

## BOARD OF TRUSTEES

### Diversity Equity and Inclusion (DEI) Committee

Friday, June 14, 2024  
11:30 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  | Dr. Cody Pyke | 2 min    |
| II. <a href="#">Approval of the Minutes of Previous Meeting</a>  | Dr. Cody Pyke | 2 min    |
| • <a href="#">DEI Committee Meeting – April 9, 2024</a>  |               |          |
| III. New Business  | Dr. Cody Pyke | 55 min   |
| A. <a href="#">Presentation Regarding the M/WBE Annual Report – Mr. Derek Holmes and Dr. Jobi Martinez</a>   |               | (40 min) |
| B. <a href="#">Consideration of Recommendation for Approval of the Revised 2024 DEI Reporting Schedule to the Harris Health System Board of Trustees – Dr. Jobi Martinez</a> |               | (15 min) |
| IV. Adjournment  | Dr. Cody Pyke | 1 min    |

HARRIS HEALTH SYSTEM  
MINUTES OF THE BOARD OF TRUSTEES  
DIVERSITY EQUITY AND INCLUSION COMMITTEE MEETING  
Tuesday, April 9, 2024  
11:00 AM

AGENDA ITEM	DISCUSSION	ACTION/RECOMMENDATIONS
<b>I. Call to Order and Record of Attendance</b>	Ms. Jennifer Tijerina, Presiding Officer, called the meeting to order at 11:02 a.m. It was noted there was a quorum present and the attendance was recorded. The meeting may be viewed online through the Harris Health website: <a href="http://harrishealthtx.swagit.com/live">http://harrishealthtx.swagit.com/live</a> .	
<b>II. Approval of the Minutes of the Previous Meeting – DEI Committee Meeting – February 16, 2024</b>		<b>Moved by Dr. Cody Pyke, seconded by Ms. Marcia Johnson, and unanimously approved the minutes of the February 16, 2024 meeting. Motion carried.</b>
<b>III. Standing Monthly Reports</b>		
<b>A. Update Regarding Harris Health's Minority/Women - Owned Business Enterprises (MWBE)</b>	<p>Ms. Tamala Austin, Business Equity Outreach Manager, Business Development &amp; Strategy, delivered an update regarding Harris Health's Minority and Women – Owned Business Enterprises (MWBE). The MWBE Program highlights were as follows:</p> <ul style="list-style-type: none"> <li>• 2024 has primarily focused on community outreach and the completion of the annual report which will be presented to the DEI Board Committee in April.</li> <li>• The Harris Health Program joined the Interagency Mentor Protege Program that includes partners such as the City of Houston, Metro, Port Houston, HISD, HCC, and others.</li> <li>• The MWBE Program is currently surveying MWBE vendors to identify areas of opportunity.</li> <li>• The MWBE Program continues its "Coffee and Conversations" virtual workshop series.</li> </ul> <p>Ms. Marcia Johnson inquired regarding a breakdown of MWBE participation by race, gender and ethnicity. Mr. Derek Holmes, Vice President, Contract Administration and Contract Diversity, stated that he will present next month and provide a mid-year update including race, gender and ethnicity.</p>	<b>As Presented.</b>

<b>IV. New Business</b>		
<b>A. Presentation Regarding Community Health Workers: Home Visits</b>	Dr. Chethan Bachireddy, Senior Vice President, Chief Health Officer, delivered a presentation regarding Community Health Workers: Home Visits. Approximately 38 million individuals have diabetes, which is about 1 in every 10 people, whereas, 1 in 5 people don't know that they have diabetes. Dr. Bachireddy provided an overview of Harris Health interventions for diabetes care, population health approach, and a multipronged approach to community health workers. He stated that the Community Health Worker (CHW) Home Visit initiated its pilot program in 2017 to support the A 1 – 115 Delivery System Reform Incentive Payment (DSRIP) program initiatives. In 2023, patients are supported in a hybrid model and staffing was restructured to support emergency care (EC) utilizations. Dr. Bachireddy addressed the programs patient population, primary care engagement, key collaborations, as well as future considerations. Committee discussion ensued regarding the Harris Health System Community Benefits Agreement and strategies to improve health equity and community outreach and education. A copy of the presentation is available in the permanent record.	<b>As Presented.</b>
<b>B. Consideration of Recommendation for Approval of the Revised DEI Reporting Schedule to the Harris Health System Board of Trustees</b>	The Committee discussed the 2024 Diversity, Equity and Inclusion (DEI) reporting schedule and meeting frequency; discussion was tabled until the next DEI Committee meeting.	<b>Recommendation for Approval Tabled.</b>
<b>V. Adjournment</b>	There being no further business, the meeting adjourned at 11:56 a.m.	

I certify that the foregoing are the Minutes of the Meeting of the Diversity Equity and Inclusion Committee of the Board of Trustees of the Harris Health System held on April 9, 2024.

Respectfully submitted,

Ms. Jennifer Tijerina, MS, Presiding Officer  
In lieu of Ms. Marcia Johnson, JD, Committee Chair

Recorded by Cherry A. Pierson, MBA

**Tuesday, April 9, 2024**

**Harris Health System Board of Trustees Board Meeting – Diversity, Equity & Inclusion (DEI) Committee Attendance**

**Note:** For Zoom meeting attendance, if you joined as a group and would like to be counted as present, please submit an email to: [BoardofTrustees@harrishealth.org](mailto:BoardofTrustees@harrishealth.org) before close of business the day of the meeting.

