

Westchester County Health Care Corporation  
Equity, Inclusion and Diversity Committee Meeting

November 2, 2022

4:00 P.M.

Board Annex Room

COMMITTEE MEMBERS PRESENT: Mr. Shroff  
Ms. Gevertz  
Mr. Flannery  
Mr. Quintero  
Mr. Israel

STAFF PRESENT: Ms. Switzer  
Mr. Brudnicki  
Mr. Ratner  
Mr. Costello  
Ms. Roman  
Ms. Sandhu-Gay  
Dr. Garrick  
Dr. Tedjarati  
Ms. Fernandez

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

MR. SHROFF ASKED FOR A MOTION TO APPROVE THE MINUTES FROM MAY 4, 2022. MR. QUINTERO MOTIONED, SECONDED BY MS. GEVERTZ. THE MOTION CARRIED UNANIMOUSLY.

### ***Guiding Principles***

Ms. Roman advised that through the integration of Equity, Inclusion and Diversity best practices within our organization, we are taking steps to:

- Build new structure and practices to promote inclusive excellence and equity for our people;
- Improve the clinical experience of our patients through accessibility, cultural responsive and affirming care;
- Invest in our community through education, service and advocacy;
- Our People – Champion an Inclusive Workplace and Diverse Workforce:
  - Foster a culture and climate of inclusive excellence;
  - Support inclusive hiring and advancement;
  - Create leadership development and mentorship program; and
  - Coordinate and expand workforce diversity exposure and pipeline programs
- Our Patients – Promote Access to Equitable, Culturally Responsive Care:
  - Facilitate a culturally responsive and affirming clinical environment;
  - Enhance education, protocols, and systems to support inclusive and affirming care; and
  - Foster equitable patient experiences
- Our Community – Build Healthier Communities:
  - Optimize community partnerships to promote equitable health and wellbeing;
  - Identify community needs and programs for investment; and
  - Advance education, advocacy efforts and coalition building

Ms. Roman presented Accomplishments – Early Wins:

### ***Policy & Practice***

- Equity, Inclusion and Diversity Policy; and
- The LGBTQ+ Affirming Policy

### ***Workforce Education***

- Revisions to new workforce orientation and annual mandatory training;
- Added a LGBTQ course to new workforce orientation and annual mandatory training; and
- *New training content on implicit bias, culturally responsive services, and social determinants of health*

### ***Community Sponsorships***

- Westchester Pride;
- Advancing Heart Health for LGBTQ Adults (webinar);
- Heritage of India Festival; and

- Cardiovascular Health (webinar)- *Hispanic Heritage Month*

### ***Building Blocks – Equity, Inclusion and Diversity Infrastructure***

Ms. Roman outlined the foundational support for the integration of equity, inclusion and diversity best practices.

### ***In Progress***

- MFCH Equity, Inclusion & Diversity Committee is a workgroup tasked with developing EID activities and projects specific to the needs of MFCH that is in alignment with and promotes the organizational EID priorities and goals;
- Health Equity Data Improvement Taskforce to improve the collection, stratification and use of race, ethnicity, language preference and other sociodemographic data to improve quality and safety; and
- Women Health Equity Workgroup that is tasked to develop the Center for Women’s Health Equity, the first of its kind integrated care delivery model in the region to provide access to state-of-the-art, equitable care to respond to women’s unique health needs and address disparities

### ***Strategy and Planning***

- Launch Steering Committee, an advisory group that will inform the development of initiatives to advance equity, inclusion and diversity activities and goals across the network;
- Issue 3-year plan that outlines the organization’s strategy to integrate equity, inclusion and diversity best practices to strength policies and processes, build workforce capacity, improve access to equitable care, individual and community health; and
- Increase leadership engagement and accountability

***WMC Equity, Inclusion and Diversity Plan*** – Organization strategy that prioritizes equity, inclusion and diversity through the integration of best practices and initiatives that aims to strengthen internal capacity to provide equitable, culturally responsive care and sustainable models to promote individual and community health.

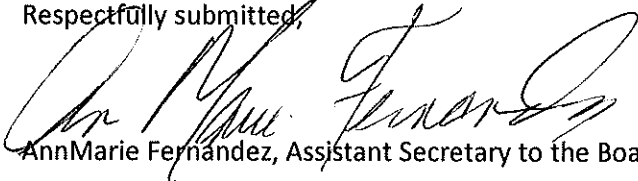
- Priorities:
  - Develop structural support;
  - Increase employee awareness;
  - Build internal capacity;
  - Strengthen data collection; and
  - Create community approaches

A presentation on Health Equity and the Center for Women’s health Equity was presented by Mr. Ratner and Dr. Tedjarati. Mr. Ratner shared efforts to advance health equity through the development of the WMC Center for Equity and Health Excellence that will house equity related clinical, educational, and research projects. Dr. Sean Tedjarati discussed the creation of the Center for Women’s Health Equity, the first of its kind integrated care model in the region to provide access to state-of-the-art, equitable care to respond to women’s unique health needs and address disparities.

Lastly, Matilde Roman shared preliminary findings from a multi-pronged assessment to evaluate the organization’s current state in its equity, inclusion and diversity maturity.

MR. SHROFF ASKED FOR A MOTION TO ADJOURN THE EQUITY, INCLUSION AND DIVERSITY COMMITTEE MEETING. MR. QUINTERO MOTIONED, SECONDED BY MS. GEVERTZ. THE MOTION CARRIED UNANIMOUSLY.

Respectfully submitted,



AnnMarie Fernandez, Assistant Secretary to the Board