

AGENDA

**Equal Employment
Opportunity
Committee**

Meeting Date
April 9, 2013

Time
11:00 A.M.

Location
Board Room (532)

CALL TO ORDER

Rev. Diane Lacey

ADOPTION OF MINUTES

Rev. Diane Lacey

JANUARY 15, 2013

ASSISTANT VICE PRESIDENT'S REPORT

Manasses C. Williams

SUMMARY OF EEOC FISCAL YEAR 2012 REPORT
ON DISCRIMINATION COMPLAINTS

2012 DISCRIMINATION COMPLAINTS REPORT

Gail Proto

OLD BUSINESS

NEW BUSINESS

ADJOURNMENT

NEW YORK CITY HEALTH AND HOSPITALS CORPORATION

**EQUAL EMPLOYMENT
OPPORTUNITY
COMMITTEE**

MINUTES

Meeting Date
January 15, 2013

**BOARD OF
DIRECTORS**

**EQUAL EMPLOYMENT OPPORTUNITY
COMMITTEE MEETING**

A meeting of the Equal Employment Opportunity Committee of the HHC Board of Directors was held on January 15, 2013 in the Board Room at 125 Worth Street, New York City with Josephine Bolus, RN, presiding on behalf of the Committee Chair Rev. Diane Lacey.

COMMITTEE MEMBERS

Josephine Bolus, RN
Antonio D. Martin (Representing President Alan D. Aviles in a voting capacity)
Michael A. Stocker, MD

HHC STAFF

Ernest Baptiste, Kings County Hospital Center
Deborah Cates, Chairman's Office/Board Affairs
Chris Constantino, Elmhurst Hospital Center
Nelson Conde, Professional Services & Affiliations
Nancy Doyle, Workforce Planning & Development
Norma E. Irizarry, Affirmative Action/EEO
Barbara Keller, Legal Affairs
Patricia Lockhart, Chairman's Office
Lois Penn, South Manhattan Healthcare Network/Bellevue Hospital Center
Gail Proto, Affirmative Action/EEO
Jodi Savage, Southern Brooklyn and Staten Island Healthcare
Network/Coney Island Hospital
Jorge Vidro, Generations +/Northern Manhattan Health Network
Yvette Villanueva, Generations +/Northern Manhattan Health Network
Manasses C. Williams, Affirmative Action/EEO

OTHER ATTENDEES

Gillian Gibson, New York Blood Center
Michael J. Monahan, New York Blood Center
Laura Ronk, Agfa HealthCare Corporation
Klara Sussman, Agfa HealthCare Corporation
Sloane Wagstaff, 3M Company

AFFILIATE ATTENDEES

Guy R. Auguste, The Mount Sinai Hospital
Andrew Brotman, MD, New York University School of Medicine at Bellevue Hospital Center
Denise Dudley, New York University School of Medicine at Bellevue Hospital Center
Ken Feifer, Mt. Sinai School of Medicine at Queens Health Network
Doriane K. Gloria, Physician Affiliate Group of NY, P.C. (PAGNY)
Tanya E. Issacs, Mt. Sinai School of Medicine at Queens Health Network
Leo Johnson, State University of New York (SUNY) Health Science Center at Brooklyn Kings County Hospital Center
Tamiru Mammo, President's Office
Linda Maneggio, Physician Affiliate Group of NY, P.C. at North Bronx Healthcare Network
Jasmin Moshipur, MD, Mt. Sinai School of Medicine at Queens Health Network
Reginald Odom, New York University School of Medicine at Bellevue Hospital Center

CALL TO ORDER

Committee Member Josephine Bolus, RN serving as Chair called the meeting to order at 11:15 a.m. The minutes of the October 16, 2012 EEO Committee were adopted as submitted.

ASSISTANT VICE PRESIDENT'S REPORT

Manasses C. Williams, Assistant Vice President, Affirmative Action/EEO, commenced his report by reporting that on October 25-27 2012, employees from the Office of Affirmative Action/EEO and the Department of Facilities Development represented HHC at the New York State M/WBE Forum in Albany, New York sponsored by Governor Andrew M. Cuomo. He further stated that over the three days of the conference, there were approximately 1,700 attendees.