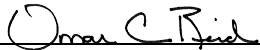
DEI COMMITTEE MEMBERS PRESENT	DEI COMMITTEE MEMBERS ABSENT	ADDITIONAL BOARD MEMBERS PRESENT
Ms. Marcia Johnson ( <i>Committee Chair</i> )	Dr. Andrea Caracostis ( <i>Ex-officio</i> )	
Ms. Jennifer Tijerina	Dr. Cody M. Pyke	

HARRIS HEALTH EXECUTIVE LEADERSHIP, STAFF & SPECIAL INVITED GUESTS	
Alma Aranda	Lindsey “Katie” Rutherford ( <i>Harris County Attorney’s Office</i> )
Carolynn Jones	Louis Smith
Cherry Pierson	Maria Cowles
Dr. Chethan Bachireddy	Dr. Matasha Russell
Daniel Smith	Nicholas J. Bell
Derek Holmes	Olga Rodriguez
Ebon Swofford ( <i>Harris County Attorney’s Office</i> )	Omar Reid
Elizabeth Hanshaw Winn ( <i>Harris County Attorney’s Office</i> )	Patrick Casey
Dr. Esmaeil Porsa ( <i>Harris Health President &amp; CEO</i> )	Randy Manarang
Haley Love	Dr. Sandeep Markan
Jeff Baffour	Sara Thomas ( <i>Harris County Attorney’s Office</i> )
Jennifer Zarate	Shawn DeCosta
Jerry Summers	Dr. Steven Brass
John Matcek	Tamala Austin
Krystal Gamarra	Thomas Alexander

Friday, June 14, 2024

Presentation Regarding the M/WBE Annual Report

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Omar C. Reid, MBA, IPMA, CP

Executive Vice President & Chief People Officer

# Contract Diversity Program Update

*FY23-24 Annual Presentation*

**Derek Holmes**

Vice President  
*Contract Administration  
& Contractor Diversity*

# Overview

- Contract Diversity Program Initial Core Efforts
- Summary of Year 1 Program Spend
- FY 2022-2023 Annual Report Summary
- FY 2023-2024 YTD Semi-Annual Report
- Program Key Takeaways and Emerging Initiatives
- M/WBE Testimonial



# **FY 2022-2023**

## **Annual Report Summary**

*October 2022 – September 2023*



# Contract Diversity Program Initial Core Efforts



## Staffing

Successfully built out CDP staff with 3 full time resources with extensive MWBE program administration experience

## Goal Setting

Established goal setting evaluation protocol for all awards >\$50K. Implemented M/WBE touchpoint within the Procurement Process.

## Website Launch & Contract Mgmt. Database

Launched Contract Diversity Website within the Harris Health URL. Initiated contract management platform (B2G). This database assist with outreach, houses M/WBE directory, goal setting, and monitors contract w/ M/WBE goals.

## Program Training

Facilitated program trainings to external and internal departments within the Harris Health System. Trainings include targeted focus groups, internal trainings, and program awareness sessions.

# Summary of Year 1 Program Spend

Harris Health Total Contracts Awarded Over \$50,000 (October 2022 – September 2023) ~ **\$963 Million**

## 01 Program Exempt Spend

**LESS**

- ~419 Million (44%)

### Examples

- Group Purchasing Organizations
- Sole Source
- Personal Services
- Interlocal Agreements

## 02 Procured Prior to the Program

**LESS**

- ~302 Million (31%)
- Projects that were procured or contracted before the introduction of the M/WBE Policy
- As these awards are subject to amendments or terminations the contract values established before the program will begin to decrease

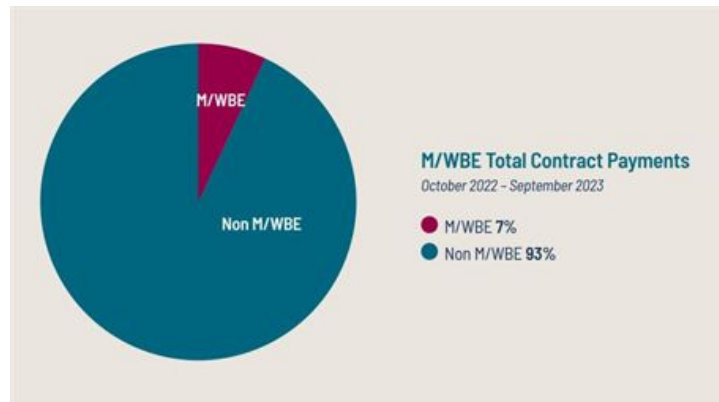
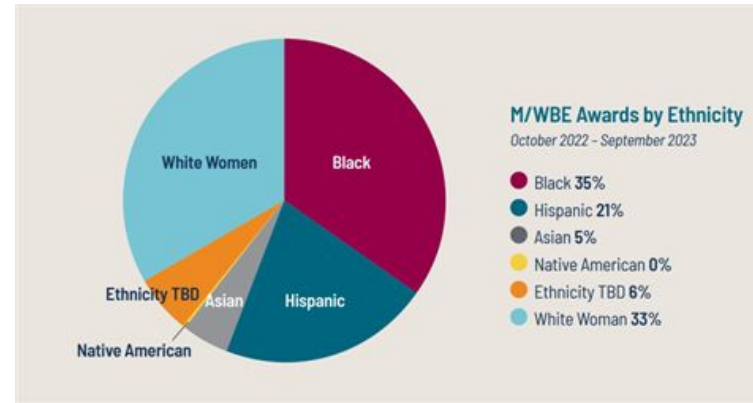
## 03 Program Eligible

**EQUALS**

- ~242 Million (25%)
- This number will continue to increase as awards procured prior to the program begin to term and with increased activity related to LBJ Hospital Construction

Includes \$12.8M granted to M/WBEs on exempt contracts.

