AGENDA

Equity, Diversity and Inclusion Committee

Meeting Date
October 17, 2022

Time
10:00 A.M.

Location
50 Water Street, Room 1701

CALL TO ORDER
Feniosky Peña-Mora

ADOPTION OF MINUTES
Feniosky Peña-Mora

JULY 11, 2022

DIVERSITY & INCLUSION UPDATE
Ivelesse Mendez-Justiniano

EQUITY & ACCESS COUNCIL UPDATE
Natalia Cineas
Nichola Davis
Brenia De La Cruz-Cedeno

OLD BUSINESS

NEW BUSINESS

ADJOURNMENT
Equity, Diversity and Inclusion Committee Virtual Meeting – July 11, 2022
As Reported by: Feniosky Peña-Mora
Committee Members Present: Feniosky Peña-Mora, José Pagán, Mitchell Katz, Sally Hernandez-Piñero, Freda Wang – left at 11:48, and Michelle Morse representing Dr. Ashwin Vasan in a voting capacity

CALL TO ORDER

The meeting of the Equity, Diversity and Inclusion Committee of the NYC Health + Hospitals’ Board was called to order at 11:00 a.m.

Mr. Peña-Mora moved for a motion to adopt the minutes of the May 9, 2022 meeting.

Upon motion made and duly second the minutes of the May 9, 2022 meeting was unanimously approved.

DIVERSITY AND INCLUSION UPDATE

Ivelesse Mendez-Justiniano, the System’s Chief Learning Officer and Interim Chief Diversity & Inclusion Officer provided an overview to the Committee of the System’s latest diversity and inclusion achievements and activities.

Ms. Mendez-Justiniano indicated that from January 1 – May 31, 2022 there were over 745k interpreter request calls fulfilled which resulted in 10.3 million interpretation minutes. Top language requests for interpreter services included Spanish, Bengali, and Mandarin.

There were 4,728 diversity and inclusion training completions System wide in May 2022. Ms. Mendez-Justiniano provided an ethnicity and gender breakdown of training completions, noting the top five titles who have completed 1 or more Diversity & Inclusions training modules: Staff Nurse, Patient Care Associate/ Technician, Clerical Associate, Nurse Aide/ Service Aide, and Physician.

She also noted that LGBTQ recognition ceremonies were held at facilities with highest training completion rates (Elmhurst Hospital and Coney Island Hospital).

Ms. Mendez-Justiniano reported that NYC H+H launched a website to promote the LGBTQ health care services the System offers. Additionally, a brochure highlighting the System’s Pride Health Centers was published in the top 13 languages and distributed. The brochure identifies NYC H+H as an ally to LGBTQ individuals, provides a list of health care services offered, and notes the locations of all of the Pride Health Centers.
Ms. Mendez-Justiniano went on to share additional System level achievements which include:

- Systemwide promotion of status as an HEI (Healthcare Equality Index) Leader in LGBTQ Health Care for 18 eligible sites
- Creation of guidance on Medicaid legal sex document
- Hosting various events which included "Asian Americans and Health Equity" event in commemoration of Asian Pacific American Heritage Month and "Combatting Antisemitism" event in commemoration of Jewish American Heritage Month

Ms. Mendez-Justiniano then presented updates regarding Emergency Preparedness, highlighting H+H’s collaboration with Mayor’s Office of Immigrant Affairs (MOIA) in the provision of language access information in Slavic languages, as well as, connecting NYCare with MOIA to secure access to funding for a language access services initiative for Ukrainian refugees.

Ms. Mendez-Justiniano continued on to highlight events the system held and participated in June 2022. Some of the key events included: National Immigration Heritage Event in conjunction with the Mayor’s Office of Immigrant Affairs (MOIA), Puerto Rican Day Parade, several Juneteenth events, multicultural events, and Pride events (parades and festivals) across all five boroughs in honor of Pride Month.