CONDITIONAL APPROVALS

Mr. Williams stated that he would be presenting four conditionally approved contractors. He also stated that Allscripts Healthcare Solutions, Inc., was not presenting since they were reviewed and given a Certificate of Compliance by the Office of Federal Contract Compliance Programs (OFCCP) in October of 2012 and as is the HHC policy were given a certificate of approval by HHC based on the OFCCP approval. He stated that in 2011, New York Blood Center had three underutilizations in 2011, which were eliminated in 2012, in addition, in 2012, they gained three new underutilizations. Michael Monahan, Sr. Vice President and Chief Administrator Officer and Gillian Gibson, Sr. Human Resources Manager, represented New York Blood Center. Ms. Bolus asked Ms. Gibson where their office is located. Ms. Gibson stated that they have many locations throughout the New York City area. Mr. Monahan stated that in the report that they have submitted to the HHC AA/EEO office, they have indicated that in areas that they have underutilizations, they are short by one person or at the most by two. He also stated that they have a workforce that is 60% women and 60% minorities. He further stated that their Human Resources Department which is led by Ms. Gibson is 70% women and 70% minorities. He also stated that they have made a strong effort to address the concerns that were expressed previously. He continued by stating that they have recruited a female driver in their Long Island facility which was a very difficult task. He further stated that in April 2011, they took the action of having a voluntary separation program that resulted in the downsizing of nearly 100 individuals from their workforce and that they will continue to respond to any concerns regarding their underutilizations.

Mr. Williams stated that the second contractor presenting was 3M Company. He stated that in 2011, they had one underutilization in Sales Job Group 1 for minorities and that they had the same underutilizations for 2012. Sloane Wagstaff, Human Resources Manager, 3M Company was present. He stated that 3M is a Health IT software company and that in the last two years they have had significant growth in their technical positions as they have developed a new product offering for the Health IT customer base. He also stated that they have not hired significantly in the Sales Job Group during the two previous years as they have primarily been in development mode. He further stated that

in moving forward in 2013, they intend on increasing their sales team to address the identified underutilization in this group. He further stated that to ensure that they are effective in their effort, they have established the following practice. The 3M "Slate Review Process" is to ensure that 3M has interviewed a minimum of two candidates for each open position. At least one of those candidates must be diverse (by gender and/or minority status) before 3M approves an offer to be extended. He also stated that their division is anticipating significant growth in the next five years and that they intend on increasing their head count by 500. He further stated that they feel confident this growth as well as their Slate Review Process will ensure a healthy diverse population of new employees into the company. Also, they have currently added steps to the Slate Review for Sales including:

- Human Resources Manager should approve no external Sales candidate slate, unless there is a robust level of minority candidates on that slate or the Human Resources Manager has confirmed that a diligent search was performed and despite their outreach efforts, no well-qualified minority candidates applied.
- Human Resources Manager to review every sales hiring decision before official offer is made.

Mr. Williams stated that the final contractor he was presenting was Agfa Healthcare Solutions, Inc. He stated that there are two facilities, one in Carlstadt, New Jersey and one in Greenville, South Carolina. In Carlstadt, New Jersey, last year, they had five underutilizations, two minorities and three females. They eliminated the two minority underutilizations and the three female underutilizations remain. In Greenville, South Carolina, last year, they had four female underutilizations. They eliminated two female underutilizations in Sales Job Group 2 and in Service Job Group 1; however for 2012 they picked up an additional three underutilizations, these are in Sales Job Group 2, for minorities and Technicians Job Group 1 for females and minorities. Laura Ronk, Senior Human Resources Manager and Klara Sussman, Human Resources Manager, Agfa HealthCare Corporation were the representatives at the meeting. Ms. Sussman explained to the Board that based on their applicant pool, they have noticed a significant increase in minority and female applicants. She stated that in applicants they have 22% women and 27% minorities. Ms. Ronk stated that their outreach is more effective than it was in 2011. She also stated that since they are a Healthcare IT company, it is a very competitive industry, and that there are not too many people unemployed in that area. She also stated that they have many applicants, but not qualified applicants. She further explained that one of the ways they set up their AAP is that for Carlstadt, New Jersey and Greenville, South Carolina they have individuals from Wyoming feeding into Greenville and individuals from Idaho feeding into Greenville, therefore, the numbers are not exactly reflective of the Carlstadt, New Jersey metropolitan area or the Greenville, South Carolina metropolitan area.

2012 AFFILIATE AFFIRMATIVE ACTION PLAN UPDATE

Gail Proto, Senior Director, Affirmative Action/EEO reported on the Equal Employment Opportunity status on the four affiliates. The report showed that all four affiliate facilities Mount Sinai School of Medicine, New York School of Medicine, (NYU) Physician Affiliate Group of New York, P.C. (PAGNY) and State University of New York (SUNY) had job groups with no underutilizations.