# FY22-23 Executive Summary



# FY22-23 Awards Summary

October 2022 – September 2023

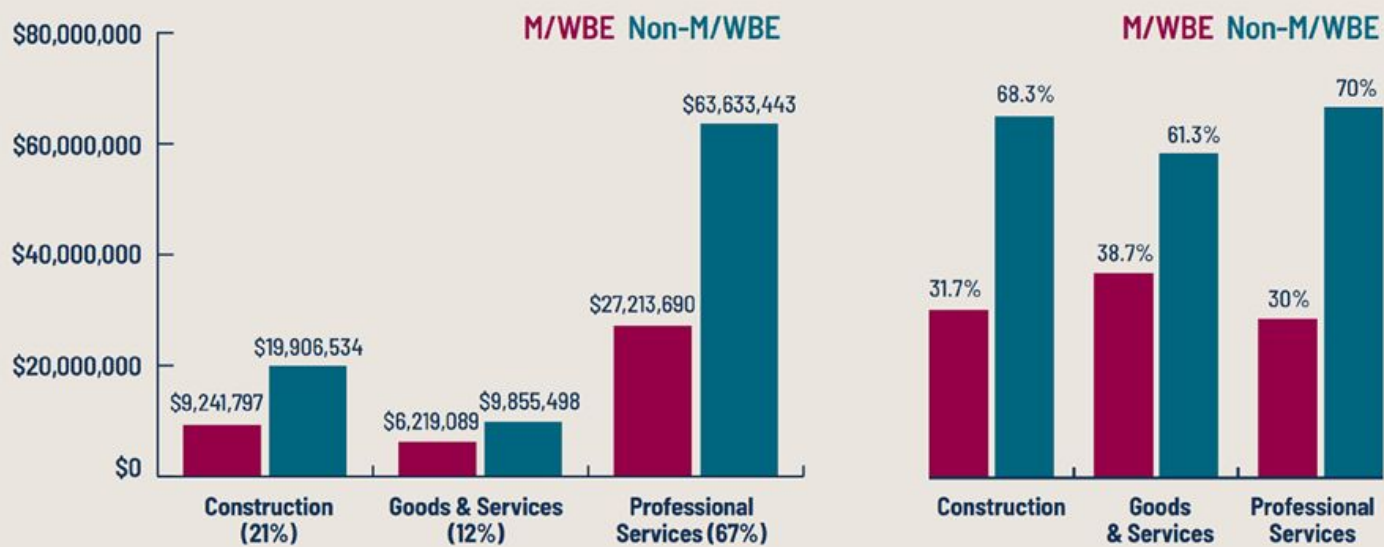
Contract Awards with M/WBE Goals	Contract Count	M/WBE Contract Count	Non M/WBE Amount	M/WBE Amount	Total Amount Awarded	M/WBE %
Professional Services	23	23	\$63,633,443	\$27,213,690	\$90,847,133	30.0%
Construction	15	15	\$19,906,534	\$9,241,796.74	\$29,148,331	31.7%
Goods & Services	19	18	\$9,855,498	\$6,219,089	\$16,074,587	38.7%
<b>Total</b>	<b>57</b>	<b>56</b>	<b>\$93,395,475</b>	<b>\$42,674,576</b>	<b>\$136,070,051</b>	<b>31.36%</b>

Contract Awards without Subcontracting Opportunities	Contract Count	M/WBE Contract Count	Non M/WBE Amount	M/WBE Amount	Total Amount Awarded	M/WBE %
Minimal M/WBE Availability	18	0	\$37,494,770	\$-	\$37,494,770	0.0%
Specialized, Technical, or Unique in Nature	67	8	\$32,395,682	\$2,048,997	\$34,444,679	5.9%
Non-Divisible	36	3	\$21,808,478	\$379,242	\$22,187,720	1.7%
Drop Shipped	17	0	\$9,295,376	\$-	\$9,295,376	0.0%
Co-op	4	1	\$2,175,775	\$707,260	\$2,883,035	24.5%
Emergency	1	0	\$68,483	\$-	\$68,483	0.0%
<b>Total</b>	<b>143</b>	<b>12</b>	<b>\$103,238,564</b>	<b>\$3,135,499</b>	<b>\$106,374,063</b>	<b>2.95%</b>
<b>Total Eligible</b>	<b>200</b>	<b>68</b>	<b>\$196,634,039</b>	<b>\$45,810,075</b>	<b>\$242,444,114</b>	<b>18.90%</b>