The next area Ms. Mendez-Justiniano covered was Retirement Services that have supported diversity efforts through the following:

- H+H TDA program has dedicated representatives assigned to facilities who are fluent in several key languages
- Hosted the first Spanish Virtual Webinar which focused on the TDA Program features and resources
- Hosted quarterly webinar sessions regarding Women and Investing
- The TDA Program Call Center established a Language Line that assists participants in multiple languages
- H+H Participation in National Forum for Black Public Administrators (NFBPA)
- NYCERS provides translation and sign language interpreter services to pension members

Ms. Mendez-Justiniano went on to inform the Committee of recent Diversity & Inclusion Systemwide communications. These communications included the commemoration of: Asian Pacific American Heritage Month, Jewish American Heritage Month, International Day Against Homophobia, Transphobia and Biphobia, and Juneteenth.

There were also communications regarding Pride celebrations, zero tolerance for acts of hate and violence in response to various shooting incidents (Buffalo, NY & Uvalde, TX), and reaffirmation of NYC H+H’s commitment to safe and legal abortion in light of the recent
Supreme Court case.

Board Chair José Pagán and Dr. Mitchell Katz both praised all the work the Diversity & Inclusion team has been leading. Board member Sally Hernandez-Piñero asked a question regarding the ethnicity breakdown of the training completions, as she noticed that percentage of Hispanics was not included. Ms. Mendez-Justiniano noted that she will follow up with the data.

Board member Freda Wang echoed the sentiments of Mr. Pagán and Dr. Katz by commending all of the work that has been done thus far. She also followed up with a few questions regarding the training completions – how is staff reached and asked to participate in the trainings, are the trainings mandatory, and how are we achieving such strong participation rates? Ms. Mendez-Justiniano explained that all staff communications are sent on a regular basis, trainings are always posted online and hence easily accessible by staff, and trainings are socialized and promoted during town halls and leadership meetings at the facilities. She also clarified that trainings are not mandated, but strongly recommended.

Mr. Peña-Mora also praised all of the work that has been done so far. As a follow up, he requested that for the training completions for the top five job titles, percentages be added in. He also noted that given H+H has a 5-borough strategy for the Pride Health Centers, it would be helpful to see a timeline as to when the Pride Health Centers in Queens and Staten Island will be live.

**EQUITY AND ACCESS COUNCIL UPDATE**

Dr. Nichola Davis, Chief of Population Health and Co-Chair of the Equity and Access Council (“Council”) introduced the Council’s leads for the Equity of Care workgroup, Ms. Shewon Erie and Dr. Rebecca Linn-Walton, as the presenters for their update.

Ms. Erie started with providing the Committee names of all the project leaders for each of their projects: Medical Eracism, Pregnancy/Abortion Care and Behavioral Health Support, Equity and Access for Persons with Disabilities (PWD), and Equity and Access-Sickle Cell Disease (SCD) Management. Ms. Erie continued on to present an overview of initiatives for Medical Eracism, which in summary is to eliminate race-based algorithms within the Electronic Medical Record that can adversely impact health outcomes and create inequities in treatment plans. She outlined the project progress as follows: continued H+H staff participation in NYC CERCA (Coalition to End Racism in Clinical Algorithms), change in algorithms already implemented (Vaginal Birth After C-section and Kidney Function), and
ongoing analysis to understand impact of change in kidney function algorithm.

Dr. Linn-Walton then discussed the Access to Pregnancy/Abortion Care project. She first summarized the project as being tasked with increasing access to pregnancy care, including abortion, across the System, and ensuring that behavioral health patients are appropriately supported, and that all patients receiving pregnancy care have access to behavioral health support. Project progress includes monthly meetings and Dr. Nadas presented at the Substance Use Disorder (SUD) Directors’ Council, since substance abuse correlates with a higher risk for risky decisions during sexual intercourse. The group is in the process of planning a meeting with the simulation center to discuss a training on how to talk to patients regarding sexual health.

