



## **AGENDA**

### **Equity, Diversity and Inclusion Committee**

#### **Meeting Date**

September 10, 2019

#### **Time**

3:30 P.M.

#### **Location**

Board Room (532)

CALL TO ORDER

Helen Arteaga Landaverde

ADOPTION OF MINUTES

Helen Arteaga Landaverde

MAY 14, 2019

M/WBE UPDATE

Keith Tallbe, Esq.

DIVERSITY REPORT OUT

Matilde. Roman, Esq.

AFFILATE WORKFORCE ANALYSIS

Matilde Roman, Esq.

OLD BUSINESS

NEW BUSINESS

ADJOURNMENT

**EQUITY, DIVERSITY AND  
INCLUSION  
COMMITTEE**

**MINUTES**

Meeting Date  
May 14, 2019

**BOARD OF  
DIRECTORS**

**EQUITY, DIVERSITY AND INCLUSION  
COMMITTEE MEETING**

A meeting of the Equity, Diversity and Inclusion Committee of the NYC Health + Hospitals Board of Directors was held on May 14, 2019 in the Board Room at 125 Worth Street, Room 532, New York City with Committee Chair, Helen Arteaga Landaverde, presiding.

**COMMITTEE MEMBERS**

Helen Arteaga Landaverde, Committee Chairperson  
José Pagán, Chair of the Board of Directors  
Mitchel Katz, CEO and President

**NYC HEALTH + HOSPITALS STAFF**

Matthew Siegler, Senior Vice President, Managed Care  
Yvette Villanueva, Human Resources  
Colicia Hercules, Chair's Office  
Sharon McPherson, Chair's Office  
Blanche Greenfield, Legal Affairs  
Keith Tallbe, Legal Affairs/ Supply Chain Services  
Matilde Roman, Diversity and Inclusion

**GE HEALTH CARE**

Sanchita Chaudhary  
Steven Brown  
Sara Kwan

**U.S. FOODS INC.**

Terry Brown

**CALL TO ORDER**

The meeting of the Equity, Diversity and Inclusion Committee (formerly the Equal Employment Opportunity Committee) of the NYC Health + Hospitals' Board of Directors was held on May 14, 2019 in the Board Room at 125 Worth Street, Room 532, New York City. Committee Chair, Helen Arteaga Landaverde, presiding. The meeting was called to order at 3:30 p.m. A motion to approve the minutes of the March 12, 2019, meeting was duly made and unanimously approved.

**CONDITIONAL APPROVAL CONTRACTS****GE HEALTHCARE**

GE Healthcare, headquartered in Wisconsin, is a provider of technologies, digital infrastructure, data analytics, and decision support tools used in diagnoses and treatment. They have a contract for imaging services valued at \$224 million, which began in 2019. The vendor has nine areas of workforce underrepresentation for minorities and women as follows: Operatives HRLY- Manufacturing for minorities and women; the other job groups showed underrepresentation for women: Professionals- SPB- Engineering/Technology; Professionals-SPB- Marketing; Technicians-OTHSAL- Manufacturing; Technicians-OTHSAL- Services; Sales Workers-LPB- Sales; Craft Workers-HRLY- Manufacturing, and Operatives-HRLY- Manufacturing.

GE Healthcare representatives introduced themselves to the committee. Present was Sara Kwan, who leads the imaging business for GE in New York and New Jersey, Steven Brown, inclusion and diversity leader, and Sanchita Chaudhary, EEO/AAP compliance leader.

Sanchita Chaudhary explained that the data they provided is from Waukesha, Wisconsin since it is the location they use for Affirmative Action Plan (AAP) purposes. All of their projects are not location based, including NYC Health + Hospitals, therefore they use workforce data from their headquarters in Waukesha, Wisconsin. At their headquarter location they have 1,600 plus employees, and eight job groups showed underrepresentation. For Craft Workers-HRLY- Manufacturing, which is non-professional, there are not many job openings in this group. Last year, they had two hires, one female and one male. Helen Arteaga Landaverde, EDI Committee Chair, requested GE Healthcare representatives to focus on the job groups that have higher openings in the interest of time. Sanchita Chaudhary stated that less than five percent who apply for those groups are women.

Their challenge is that women are not attracted to those jobs. GE Healthcare is trying to figure out strategies to attract more applicants who have the required skillsets, and plans to implement strategies to eliminate the underrepresentation for each of the job groups. Ms. Chaudhary also mentioned that last year they hired a diversity recruiter to focus on these efforts. Matilde Roman, Chief Diversity and Inclusion Officer, asked how many of the 1,654 employees are directly involved in the NYC Health + Hospitals contract. Sara Kwan stated 20 employees will be supporting the respective contract, which include 10 women and 6 that represent a minority group. NYC Health + Hospitals committed to reevaluating workforce data in the future to obtain a more accurate representation of employees who are directly involved in working on the NYC

Health + Hospitals contract. GE Healthcare stated that they would focus on hiring vendors that are minority or women owned.