# FY22-23 Awards Summary by Contract Type

## M/WBE Awards by Contract Type

October 2022 - September 2023



# FY22-23 Awards Summary by Industry Type

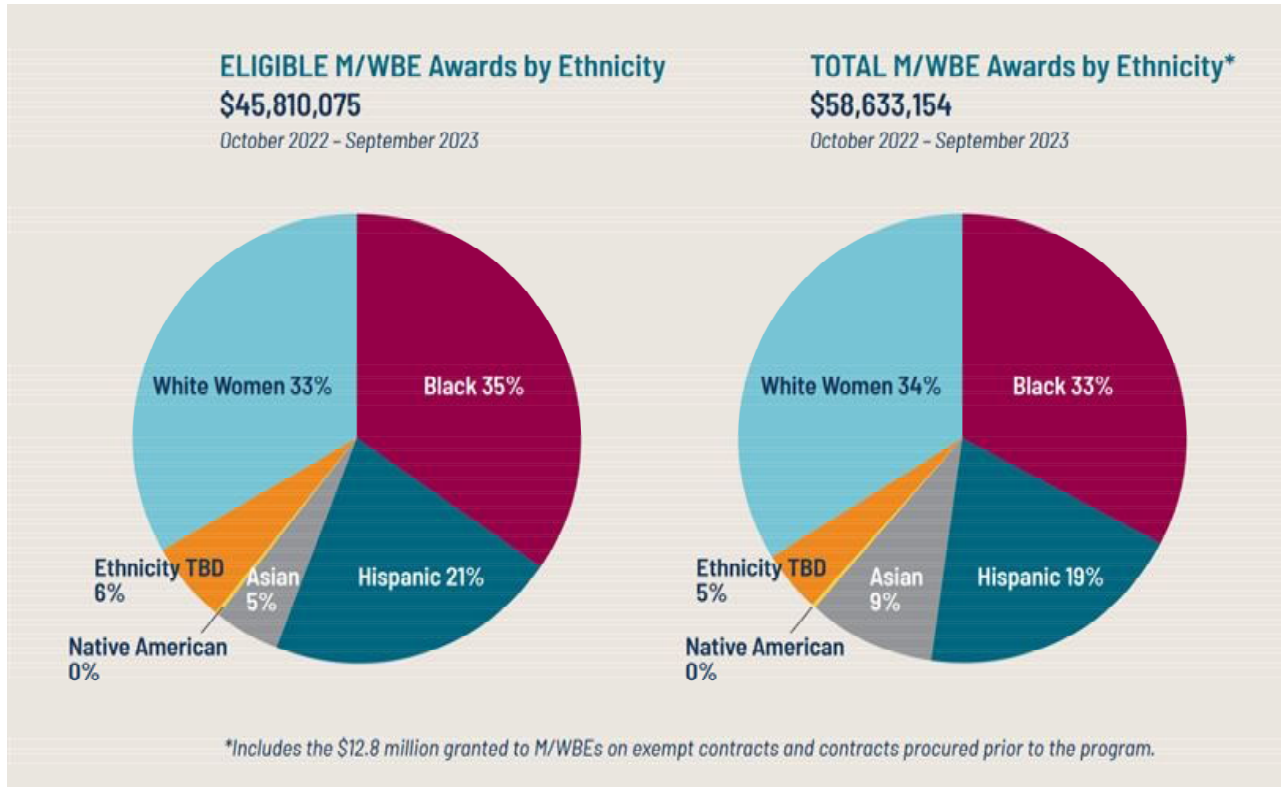
## M/WBE Awards by Industry Type

October 2022 - September 2023

Industry Type	# of Certified Firms Used	% of Utilization	M/WBE Total Award \$	Avg. M/WBE Award per Industry Type
Architectural & Engineering	28	33%	\$19,366,946	\$691,677
Administrative and Support	13	21%	\$12,597,433	\$969,033
Construction	36	14%	\$7,922,548	\$220,071
Wholesale Trade	9	9%	\$5,318,756	\$590,973
Professional and Technical Services	19	8%	\$4,489,898	\$236,310
Health Care and Social Assistance	2	5%	\$3,120,000	\$1,560,000
Information Technology	4	5%	\$2,797,960	\$699,490
Manufacturing	6	3%	\$1,559,843	\$259,974
Real Estate and Leasing	3	1%	\$532,839	\$177,613
Finance & Insurance	1	1%	\$375,000	\$375,000
Retail Trade	3	1%	\$304,722	\$101,574
Transportation & Warehousing	1	0%	\$189,600	\$189,600
Public Administration	1	0%	\$57,609	\$57,609
<b>Total</b>	<b>126</b>	<b>100%</b>	<b>\$58,633,154</b>	<b>\$465,342</b>

# FY22-23 Awards Summary

## Eligible vs Non-Eligible by Ethnicity





# FY22-23 Awards Summary by Ethnicity & Gender

Ethnicity & Gender	Total Eligible Award	Award %	2022 Disparity Study	Var (+/-)
Black	\$15,927,875	6.6%	0.0%	6.6%
Hispanic	\$9,750,498	4.0%	2.3%	1.7%
Asian	\$2,139,167	0.9%	0.3%	0.6%
Native American	\$31,687	0.0%	0.0%	0.0%
MBE	\$27,849,227	11.6%	2.6%	9.0%
White Women	\$15,248,703	6.3%	5.3%	1.0%
Ethnicity TBD <sup>1</sup>	\$2,712,145	1.1%	N/A	N/A
<b>M/WBE</b>	<b>\$45,810,075</b>	<b>18.9%</b>	<b>7.9%</b>	<b>11.0%</b>
<b>Non-M/WBE</b>	<b>\$196,634,039</b>	<b>81.1%</b>	<b>92.1%</b>	<b>-11.0%</b>
<b>Total</b>	<b>\$242,444,114</b>	<b>100%</b>		