Dr. Linn-Walton continued on to discuss the next project, Persons with Disabilities (PWD). She summarized that a review of the data for PWDs indicate that this population receives screening tests at a lower rate than the general population. Project progress/goals includes EMR identification, removing barriers to care and increasing accessibility, and incorporating “disability competency education and training”.

Ms. Erie then moved on to discuss the Sickle Cell Disease Management (SCD) project. She indicated that H+H is one of the largest providers of care to individuals with SCD in NYC; providing care to about 1/3 of adults with Medicaid and 25% of children with Medicaid. SCD largely affects minorities (90% African descent). The goal of the project is to provide education on improving the management of Sickle Cell Disease and enhancing care outcomes, especially for pediatric patients. Project progress includes various presentations, development of a registry and documentation toolkit within the EMR system to monitor the effectiveness of quality improvement studies, and continuing work to reduce disparities impacting patients of color.

This concluded the Equity and Access Council update. Mr. Peña-Mora reflected that it is great to see all the progress the group has made since its inception.

EQUAL EMPLOYMENT OPPORTUNITY (EEO) REPORT

On behalf of Yvette Villanueva, Senior Vice President of Human Resources, Blanche Greenfield, Deputy Counsel of Legal Affairs/EEO, presented an overview of the System’s staff demographics, which includes race/ethnicity and gender. Historically, H+H has a very
diverse workforce and in 2021 and into 2022 YTD, there was a new hire uptick of employees who identified as Black/African Americans (51% of new hires in 2022 YTD). The percentage of employees who identified as Hispanic/Latino or Asian has remained fairly consistent, at 16% and 19% of new hires, respectively. As half of 2022 still remains, there is room for slight fluctuation in the new hire demographics. The gender breakout of employees remains consistent year over year and predominantly female (71% of new hires in 2022 YTD).

Ms. Greenfield went on to present the race/ethnicity breakout of employee leadership, comparing all employee leadership in 2020 to the new hires in 2021. The race/ethnicity breakouts remain fairly consistent amongst first line management and middle management. However, at the Senior Management and Executive levels, there was a notable increase in Black/African American new hires and decrease in White new hires. The gender split across all four levels of employee leadership skews female, with even a slight increase in female new hires across all four levels (ranging from 63% to 71%).

Ms. Greenfield then proceeded to discuss the race/ethnicity breakout for Nurse, Pharmacists, and Physicians, comparing the 2020 population to the 2021 new hires. The composition of Nurses remained steady, with majority being Black/African American (41%) or Asian (32%). The composition of Pharmacists also remained steady, with majority being Asian (62%). In terms of Physicians, it is critical to note that the majority of the data is reported by the affiliate organizations, and a large portion of new hire physicians’ ethnic groups are unknown due to missing information that is reported. NYC H+H is working with affiliate organizations to improve demographic data information of the contingent physician workforce. The gender breakout of Nurses, Pharmacists, and Physicians remains consistent year over year, with Nurses being largely female (83% of new hires) as well as Pharmacists (69% of new hires). In terms of physician new hires, 50% were male, 41% female, and 9% unknown.

Ms. Greenfield continued on to present patient demographics, where majority are Hispanic/Latino (39%) or Black/African American (33%) and female (56%).

Mr. Pagán requested a separate follow-up meeting to discuss how the demographics are across other health systems and what we can do to attract/recruit diverse candidates. Ms. Hernandez-Piñero inquired about the exact numbers for the Executive and Senior Management new hires. Dr. Morse noted the large number of physicians who did not report their ethnicity. Mr. Peña-Mora suggested that for the group’s
follow up call, the physician demographics are broken out by employee physicians vs. affiliate physicians.

