

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

May 3, 2023

4:00 P.M.

Board Annex Room

COMMITTEE MEMBERS PRESENT: Ms. Mitchell
Mr. Shroff
Ms. Gevertz
Mr. Flannery
Mr. Quintero
Mr. Wishnie
Ms. Watson
Mr. Tulis
Dr. Frishman
Mr. Israel

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

The May 3, 2023, meeting of the Westchester County Health Care Corporation Equity, Inclusion and Diversity 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 1, 2023. MR. SHROFF MOTIONED, SECONDED BY MR. FLANNERY. THE MOTION CARRIED UNANIMOUSLY.

Mr. Ratner shared the following community engagement events:

Recent:

- Black History Month is Black Health & Wellness Month – Community Conversation on Heart Health;
- Haitian Cultural Heritage Preservation Festival International Women’s Day;
- Delaware County Complete Streets Summit;
- Northern Manhattan Perinatal Partnership Legislation Breakfast on Women’s Equity;
- Pride Works 2023;
- Black Wellness Expo at Westchester Community College in Yonkers; and
- 2nd Annual “Your Health” Dutchess County Health Fair

Upcoming:

- Volunteer NY Spirit Awards Breakfast Gala;
- Westchester/Rockland Walk4Hearing;
- Health Ulster Council Meeting;
- Westchester County Pride Festival; and
- “WMCHealth – We Care Wednesday” at the Hudson Valley Renegades

Mr. Costello provided the following supplier and diversity strategy and goals:

- WMC is committed to meaningfully engaging the supplier diversity community by:
 - Proactively engaging the diverse businesses;
 - Cultivating partnerships MWBE and SDVOB;
 - Ensuring procurement opportunities are open to all members of the diverse communities; and
 - Investing in the economic health and wellness of our diverse communities
- WMC understands that supplier diversity supports local communities, generates fresh perspectives and drives innovation, which enhances our competitive advantage.
- Supplier Diversity State Goals – WMC must award contracts representing:

- 30% of all expenditures that are “available” for MWBE participation to MWBEs; and
- 6% of all expenditures that are “available” for SDVOB participation to SDVOBs

WMC met the State Goal for FY2022-2023.

WMC efforts to meet State goals:

- Partnering with diversity vendors to raise awareness about WMC’s procurement opportunities;
- Proactive communication regarding WMC procurement opportunities;
- Educating diversity vendors about the Procurement policies and practices;
- Engage Group Purchasing (“GPO”) Vizient to identify diversity suppliers;
- Participate in community-based outreach events; and
- Plan supplier diversity summits

Mr. Costello reviewed the Supplier Diversity Categories.

Mr. Costello stated that through the WMC efforts, due diligence, and timeliness, the MWBE Annual Report Scorecard was improved from a “B” in FY2020-2021, to an “A” in FY2021-22.

Dr. Tedjarati provided an update on The Center for Women’s Health Equity. He reviewed its Vision, Mission, and Our Approach.

- **Cardiology & Obstetrics Program: May 8, 2023**
 - Run by Cardiology and Maternal Fetal Medicine (MFM);
 - Process: Cardiology Medical Assistant will get a patient in → EKG and ECHO will be done same day if needed;
 - MFM will coordinate fetal echo at L&D if they need to be done on the same day; and
 - Currently we will schedule patients through email: hvappointment@wmchealth.org
 - Dr. Gupta and Dr. Silber will be cc’d to allow the review of the patients at the earliest and determine testing needs.
- **Staffing:**
 - Program Manager starts this month; and
 - Posting of Social Worker: 1.0 Full-Time Employee
- **Announcement of the Launch of The Center for Women’s Health Equity: June 29th**

Ms. Roman provided the following Equity, Inclusion and Diversity Updates:

Health Equity

- Community engagement plan to support the Center for Women’s Health Equity; and
- Data Improvement Project

Workforce Education

- 2023 Training Updates; and

- Grand rounds on implicit bias, culturally responsive services, and social determinants of health.

COMMUNICATION

- Black History Month;
- Ramadan;
- Passover; and
- Easter

EID STEERING COMMITTEE:

- Finalized strategy document;
- Operational plans – in development;
- Subcommittees:
 - Women’s Health Equity Workgroup;
 - Health Equity Data Improvement Taskforce;
 - Maria Fareri Children’s Hospital EID Committee;
 - Birth Equity Improvement Project;
 - WMC Cancer Center Diversity and Inclusion Committee – newly launched; and
 - EID Learning Advisory Council- in development

EMPLOYEE AWARENESS AND ENGAGEMENT CAMPAIGN:

- Articulate the vision and strategic direction;
- Introduce members of the EID Steering Committee; and
- Create shared meaning and purpose

WMCHealth’s Strategic Plan for Equity, Inclusion and Diversity was discussed.

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

Respectfully submitted,


Ann Marie Soares, Assistant Secretary to the Board