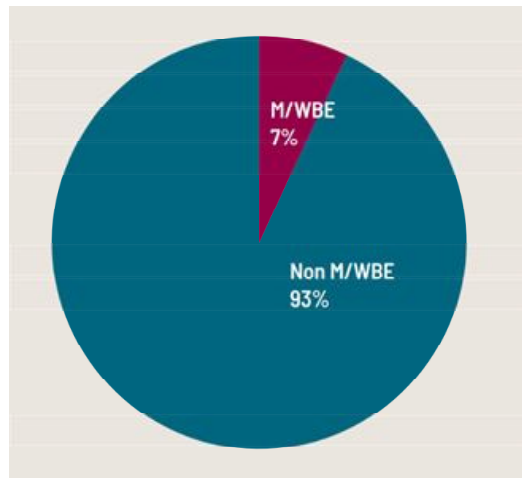
<sup>1</sup> Ethnicity TBD equates to M/WBE awards not yet subcontracted to a specific firm, therefore ethnicity is unknown.

The Disparity Study illustrated 19.5% M/WBE availability in our market.  
Harris Health set a 20% Aspirational Goal.



# FY22-23 Payment Summary

Harris Health paid a total of \$255,986,188 in Fiscal Year 2023 to firms engaged in Construction, Professional Services and Goods & Services contracts. Among these, \$17,672,998 was distributed to certified M/WBE Primes and Subcontractors, resulting in an average payment rate of 7% to M/WBEs.



**M/WBE Payments by Ethnicity and Gender**

October 2022 - September 2023

Ethnicity & Gender	Total Payments	Payment %
Black	\$2,779,398	1.09%
Hispanic	\$833,580	0.33%
Asian	\$931,351	0.36%
Native American	\$-	0.00%
MBE	\$4,544,329	1.78%
White Women	\$13,128,669	5.13%
M/WBE	\$17,672,998	6.90%
Non-M/WBE	\$238,313,190	93.10%
<b>Total</b>	<b>\$255,986,188</b>	<b>100%</b>

# FY22-23 Payment Summary by Contract Type

## M/WBE Payments by Contract Type

October 2022 – September 2023

Contract Type	Non - M/WBE Amount	M/WBE Amount	Total Amount	M/WBE %
<b>Goods &amp; Services</b>	\$109,952,615	\$5,007,222	\$114,959,837	9%
<b>Construction*</b>	\$46,058,500	\$-	\$46,058,500	0%
<b>Professional Services</b>	\$82,302,075	\$12,665,776	\$94,967,851	8%
<b>Total</b>	<b>\$238,313,190</b>	<b>\$17,672,998</b>	<b>\$255,986,188</b>	<b>7%</b>

\*Most Construction contracts with payments during this period were awarded prior to the M/WBE Program. Subcontractor data was not available at the time of this report.

# FY22-23 Outreach & Training Summary

## Outreach / Training Mechanism

## Description of activities performed

### In Person Events

# of Events: 39

Approx. # of Attendees: 3,623



- How to do Business with Harris Health
- Procurement 101 with Harris County and Precincts
- Focused Outreach with LBJ Expansion Partners
- Other strategic partnerships

### Virtual Events

# of Events: 5

Approx. # of Attendees: 220



- Coffee & Conversations series aims to help small businesses connect to opportunities within Harris Health. The series is held every 3<sup>rd</sup> Monday of the month.

### Electronic Communications

# of Events: 30

Approx. # of Attendees: 17,230



- Communications as it pertains to upcoming bids, events and opportunities using the campaign feature in B2G.

### Focus Groups

# of Events: 10

Approx. # of Attendees: 102



- Multiple meetings with MBEs through the Greater Houston Partnership
- Scheduled Harris Health IT and other departments.

### Capacity Building Training

Events Date: Multiple

Approx. # of Attendees: 200



- Inaugural Contractor Training - 175
- MWBE Firms and 10 Prime Contractors
- Building & Capacity Program – 25 Firms