Ms. Greenfield briefly discussed the reasonable accommodation requests (religious and medical) the EEO office received as a result of the COVID vaccination mandate. She noted that medical requests were vetted through a medical review committee in order to determine if the COVID vaccine was detrimental to the staff member. The EEO office received 1,049 religious accommodation requests and 367 medical accommodation requests. Of these requests, 691 religious accommodations were approved and 75 medical accommodations were approved. Ms. Greenfield indicated that while the number of accommodation requests received by the Office of the EEO increased in 2020, it did not go back down in 2021. The EEO office handled the additional increase of approximately 1,400 COVID vaccine exemptions.

Mr. Peña-Mora asked if there was any old business or new business, and hearing none, the meeting concluded and was adjourned at 12:17 p.m.

FPM: tzk
Equity, Diversity and Inclusion Committee

October 17, 2022

Diversity & Inclusion Office Updates
Ivelesse Mendez-Justiniano
Chief Learning Officer / Interim Chief Diversity & Inclusion Officer
**System Level Achievements**

**LANGUAGE ACCESS**

**Interpretation**
- May 31, 2022 – September 30, 2022
- 530,721 interpreter request calls fulfilled (7,368,528 minutes)
- Top 3 languages: Spanish (6,809,792 minutes), Bengali (305,982 minutes), Mandarin (252,754 minutes)

**WebEx Caption Translation Training**
- Provided Language Access Coordinators (LACs) access to a new WebEx feature that provides auto-generated captions in different languages
- LACs were also invited to two trainings from WebEx to learn of the feature and see how this may be used, not to replace professional interpreters but to be used in addition with the available resources

**Language Access Intern Onboarded**
- Recruited and onboarded a fall-intern to assist on language access projects and additional ODI projects
FY22 Video Remote Interpretation/Over the Phone Interpretation Vendors Quarterly Meetings

- Completed the quarterly meetings with Cyracom, Linguistica International, Language Line, Propio and Stratus Video

3-Year Over the Phone Interpretation (OPI) Vendor Analysis (systemwide and acute facilities)

- Completed analysis of OPI vendors' KPIs from 2019 to 2021 for top languages requested systemwide and at acute facilities.

Expansion of Accessible Formats Directory

- 12 additional consent forms in braille were delivered to LACs at their facilities in July 2022, adding to the 33 consent forms in braille sent earlier this year
- The consent forms are also now available in large print and audio format in English and the top 5 languages
System Level Achievements

Training Completions:
July-August 2022
- Total: 6,751
- E-learning- 6,667
- Virtual Workshops- 84
- Participant Ethnicity Breakdown: Black/African American 33.5%, Asian 15.2%, Hispanic 14.8%, White 11.7%, Unknown 24.4%
- Gender Breakdown: Female 64%, Male 35%, Unknown 1%, Non-Binary 0%
- Top Titles: Nurses 16%, Physicians/ Fellows/ Residents 11%, Patient Care Associates/Technicians 6%, Clerical Associates 5%, Service Aides 5%
Medical Interpreter Skills Training (MIST)

- 2022 Participant Ethnicity Breakdown: Hispanic 64%, White 11%, Asian 9.5%, Black/African American 8.5%, Native American/Alaskan Native 3%, Unknown 4%,
- Gender Breakdown: Female 86%, Male 13%, Unknown 1%, Non-Binary 0%
- Top Titles: Clerical Associates 20%, Nurses 13%, Coordinating Managers/Asst. Coordinating Managers 12%, Community Liaison Workers 11%, Patient Care Associates/Technicians 5%
- Launched new cohort registration - Information sessions, applications, coordination of testing for MIST FY 2023 (expanded languages: Spanish, Mandarin, Russian)
- Expanded the MIST program to include Mandarin and Russian, along with Spanish, based on the H+H system-wide top languages and the languages ALTA Language Services can cover for their interpretation course
- MIST Criteria
  - Bilingual in English and Spanish, Mandarin or Russian
  - Looking for a professional development opportunity
  - Interested in developing interpreting skills to voluntarily help others
  - Pass fluency testing in English and their other language to be admitted into the training
- 307 total applications were received
- 268 were completed applications and sent to ALTA for testing (223 Spanish, 20 Mandarin, 25 Russian)
**System Level Achievements**