Helen Arteaga Landaverde asked for questions from the EDI Committee. There were none. She thanked and excused representatives from GE Healthcare.

### **U.S. FOODS INC.**

U.S. Foods Inc. delivers groceries on a day-to-day basis. The company has a contract with NYC Health + Hospitals for dietary services valued at \$358 million, which began in 2014. U.S. Foods has three areas of workforce underrepresentation as follows: JG 4A Commission Only Sales for minorities and women, and JG 7A Warehouse for women.

Terry Brown-Edwards, the Northeast Region Counsel for U.S. Foods introduced herself to the committee. The data focuses on New York geography even though their distribution center is located in Perth Amboy, NJ, servicing the New York metropolitan area. There are two shuttle yards in New York, one in Westchester and the other in Islandia, Long Island. They continue to work with Bergen County Fair, Middlesex County Vocational and Tech, and Lincoln Tech Institute, the NJ Department of Labor, Rutgers University, and the College of New York. U.S. Foods now also works with Westchester Putnam Career Center Network, New York State DOL, the Examiner News, Riverdale Press, Hudson County Veterans and the U.S. Department of Veterans Affairs. Most of their work is to make the jobs visible to the groups they are looking to attract.

There are also ongoing activities to make the organization attractive to all employees, particularly to women and minorities. This includes tuition assistance, performance evaluations, succession planning, and programs for high potential associates. Over the last year, U.S. Foods has instituted targeted training focused on respectful behavior to all of their employees. There is a continued commitment and hyper focus on diversity, inclusion, and safety within their organization. They have just started to implement Employee Resource Groups to talk about issues and help their employees feel that U.S. Foods is a welcoming and inclusive place. Food distribution is a predominately male industry, especially in the warehouses. Therefore, they are very sensitive to attracting, keeping, coaching and supporting women throughout the company.

Helen Arteaga Landaverde asked for questions from the committee. There were none. She thanked and excused the representative from U.S. Foods, Inc.

**M/WBE REPORT OUT**

Keith Tallbe, Senior Counsel of the Office of Legal Affairs for Supply Chain Services introduced himself. As an organization, we comply with state law which sets the goal at 30% of M/WBE placement. NYC Health + Hospitals also complies with city M/WBE goals. We receive credit for M/WBEs that we contract with directly as well as the utilization of subcontracted vendors. We also receive credit from preferred source contracting. We purchase gloves, undergarments and diapers from the blind or disabled. In 2016, NYC Health + Hospitals successfully implemented a compliance software.

The relocation to 7 Hanover Square will be an opportunity for us as there will be several million dollars spent in IT, moving services, and the purchase of furniture where we will target 100% to M/WBE contracts. NYC Health + Hospitals is currently creating a dedicated M/WBE director position who will focus on creating an executive dashboard, tracking our largest vendors to ensure compliance, and exploring future opportunities, that includes collaboration with systems such as SUNY and Westchester Medical Center.

**WORKFORCE DIVERSITY REPORT OUT**

Matilde Roman, Chief Diversity and Inclusion Officer, reported the demographic data compiled for NYC Health + Hospital's workforce as of May 2019. There were over 38,000 employees and the data has been segregated by direct service job titles such as nursing, medical residents, employee physicians, social workers, and clerical associates. We also looked at executive, senior leadership, middle managers, and first-line managers. Note that the data excludes affiliate staff, vendors, and temp agencies. We are currently in the process of obtaining the affiliate data. Direct hire temporary workers are included.

Minorities and women are well represented throughout NYC Health + Hospitals. Looking at 12 nursing titles, there are over 8,000 employees serving in those titles, of which 42% are Black/African American, 38% are Asian, 8% are Hispanic/Latino, and 12% are White. We have identified over 2,000 residents, also highly diverse. We have identified over 1,000 employee physicians that also shows very strong female and minority representation. Once we have the affiliate data, we can further analyze the data. There has been concern countrywide that although the Hispanic/Latino population has been growing, the Hispanic/ Latino physicians have not. More work needs to be done across the country to fix this in order to keep up with growth.

There are nearly 1,000 social workers identified. There is a shortage in New York State due backlog in obtaining a license after graduation, it can take about a year to receive certification. The clerical staff is diverse. Looking at the leadership data, a comparison to the census data would provide more clarify for analysis. In comparison to other organizations, NYC Health + Hospitals representation of minorities and women is strong.

Ms. Landaverde asked if there were any old business or new business. Hearing none, she thanked the EDI Committee, NYC Health + Hospitals staff and board members for their time and adjourned the meeting at 4:48 p.m.