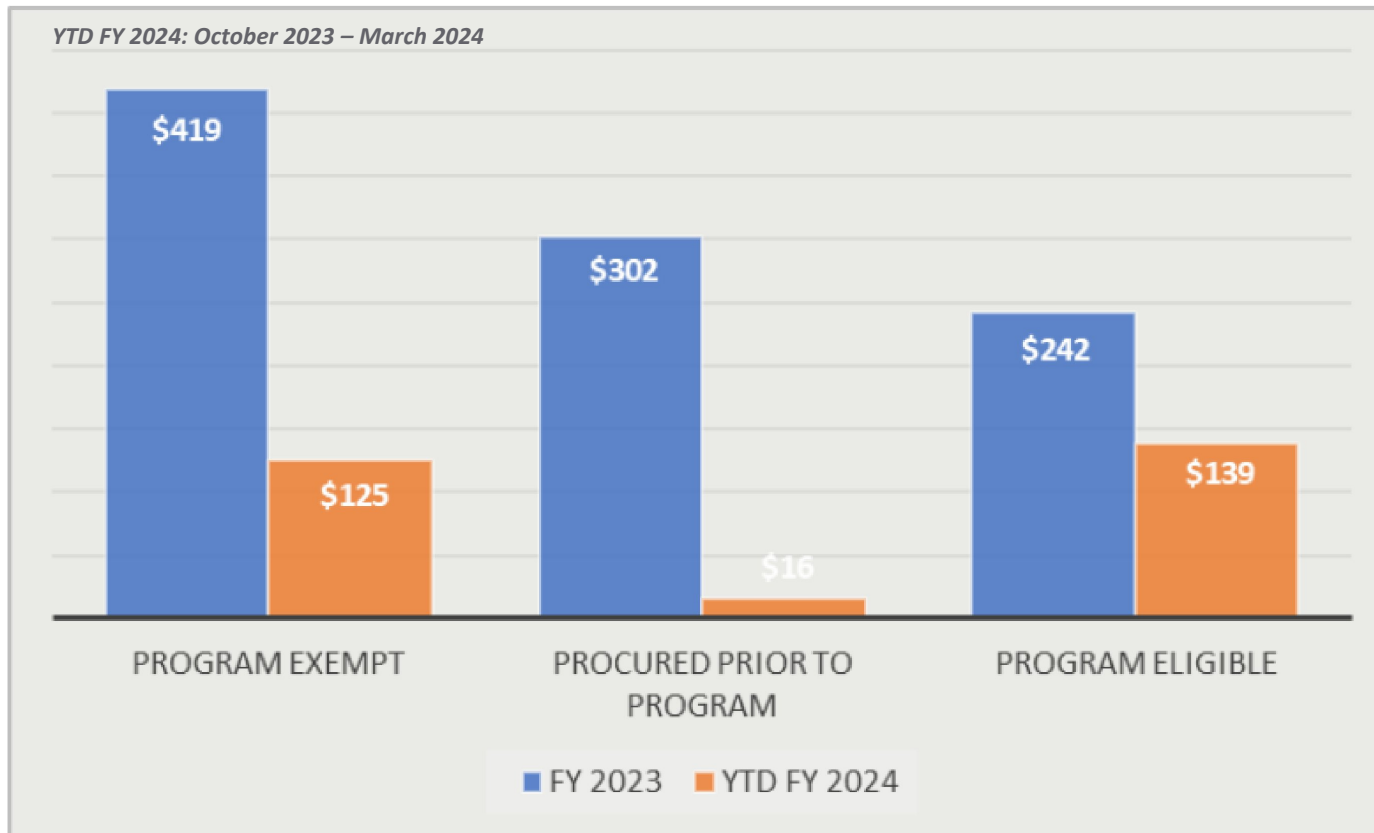


# **FY 2023-2024**

## **Semi-Annual Report**

*October 2023 – March 2024*

# Program Spend – Year 1 vs. Current YTD



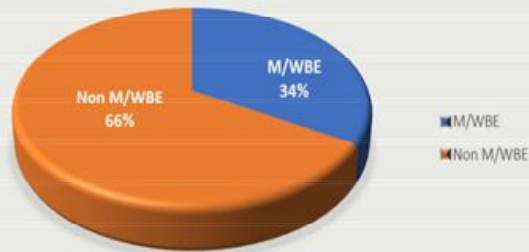
Key Point:

- Forecasting approximately 90% reduction in awards procured prior to program from Yr. 1 (FY23) to Yr. 2 (FY24)

# FY23-24 YTD Executive Summary

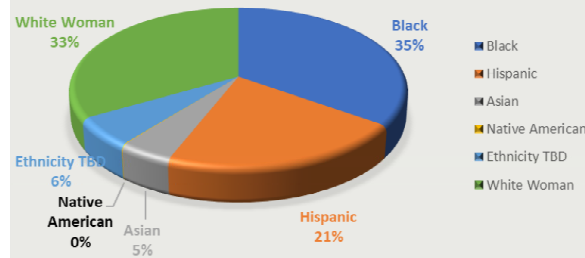
## M/WBE Eligible Contract Awards

October 2023 – April 2024



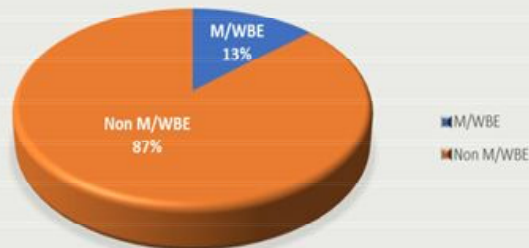
## M/WBE Awards by Ethnicity

October 2023 – April 2024



## M/WBE Total Contract Payments

October 2023 – March 2024



# FY23-24 YTD Awards Summary by Contract Type

OCTOBER 2023 - APRIL 2024

Contract Awards with M/WBE Goals	Contract Count	MWBE Contract Count	Non MWBE Amount	MWBE Amount	Total Amount Awarded	MWBE %
Construction	22	22	\$ 37,419,224	\$ 19,488,330.73	\$ 56,907,555	34.2%
Goods & Services	32	32	\$ 13,286,681	\$ 9,458,305	\$ 22,744,986	41.6%
Professional Services	58	58	\$ 30,755,192	\$ 34,268,561	\$ 65,023,753	52.7%
<b>Total</b>	<b>112</b>	<b>112</b>	<b>\$ 81,461,098</b>	<b>\$ 63,215,196</b>	<b>\$ 144,676,294</b>	<b>43.69%</b>