**Food & Nutrition Educational Assistance Fund - CY 2022**
- Professional Development – Certificates, Tuition Assistance, Professional Dues (DC37 and 1199 staff working under Food and Nutrition)
- Total amount disbursed FY 2023: $25,393
- Total amount disbursed 2018–FY 2022: $293,000 (63 employees) (Included payments to: BMCC, Hostos, Kingsborough, LaGuardia, Lehman, NYC College of Technology)

**FY 2022**
- 46 Participants
- 80 Transactions
- Educational Assistance Participant Gender Breakdown: Female 89%, Male 11%, Non-Binary 0%
- Food & Nutrition Staff Gender Breakdown: Female 60%, Male 40%, Non-Binary 0%
- Participant focus areas to be provided in November report out

**Food & Nutrition Educational Assistance Participant Ethnicity**
- Native American/Alaskan Native: 2%
- White: 33%
- Black/African American: 13%
- Hispanic/Latino: 13%
- Asian: 39%

**Food & Nutrition Staff Ethnicity**
- Native American/Alaskan Native: 1%
- White: 8%
- Asian: 18%
- Black/African American: 52%
- Hispanic/Latino: 21%
System Level Achievements

Financial Workshops

- Market Volatility
  - October 5th

- TDA Overview
  - October 12th

- Making a Retirement Strategy That’s Right for You
  - October 19th

- Estate Planning for LBGTQ+
  - October 26th

Note: Russian, Korean, and Tagalog speakers presented sessions (language based on presenter availability.)
LEAD: Lead-Empower-Align-Develop

- Finance Pilot – March 2022 (10 participants)
- General Population – May 2022 (106 participants)
- Nursing – May 2022 (63 participants)
- Ethnicity Breakdown of all Participants- Black/African American 33.5%, Asian 24%, White 19.5%, Hispanic 15.4%, Unknown 7.7%
- Gender Breakdown- Female 72%, Male 20%, Unknown 8%, Non-Binary 0%
- Doctor’s Council – Mentor Program Presentation
- Expanded program roll out in October, in alignment with National Mentoring Day celebrated on October 27th.

Next Steps:

- General System’s Expansion – (160 participants registered)
- Expanded Nursing Mentor Programs (TBD)
- Physician’s Mentor Program (TBD)
System Level Achievements

Long Term Care Equality Index (LEI)
- Survey application in progress
- Closes: November 30, 2022

Finalized schedule and curriculum for Public Health Corps. Training
- Worked with Public Health Corps. leads to arrange an LGBTQ+ training program for all 250+ community health workers across the system. The training will cover fundamental concepts and be offered in six sessions throughout the fall.

Created Transgender Employee Guidance
- Worked with Harlem and Jacobi Hospital to create a memo for staff stressing the protections in place for transgender employees and patients and the resources available for all staff.

Drafted Transgender in-patient room assignment policy
- Created a Health + Hospitals transgender and nonbinary room assignment policy. The draft is currently being reviewed by legal and will then be distributed to all staff across the system.
- Created Restroom Signage Assessment Tool
- Created an assessment to be used throughout facilities to gauge where Executive Order 16 signage is currently missing or in need of improvements in restrooms. This assessment will assure that the restroom signage is prominent in all restrooms creating a safe environment for transgender patients and staff.
System Level Achievements

Loan Forgiveness Programs
- Public Service Loan Forgiveness (PSLF) Waiver application period ends October 31, 2022
- PSLF Webinar - July 27: 433 total participants
- HRSA Webinars - July 21: 199 total participants
- Recorded sessions available on-demand via Learning Academy site

Equity Impact Scholarship – Scholarship fund created to promote diversity, equity, and inclusion within the healthcare workforce and the communities it serves. Geared towards certificate programs and BA and MS degrees. It includes eight certificates and three degree programs. Over 1,000 scholarships ranging from $1,500–$35,000. Specific set of schools are covered are Duke, University of Arizona and Mercy College.