HAL: cc

# **Equity, Diversity and Inclusion Committee**

**September 10, 2019**

Diversity and Inclusion Report

Matilde Roman

Chief Diversity and Inclusion Officer

## Milestone Update

- Annual baseline funding to support equity training and LGBTQ engagement initiative
- Leaders in LGBTQ Healthcare Equality designation for 4<sup>th</sup> consecutive year
- Pride Health Centers
- Implementation of New Telephone Interpretation Vendors
- Expansion of auxiliary aids and services
- New language access resources for system wide use



# Equity, Diversity and Inclusion Committee

## September 10, 2019

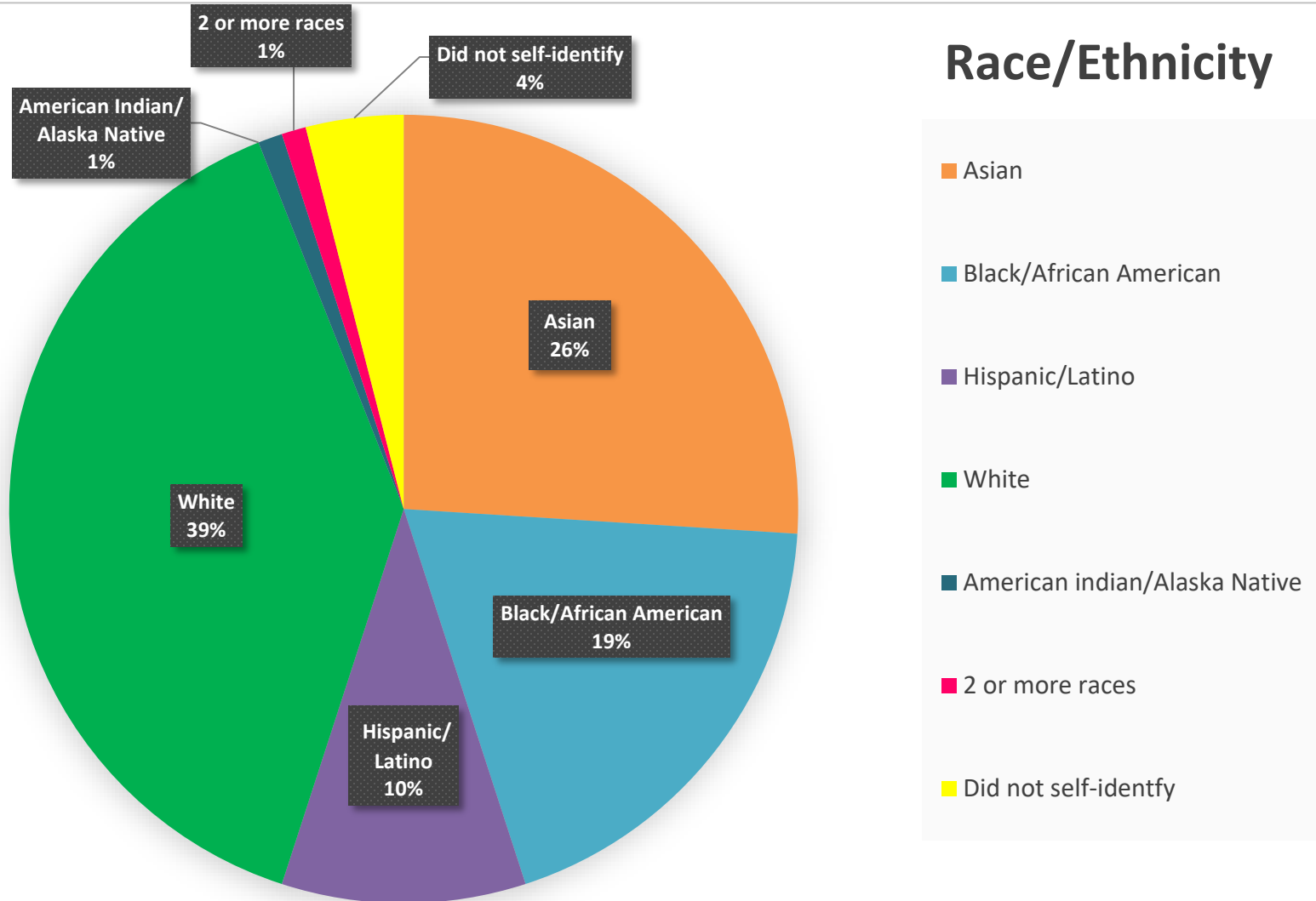
Employee data from the following affiliate organizations  
PAGNY | SUNY | NYU | ICHAN School of Medicine at  
Mount Sinai

# Overview

- Demographic data of affiliate staff employed at NYC Health + Hospitals
- Employment period from May 1, 2018 – April 30, 2019 \*
- Total # of affiliate staff 7,756.
  - PAGNY 3,732
  - SUNY 69
  - NYU 2,102
  - Mt. Sinai 1,853
- The affiliate agreements are for professional services that include physicians, dentists, other health related professionals, and non-physician contract service providers.

\* Includes active employees, employees on leave (with or without pay), and separated employees during the time period specified.

# Employee Data- All Affiliate Organizations



## Employee Data- All Affiliate Organizations