Contract Awards without Subcontracting Opportunities	Contract Count	MWBE Contract Count	Non MWBE Amount	MWBE Amount	Total Amount Awarded	MWBE %
Drop Shipped	14	0	\$ 5,707,911	\$ -	\$ 5,707,911	0.0%
Emergency	1	0	\$ 116,572	\$ -	\$ 116,572	0.0%
Minimal M/WBE Availability	4	0	\$ 1,077,140	\$ -	\$ 1,077,140	0.0%
Non-Divisible	14	0	\$ 6,717,960	\$ -	\$ 6,717,960	0.0%
Specialized, Technical, or Unique in	51	0	\$ 29,774,579	\$ -	\$ 29,774,579	0.0%
<b>Total</b>	<b>84</b>	<b>0</b>	<b>\$ 43,394,162</b>	<b>\$ -</b>	<b>\$ 43,394,162</b>	<b>0.00%</b>
<b>Total Eligible</b>	<b>196</b>	<b>112</b>	<b>\$ 124,855,260</b>	<b>\$ 63,215,196</b>	<b>\$ 188,070,456</b>	<b>33.61%</b>

# FY23-24 YTD Total Awards vs. Bond Awards

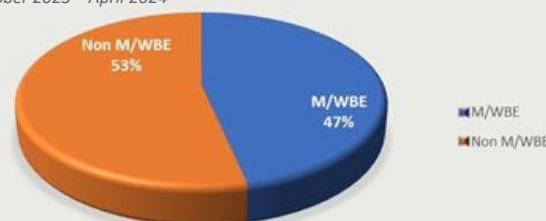
**Awards excluding Bond Awards**

October 2023 – April 2024



**Bond Awards – 5 Awards**

October 2023 – April 2024



Project Count	5			
Contract Awards with M/WBE	Non/MWBE	M/WBE	Total	M/WBE % Total
Goals				
Construction	\$ 25,029,633	\$ 14,031,307	\$ 39,060,940	36%
Professional Services	\$ 629,820	\$ 8,357,455	\$ 8,987,275	93%
Goods & Services	\$ -	\$ -	\$ -	N/A
Total	\$ 25,659,453	\$ 22,388,762	\$ 48,048,215	47%



## FY23-24 YTD Awards by Ethnicity & Gender

OCTOBER 2023 - APRIL 2024

Ethnicity & Gender	Total Eligible Award	FY 2024 YTD Award %	FY 2023 Award %	Var (+/-)	2022 Disparity Study
Black	\$ 9,851,445	5.2%	6.6%	-1.4%	0.0%
Hispanic	\$ 23,351,703	12.4%	4.0%	8.4%	2.3%
Asian	\$ 11,045,035	5.9%	0.9%	5.0%	0.3%
Native American	\$ 125,290	0.1%	0.0%	0.1%	0.0%
<b>MBE</b>	\$ 44,373,473	23.6%	11.5%	12.1%	2.6%
White Women	\$ 11,497,010	6.1%	6.3%	-0.2%	5.3%
Ethnicity TBD <sup>1</sup>	\$ 7,344,714	3.9%	1.1%	2.8%	N/A
<b>M/WBE</b>	\$ 63,215,197	33.6%	17.8%	15.8%	7.9%
Non-M/WBE	\$ 124,855,260	66.4%	82.2%	-15.8%	92.1%
<b>Total</b>	<b>\$ 188,070,457</b>	<b>100%</b>	<b>100.0%</b>		

<sup>1</sup> Ethnicity TBD equates to M/WBE awards not yet subcontracted to a specific firm, therefore ethnicity is unknown.

# FY23-24 YTD Payment Summary

## M/WBE Total Contract Payments

October 2023 – March 2024



## M/WBE Payments by Ethnicity & Gender

October 2023 - March 2024

Ethnicity & Gender	Total Payment	Award %
Black	\$ 3,361,539	3.0%
Hispanic	\$ 3,828,528	3.4%
Asian	\$ 1,024,877	0.9%
Native American	\$ -	0.0%
MBE	\$ 8,214,944	7.4%
White Women	\$ 6,715,653	6.0%
Ethnicity TBD <sup>1</sup>	\$ -	0.0%
<b>M/WBE</b>	<b>\$ 14,930,597</b>	<b>13.4%</b>
Non-M/WBE	\$ 96,752,159	86.6%
<b>Total</b>	<b>\$ 111,682,756</b>	<b>100%</b>

# FY23-24 YTD Payments by Contract Type

## M/WBE Payments by Contract Type

October 2023 - February 2024

Payment	Non M/WBE		M/WBE		Total	M/WBE%
Good and Services	\$	62,864,805	\$	1,814,310	\$ 64,679,115	3%
Professional Services	\$	23,309,534	\$	8,205,020	\$ 31,514,554	26%
Construction	\$	10,577,819	\$	4,911,267	\$ 15,489,086	32%
<b>TOTAL</b>	\$	96,752,159	\$	14,930,597	\$ 111,682,756	13%

# FY23-24 Outreach & Training Summary

## Outreach / Training Mechanism

## Description of activities performed

### In Person Events

# of Events: 15

Approx. # of Attendees: 2,130



- How to do Business with Harris Health
- Procurement 101 with Harris County and Precincts
- Focused Outreach with LBJ Expansion Partners
- Other strategic partnerships

### Virtual Events

# of Events: 7

Approx. # of Attendees: 267



- Coffee & Conversations series aims to help small businesses connect to opportunities within Harris Health. The series is held every 3<sup>rd</sup> Monday of the month.