There being no further business, the meeting was adjourned at 11:55 a.m.

EEOC REPORT ON DISCRIMINATION CASES

FISCAL YEAR 2012 (October 2011 – September 2012)

The EEOC reported that for Fiscal Year 2012, charges of Discrimination on the job decreased by 0.54%. In Fiscal Year 2011, there were 99,947 complaints filed, while in Fiscal Year 2012, there were 99,412 complaints filed.

CATEGORY	FY 2011	FY 2012	PERCENT CHANGE
Total Charges	99,947	99,412	-535 - (0.54%)
Retaliation	31,429	31,208	-221 - (0.70%)
Race	35,395	33,512	-1,883 - (5.32%)
Sex	28,534	30,356	1,822 (6.39%)
Age	23,465	22,857	-608 - (2.59%)
Disability	25,742	26,379	637 (2.47%)
National Origin	11,833	10,883	-950 - (8.03%)
Religion	4,151	3,811	-340 - (8.19%)
Equal Pay Act	919	1,082	163 (17.74%)

Charges relating to retaliation, race, age, national origin and religion showed a decrease between 2011 and 2012. Race complaints had the largest numerical decrease going from 35,395 in 2011 to 33,512 in 2012 a decrease of 1,883 or 5.32%.

Charges of sex, disability and equal pay act showed the largest increases. Sex complaints had the largest numerical increase going from 28,534 in 2011 to 30,356 in 2012 an increase of 1,822 or 6.39%.

DISCRIMINATION COMPLAINTS REPORT 2012

RATIO OF COMPLAINTS TO TOTAL EMPLOYEES 2012

RATIO	1/184
# EMPLOYEES	39,886
# NEW COMPLAINTS	217

COUNSELING SESSIONS CORPORATE - WIDE FOR YEARS 2011 - 2012

2011	2012
182	176

COMPLAINT PROCESSING CORPORATE-WIDE FOR YEARS 2011-2012

	2011	2012
NEW*	202	217
CLOSED	208	225
OPEN**	161	153

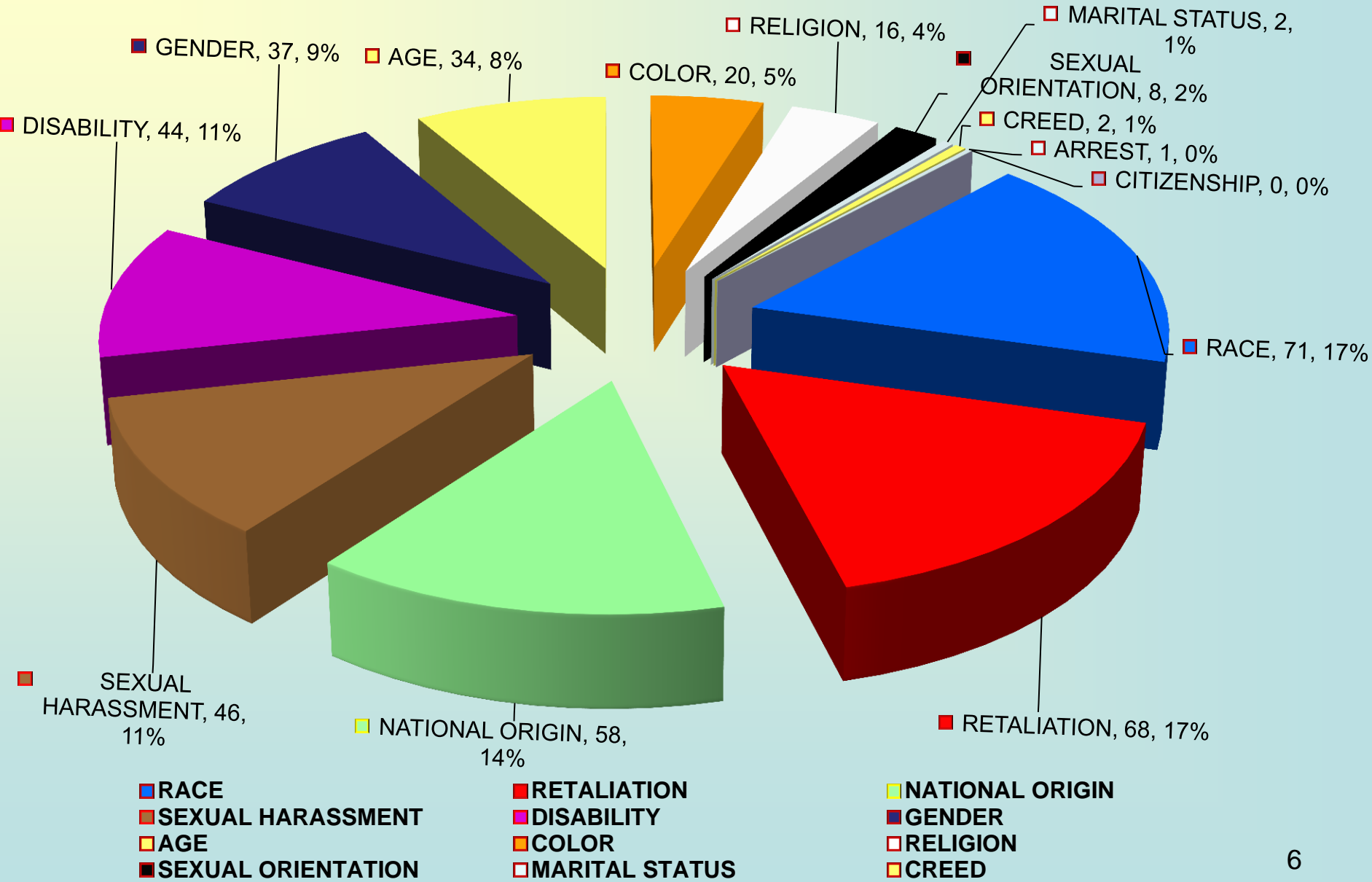
* THE TERM NEW HAS REPLACED THE TERM FILED FOR PURPOSES OF CLARITY.

