fernandez, Assistant Secretary to the Board