### Electronic Communications

# of Post: 15

Approx. # of Attendees: 40,290



- Communications as it pertains to upcoming bids, events and opportunities using the campaign feature in B2G.

### Focus Groups

# of Events: 3

Approx. # of Attendees: 12



- Multiple meetings with MBEs through the Greater Houston Partnership
- Scheduled Harris Health IT and other departments.


### Scheduled Training

Events Date: Multiple

Approx. # of Attendees: ~400



- Leadership Forum – April 16th
- Reoccurring SABA Training
- Annual CDP Training – September 2024



**The Metropolitan Transit Authority of Harris County TX, City of Houston, Houston Independent School District (H.I.S.D.), Port Houston, Houston Community College and Harris Health System** have teamed up to offer the **Interagency Mentor Protégé Program (IMPP)**. IMPP exists to foster and strengthen long-term, effective working relationships between established emerging businesses.

**Benefits for participating in IMPP include, but are not limited to:**

- Understanding business financials and bidding
- Creating and strengthening working relationships between established and emerging companies
- Understanding how to do business with local government agencies
- Gaining technical assistance in specific areas

### Program Requirements

- Currently certified as a small, woman-owned, veteran-owned, minority-owned or Disadvantaged Business Enterprise (DBE) by the City of Houston, METRO's Office of Economic Business Opportunity or hold a current registration from Port Houston, H.I.S.D or HCC
- In continuous operation for at least 24 months
- Documented revenue between \$150,000 and \$4 million over the past three (3) years
- Minimum of four (4) employees
- Must be able to commit to nine (9) workshops
- Must be able to identify the type of guidance needed for development

### Program Details

NOTE: You may be asked to submit documents to verify or add to information on your application. Failure to submit verifying documents could result in the disqualification of your application.

- **Program Length:** Nine (9) weeks
- **Class Time:** 6 – 8 p.m. every Tuesday
- **Location:** Hybrid
- **Application Deadline:** March 31, 2024
- **Program Start Date:** May 7, 2024
- **Apply online:** [www.houstonctx.gov/obo/mentor\\_protége.html](http://www.houstonctx.gov/obo/mentor_protége.html)

PLEASE NOTE: IMPP is neither designed nor intended to meet any legal standards set by federal, state, local or other public agencies. Participation in IMPP is NOT a guarantee for a contracting opportunity with any participating or sponsoring organization.



# Key Takeaways & Emerging Initiatives

## Program Traction & Natural Progression Year 1 vs. Year 2

- Significant effort Yr. 1 committed to formal program establishment
  - Building Out Staff
  - Launching initial website
  - Community “program introduction” outreach efforts
  - Internal & External Training Procedures
  - Introducing M/WBE evaluation (goal setting)/reviews (plan review) during procurement process
  - Establishing B2G (Contracting Database)



- Year 2 commitments include the following key items:
- Key items
  - Increase staff
  - Grow outreach and resources
  - Improve data
  - SABA Training for Employees
  - Finalize Administrative Procedures

## Expansive Exclusions to Program in Year 1 vs. Year 2

- Approximately 75% of awards from Yr. 1 were either procured prior program or exempt by policy from program,
  - As these awards come up for renewal or expire, they will be evaluated for M/WBE opportunities
  - Procurement categories currently exempt from the CDP program will be evaluated for potential inclusion in program



Year 2 commitments include the following key items:

- Key Items
  - Realized a increase in pool of eligible MWBE awards (Pg 16)
  - Joined the Supplier Diversity Roundtable Committee with Premier & Healthcare Industry Champion with the Greater Houston Partnership
  - Elevated and targeted outreach with increased program awareness and event attendance

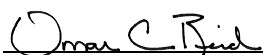
# Questions



Friday, June 14, 2024

Consideration of Recommendation for Approval of the Revised  
2024 DEI Reporting Schedule to the Harris Health System Board of Trustees

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Omar C. Reid, MBA, IPMA, CP  
Executive Vice President & Chief People Officer

## REVISED 2024 DEI REPORTING SCHEDULE

January 2024	Employee Engagement Survey Findings, Food Bank Update
February 2024	DEI Survey Analysis
March 2024	<i>Meeting Canceled</i>
April 2024	CHW Home Visits
May 2024	<i>Meeting Canceled</i>
June 2024	MWBE Annual Report
July 2024	Break ( <i>No Committee meetings scheduled for the month of July</i> )
August 2024	Patient Perspectives on Access to Care F/U DEI Data Analysis
September 2024	Community Engagement
October 2024	Health-Harming Legal Needs Medical-Legal Partnership
November 2024	Apprenticeship Updates
December 2024	Break ( <i>No Committee meetings scheduled for the month of December</i> )