Mayor’s Graduate Scholarship Program – The scholarships are for City government employees to study, on their own time, in areas such as business and public administration, policy analysis, law, education, engineering, nursing, public health, computer science and social work.
System Level Achievements

Western Governor’s University Scholarship –
Up to $5,000 toward tuition for any of WGU’s degree programs, which include Nursing BA and MS Degrees in a variety of concentrations such as nursing leadership and management, nursing informatics, and nursing education

John Hopkins Scholarship –
There is a $10,000 stipend and a full scholarship and must be completed in 4 years.

DeVry University UNCF Gateway Scholarship – The United Negro College Fund (UNCF) DeVry Gateway Scholarship Between $5,000 - $10,000

LaGuardia Ace Scholarship – The ACE Scholarship provides partial tuition assistance to help you achieve your educational and career goals. The ACE Scholarship award amount equals 80% of the course tuition.

Metropolitan College Scholarships – Undergraduate Scholarships - $2,500/year and Graduate Scholarships - $500/year
System Level Achievements

**Communications**
- Disability Pride Month (7/19/22)
- Disability Independence Day (7/26/22)
- Asylum seekers message (8/30/22)
- City of Immigrants message (9/1/22)
- Unidos: Inclusivity for a Stronger Health Care System (10/5/2022)

**Next Steps**
- Hispanic Heritage Month
  - Communication from Dr. Katz
  - Hispanic Heritage Event - Panel event with staff from various Hispanic backgrounds to share their identity and experiences
  - Events held locally at sites throughout the System
- 2023 Diversity and Inclusion Calendar
  - Theme: 2023 calendar will feature staff’s photo submissions that illustrate how they celebrate various cultural and religious holidays
- Expanded Mentoring Program Launch - October 27th
- 2022 Midwest Academy of Management Annual Conference – Presentation: Relationship Model Impacts in leading small and large teams of diverse backgrounds. October 14th
Equity & Access Council Update

Natalia Cineas, DNP, RN, NEA-BC
Sr. Vice President, Chief Nurse Executive

Nichola Davis, M.D.
Vice President, Chief of Population Officer
NYC Health + Hospitals
Equity & Access Council

WORKFORCE DIVERSITY
Explore Initiatives to attract, retain, and develop diverse talent

WORKPLACE INCLUSION
Develop strategies to promote inclusive practices

EQUITY OF CARE
Develop strategies to eliminate racial and social institutional and structural inequities

MONITORING AND EVALUATION
Develop data tools to monitor, evaluate, and improve programs

Council Members
Natalia Cineas, DNP RN, NEA-BC (Co-Chair)
Nichola Davis, MD (Co-Chair)
Machelle Allen, MD
Mario Smith, Dir Marketing/Comm
Yvette Villanueva, Senior VP of HR
Ivelesse Mendez Justiniano, Chief Learning Officer, HR Workforce Development
Workplace Inclusion Group

Presented by: Natalia Cineas, DNP, RN, NEA-BC, FAAN
Senior Vice President, Chief Nursing Executive, Co-Chair Equity & Access Council
Our Mission

**Mission**
To deliver high quality health services with compassion, dignity, and respect to all, without exception.

**Vision**
To be a fully integrated health system that enables New Yorkers to live their healthiest lives.

**Values**
- Integrity
- Compassion
- Accountability
- Respect
- Excellence

*Inclusion group meeting ground rules established to reflect ICARE values*
Our Goals

- Enhance employee engagement and innovation.
- Improve employee and patient experience.
- Improve leadership skills and abilities.
- Create a safe space for difficult conversations.
- Enhance cultural awareness.
# How We Established

