

BOARD OF TRUSTEES

Diversity Equity and Inclusion Committee

Wednesday, October 12, 2022
11:00 A.M.

BOARD ROOM
4800 Fournace Place, Bellaire, Texas 77401

The meeting may be viewed online at: <http://harrishealthtx.swagit.com/live>

Notice: Some Board Members may participate by videoconference.

Mission

Harris Health is a community-focused academic healthcare system dedicated to improving the health of those most in need in Harris County through quality care delivery, coordination of care, and education.

AGENDA

I. Call to Order and Record of Attendance	Professor Marcia Johnson	1 min
II. Introductions	Professor Marcia Johnson	8 min
A. Harris Health Diversity Equity and Inclusion (DEI) Mission and Purpose Statement – <i>Dr. Jobi Martinez</i>		<i>(5 min)</i>
B. Harris Health Minority/Woman-owned Business Enterprises (MWBE) Administrative Director – <i>Dr. Jobi Martinez and Mr. Derek Holmes</i>		<i>(3 min)</i>
III. New Business	Professor Marcia Johnson	50 min
A. Review of Harris Health DEI Philosophy Statement – <i>Dr. Jobi Martinez</i>		<i>(10 min)</i>
B. MWBE Goals – <i>Dr. Jobi Martinez, Mr. Michael Hill and Mr. Derek Holmes</i>		<i>(15 min)</i>
C. Strategic Pillar 6: Diversity Equity and Inclusion – <i>Dr. Jobi Martinez</i>		<i>(10 min)</i>
1. Highlights and Plan Process		
D. 2023 DEI Committee Schedule – <i>Dr. Jobi Martinez</i>		<i>(10 min)</i>
E. New Items for Discussion – <i>Dr. Jobi Martinez</i>		<i>(5 min)</i>
IV. Adjournment	Professor Marcia Johnson	1 min



HARRISHEALTH SYSTEM

Board of Trustees Diversity Equity & Inclusion (DEI) Committee

Jobi Martinez, Ph.D.
Vice President &
Chief Diversity Officer

DEI Mission/Purpose Statement

At Harris Health System, we recognize the significant impact that diversity, equity, and inclusion, has on the health of our patients and employees. We are dedicated to ensuring equitable access to high-quality care for our patients, fostering a diverse and inclusive workplace for our colleagues, cultivating and sustaining relationships with suppliers and community partners, and broadening our reach and deepening our understanding of the communities we serve.

We value and respect the qualities that make us unique and will continue to work together to advance an equitable and inclusive culture to improve DEI outcomes for all.



Introductions

Harris Health System Board of Trustees DE&I Philosophy Statement

The Board's Diversity Equity and Inclusion (DE&I) commitment reflects our desire to continuously ensure that DE&I is fully embedded in Harris Health System (Harris Health).

We aim to ensure Harris Health staff at all levels reflect the communities we serve, feel a sense of belonging, are recognized and rewarded for their contributions and are inspired to deliver the highest quality of service and care.

For our patients, DE&I enables Harris Health to consistently demonstrate a strong commitment to equitable and compassionate care, including deeply understanding and meeting each patient's needs to support outcomes that inform the service delivery model.

To uplift and enrich our community, we aim to develop strong and sustainable relationships with minority and other under-represented suppliers, contractors and service providers.

Our commitment will be integrated in the strategic pillars of the Harris Health strategic plan and anchored in, target setting, at least quarterly reporting and accountability mechanisms designed to demonstrate progress and achieve clearly articulated outcomes.

Our efforts will be well grounded in Harris Health's mission and public responsibility to improve lives in the communities where our employees and patients live and work.