** INCLUDES COMPLAINTS FROM PRIOR YEARS THAT HAVE REMAINED OPEN AND ELEVEN (11) PRIOR YEAR COMPLAINTS NOT ON 2012 REPORT.

TOTAL ALLEGATIONS CORPORATE-WIDE 2012

ALLEGATION	#	%
RACE	71	17.44
RETALIATION	68	16.71
NATIONAL ORIGIN	58	14.25
SEXUAL HARASSMENT	46	11.30
DISABILITY	44	10.81
GENDER	37	9.09
AGE	34	8.35
COLOR	20	4.91
RELIGION	16	3.93
SEXUAL ORIENTATION	8	1.97
MARITAL STATUS	2	0.49
CREED	2	0.49
ARREST	1	0.25
CITIZENSHIP	0	0.00

TOTAL CORPORATE-WIDE NEW ALLEGATIONS 2012



NEW ALLEGATIONS FILED IN 2012 SHOWED DECREASES IN SIX OF THE 14 ALLEGATIONS TRACKED

ALLEGATION	2011	2012	# CHANGE
Color	24	20	-4
Arrest	5	1	-4
Creed	5	2	-3
Sexual Harassment	48	46	-2
Marital Status	4	2	-2
Alienage/Citizenship	1	0	-1

NEW ALLEGATIONS FILED IN 2012 SHOWED INCREASES IN EIGHT OF THE 14 ALLEGATIONS TRACKED

ALLEGATION	2011	2012	# CHANGE
Gender	19	37	+18
Disability	29	44	+15
Age	22	34	+12
Race	61	71	+10
National Origin	48	58	+10
Sexual Orientation	3	8	+5
Retaliation	64	68	+4
Religion	13	16	+3

COMPLAINT CLOSURE TOTALS CORPORATE-WIDE 2011-2012

ALLEGATION	2011	2012	# CHANGE
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Dismissed	8	11	+3
No Probable Cause	152	150	-2
Probable Cause	9	21	+12
Administrative Closure	27	24	-3
Settled	6	10	+4
Withdrawn	6	9	+3

CONCLUSION

1. New allegations filed in 2012, showed increases in eight of the 14 allegations tracked: Disability, Age, Gender, Race, National Origin, Sexual Orientation, Retaliation, and Religion.
2. Six allegations showed a decrease: Color, Arrest, Creed, Sexual Harassment, Marital Status and Alienage/Citizenship.

ACTION PLAN

1. Standardize procedures and training.
2. Pinpoint specific pockets of discrimination patterns and strategize proactive measures.
3. Discuss mediation techniques to diffuse even more difficult situations.