## 13 Inclusion Groups

<table>
<thead>
<tr>
<th>Inclusion Groups</th>
<th>Kick Off</th>
<th>Survey</th>
<th>Survey Results Meeting</th>
<th>Establish Leads</th>
<th>Establish Goals &amp; Metrics with Leads</th>
<th>Establish Monthly Meeting</th>
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<tbody>
<tr>
<td>Women Mentorship</td>
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<td>Hispanic/Latinx Physicians</td>
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<td>Black Male Physicians</td>
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### Kick Off
- Kick Off Meetings held between Dec 2021 – Feb 2022
- 20+ Attendees for each group
- Brainstormed Ideas
- Finalized Top 3 Projects

### Survey
- Surveys sent to **400** participants
- Survey questions included:
  - Volunteers to lead
  - Lead suggestions
  - Leadership traits
  - Topic suggestions, goals and success metrics
- Post Survey results meeting held to share results with members

### Leads
- Bios of potential leads shared with members
- Leads established via Survey Monkey poll
- Met with leads to establish preliminary goals and success metrics
- Virtual Meet and Greet held with leads and members
Identification of Consultant for Inclusion Group Guidance

- Gather Information
- Problem Solving
- Effective Diagnosis
- Action Recommendations
- Implement Changes
- Facilitate Learning
- Identify Metrics
- Organizational Effectiveness
### Total Collated Projects (158) – Top 3 per group listed

<table>
<thead>
<tr>
<th>No.</th>
<th>Inclusion Group</th>
<th>Projects</th>
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<tbody>
<tr>
<td>1</td>
<td>Women Mentorship</td>
<td>Self-Care</td>
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<tr>
<td>2</td>
<td>Women Mentorship</td>
<td>Emotional Intelligence</td>
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<tr>
<td>3</td>
<td>Women Mentorship</td>
<td>Finding your Voice in the workplace</td>
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<tr>
<td>4</td>
<td>LGBTQIA+</td>
<td>Campaign to create signage/posters/artwork across the health system that is gender neutral</td>
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<tr>
<td>5</td>
<td>LGBTQIA+</td>
<td>Educational Workshop - LGBTQIA+ awareness and gender neutral</td>
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<tr>
<td>6</td>
<td>LGBTQIA+</td>
<td>Educational Workshop - Addressing/eliminating LGBTQIA+ barriers</td>
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<tr>
<td>7</td>
<td>Hispanic/Latinx</td>
<td>Activities Surrounding National Immigrant Heritage Month</td>
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<tr>
<td>8</td>
<td>Hispanic/Latinx</td>
<td>Educational Workshop - What is Latinx?</td>
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<tr>
<td>9</td>
<td>Hispanic/Latinx</td>
<td>Educational Workshop - Research/New Knowledge on Health Issues that Impact the Hispanic/Latinx Community</td>
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<tr>
<td>10</td>
<td>Heritage and History</td>
<td>Understanding People and Demographics - Improving patient care and experience</td>
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<tr>
<td>11</td>
<td>Heritage and History</td>
<td>Understanding History of the facility (Community Assessments of the hospital)</td>
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<tr>
<td>12</td>
<td>Heritage and History</td>
<td>Cultural competency and heritage packets tool kits for best practices (consisting of information, and activities to celebrate the different days, months, holidays, religious views, etc. for staff engagement / patient engagement events)</td>
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</tbody>
</table>
Total Collated Projects (158) – Top 3 per group listed Cont..

