

Westchester County Health Care Corporation

Diversity and Inclusion Committee Meeting

May 4, 2022

4:00 P.M.

Board Annex Room

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

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

The May 4, 2022, meeting of the Westchester County Health Care Corporation Diversity and Inclusion Committee was called to order at 4:00 p.m. by Ms. Mitchell, Chair. A quorum was present.

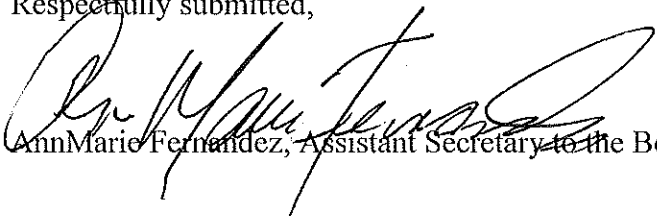
MS. MITCHELL ASKED FOR A MOTION TO APPROVE THE MINUTES FROM FEBRUARY 2, 2022. DR. ADAMSON MOTIONED, SECONDED BY MS. GEVERTZ. THE MOTION CARRIED UNANIMOUSLY.

Ms. Roman outlined the vision, strategy and framework for the Equity, Inclusion and Diversity (EID) program as follows:

- The Vision is to build a more culturally effective and inclusive organization by enhancing workforce knowledge and competencies, integrating industry best practices, and developing new strategies, programs and initiatives;
- The Strategy will encompass a shared ownership model where workforce members will gain the capacity and agency to apply equity, inclusion and diversity best practices within their respective role in the organization; and
- The Strategy will focus on five key areas: equity and access, culturally responsive care, workplace inclusion; workforce diversity; and supplier diversity;
- The desired goals to be achieved include i) improve access and equitable care to strengthen care delivery models and health outcomes; ii) promote a strong culture of inclusion and belonging in the workplace; iii) optimize opportunities for employee diversity to ensure the workforce reflects the diverse communities WMCHHealth serves; and iv) build an inclusive supply base through approaches that support sustained procurement opportunities with diverse suppliers; and
- The leadership and governance structure to be developed will comprise of an executive committee, a steering committee, and the creation of workgroups in each area of focus that will drive projects and activities. This structure will provide direction, guidance, and oversight for the development and implementation of the projects and activities to meet the desired goals.

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

Respectfully submitted,

  
AnnMarie Fernandez, Assistant Secretary to the Board