MWBE Goals

Focused Areas of Program moving forward:

- Internal resources to facilitate program
- Goal setting
- Monitoring of program compliance
- Information Systems requirements
- Interlocal Agreement with Harris County
- Updates to Board of Trustees
- Community Outreach



Pillar 6 Planning Process

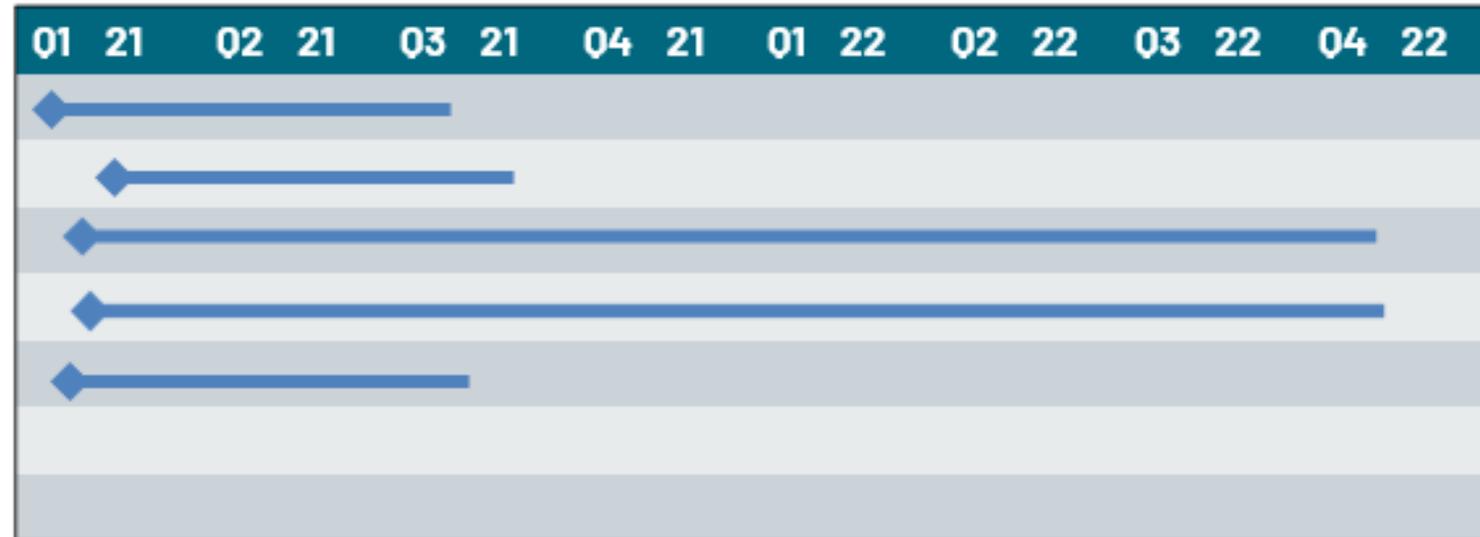


Diversity, Equity & Inclusion: Building Internal Capacity

Calendar 2021 - 2022

DEI Support & Capacity Building

- Executive Search Policy
- DEI Executive Advisory Council
- Building ERGs
- Building DEI Team
- Board DEI Philosophy Statement



Diversity, Equity & Inclusion: Building Internal Capacity

Calendar 2022-2023



DEI Organizational Structure

- Assess Organizational Structure
- Review DEI Anchors
- Assess DEI Capacity
- Identify DEI Entry Points
- Identify Strategic Goals
- Develop DEI Training
- Organize a Strategic Task force
- Seek Input/ Recommendations
- Identify Goals & Tactics
- Develop KPI's



DEI Assessments

Reviewing Existing REGAL Data & Data Collection Method

360 DEI Assessment of HR Policies & Practices + System Review

Develop & Deliver DEI Strategist “Training” (Capacity Building)

Present Findings & Recommendations to Stakeholders

PATIENT EXPERIENCE

BEN TAUB

AMBULATORY CARE SERVICES

LBJ

HUMAN RESOURCES 2022

LYNDON B JOHNSON

MWBE

HEALTH EQUITY

ACS BT

MINORITY WOMEN-OWNED BUSINESS ENTERPRISE
COLLABORATIONS