<table>
<thead>
<tr>
<th>No:</th>
<th>Inclusion Group</th>
<th>Projects</th>
</tr>
</thead>
<tbody>
<tr>
<td>13</td>
<td>Generational</td>
<td>Educational Workshop - Bridging the Gap - Awareness of the nuances of what things mean from a generational standpoint</td>
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<tr>
<td>14</td>
<td>Generational</td>
<td>Mentorship Program - Avoiding the sink or swim mentality</td>
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<tr>
<td>15</td>
<td>Generational</td>
<td>Educational Workshop - Information Sharing between generations</td>
</tr>
<tr>
<td>16</td>
<td>Asian American and Pacific Islander</td>
<td>Healing Workshop - Open forum/space for healing for all marginalized group in light with the increased hate crime</td>
</tr>
<tr>
<td>17</td>
<td>Asian American and Pacific Islander</td>
<td>Educational Workshop - Cultural Awareness of Asian American and Pacific Islanders</td>
</tr>
<tr>
<td>18</td>
<td>Asian American and Pacific Islander</td>
<td>AAPI Heritage Month Activities</td>
</tr>
<tr>
<td>19</td>
<td>Anti-Racism Advocates and Allies</td>
<td>Advocate for anti-racism training/module at HHC</td>
</tr>
<tr>
<td>20</td>
<td>Anti-Racism Advocates and Allies</td>
<td>Workshop to navigate and address anti-racism</td>
</tr>
<tr>
<td>21</td>
<td>Anti-Racism Advocates and Allies</td>
<td>NYCHHC's Anti-Racism Initiatives Awareness</td>
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<tr>
<td>22</td>
<td>African American Caribbean American</td>
<td>Educational Workshop about African American &amp; Caribbean American Culture</td>
</tr>
<tr>
<td>23</td>
<td>African American Caribbean American</td>
<td>Multi-Cultural Awareness Day</td>
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<tr>
<td>24</td>
<td>African American Caribbean American</td>
<td>Day of Solidarity to Celebrate Black History Month</td>
</tr>
</tbody>
</table>
Hispanic/LatinX Inclusion Group

Brenia De La Cruz-Cedeno

Lead for the Hispanic/LatinX Inclusion Group
Mission and Vision of the Hispanic/LatinX Inclusion Group

Mission
A taskforce leading to inspire, uplift and collaborate with Hispanic/LatinX Communities and Influencers towards a diverse and equitable workplace.

Vision
Bringing health equity and wellness for all Hispanic/LatinX members in the H+H community.
Purpose: Uniting communities for a common cause. Raising money to fund life saving initiatives while bringing awareness to H+H employees

Hispanics and Latin Americans are less likely to receive screening for BRCA (The Breast Cancer Gene) mutations compared to other populations worldwide*

Success Metrics:
- Walking Participation
- Amount of Funds Raised

Methods of Engagement:
- Announcements via Insider Page
- Word of Mouth from Inclusion Members
- Establish support from the Public Affairs Directors in various facilities to engage team support

*https://www.bcrf.org/blog/hispanic-latina-breast-cancer-facts-statistics/

Breast Cancer Research Foundation
Webinar: What is Hispanic/Latinx/e?

A workshop contextualizing the use of the terms “Hispanic,” “Latina/o,” to present-day “LatinX,” exploring how “LatinX” crafts space beyond the gender binary towards greater inclusivity*

A 2019 National Survey of Latinos found that only 3% of Hispanic-Latinos have ever used "Latinx" to describe themselves**

Success Metrics:
- Participation on the Workshop
- Live Q&A
- Registration Count from the System

Methods of Engagement:
- Announcement via Insider Page
- Word of Mouth from Inclusion Members
- Establish support from the Public Affairs Directors in various facilities to engage team support

*https://uwm.edu/latin-american-caribbean-us-latinx-studies/latinx-why-the-x-a-workshop/
**https://www.pewresearch.org/hispanic/2020/08/11/about-one-in-four-u-s-hispanics-have-heard-of-latinx-but-just-3-use-it/
Appendix

Credit: iStockPhoto
Colorful hand embroidered fabrics and tablecloths in an outdoor market in Mexico City, Mexico

Credit: Salud, 2003 (acrylic on canvas) by Xavier Cortada (Contemporary Artist)
Private Collection/ The Bridgeman Art Library
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Aztlan Topializtli Mural located in Erb Memorial Union
Painted Martha Ramirez Oropeza in 1989

Designed by: Flor Fuertes / @florfu