

GH Diversity & Inclusion Council - Final (Revised 09/14/2018)
Strategic Objectives FY19

Strategic Action Planning Worksheet

Annual D & I Objectives	Trends	Actions	Resources/Partners	Outcomes/Impact	Timing	Financial Needs	Work Sub-Group
<p>Education and Awareness</p>	<p>Education and awareness training across all levels (prefer in-person programs)</p> <p>LGBTQ education/sensitivity training</p> <p>Make classes/training more accessible for frontline/bedside staff. (i.e. dept./unit based training, webinars, Healthstream)</p>	<p>Item#1 - D&I Cafeteria Atrium Info Table a) Choose our Logo and Slogan campaign</p> <p>Item#2 - On-Call Newsletter</p> <p>Item #3 - LGBTQ speaker: LGBT 101 or LGBTQ 101- Communication With Compassion</p>	<p>Council Members</p> <p>Possible speakers for lunch & Learn:</p> <ul style="list-style-type: none"> • Tony Ferraiolo, Transgender Youth Advocate and Author • Dr. Andrew Anson, a psychiatrist at the Fairfield Breast Center and a LGBT affirming psychiatrist. • Patrick Dunn, New Haven Pride Center Executive Director • Dr. Nelson Sanchez. He is the LGBT Steering Committee Chair at Weill Cornell Medicine and Memorial Sloan Kettering Cancer in NYC. Possible speaker from Triangle Community Center (preferably female) <p>Multi-media/Marketing Livestreaming capabilities</p>	<p>Awareness & Education:</p> <p>Item# 1-2 - Enhance awareness of GH D & I Council and engage staff by having a logo/slogan contest. Council will vote on submission and winner receives an Amazon gift card.</p> <p>Solicit ideas for future programs/events.</p> <p>LGBTQ education:</p> <p>Gain a better understanding of the LGBTQ community in the healthcare environment and beyond; Develop a culture of compassion by erasing common stereotypes/fears; Develop a heightened sensitivity regarding common concerns of the LGBTQ community (ex. pronoun usage; sexual orientation; gender identity)</p>	<p>Awareness: Q1/Q2 FY 2019 LGBT Education: Q3 FY 2019 (June- Pride Month)</p>	<p>Items Needed:</p> <p>Brochures</p> <p>Two Amazon gift cards</p> <p>“Swag”-pens; cups; bracelets (FY18 expense)</p> <p>FY19: Posters (\$200) T-Shirts (\$300) Speaker (\$1000)</p>	<p>MaseQua Pina - Group Leader</p> <p>Nicole Tyer</p> <p>Lisa Gutierrez</p> <p>Annie Nardi</p> <p>Kristi Ciacciarella</p> <p>Jennifer Pascucci</p> <p>Thu-Hong Vu</p> <p>Dianne Braatz</p> <p>Lestina Ware</p>
<p>Talent Management</p>	<p>Equity in hiring and promotion of employees with diverse backgrounds (opportunities to groom, mentor, develop, career ladder, career, counseling, promote internal talent).</p> <p>Opportunities for people with disabilities and over 50.</p> <p>Hiring reflective of the community across all disciplines.</p> <p>Increase diversity in upper/middle management. (gender diversity, specifically male.)</p>	<p>Item#1 - Establish contacts/relationships with the following: Westchester Community, Norwalk Community Colleges/vocational schools, Abilis & Pathways (disabilities), Triangle Community Center & Loft LGBT Center, and moms re-entering the workforce</p> <p>Item #2- Identify YNHHS employees to share success stories to motivate and engage employees and increase retention.</p>	<p>Talent Acquisition & Community and Government Relations</p>	<p>Increase awareness for external candidates on available jobs/requirements, specifically:</p> <ul style="list-style-type: none"> • candidates 50+ • people with disabilities (partner w/agencies) <p>Increase opportunities for staff to be better informed and prepared for other job/career opportunities.</p>	<p>Item#1 - Q3 & 4 FY2019</p> <p>Item#2 - throughout FY19</p>	<p>New External Brochures (\$250 FY19)</p>	<p>Ruby Shankar - Group Leader</p> <p>Kirsten Suarez</p> <p>Jerry Laureano</p> <p>Healthier Harz</p> <p>Shonda Davis</p> <p>Amanda Smith</p> <p>Melissa Turner</p> <p>Nickolas Damiano</p>

<p style="text-align: center;">Community Engagement</p>	<p>Community outreach:</p> <ul style="list-style-type: none"> •health fairs/community health programs •health education opportunities •help with social determinants <p>Partner with local schools/colleges (i.e. career fairs, promote healthcare opportunities/shadowing)</p>	<p>Item#1 - Participate in a hispanic health fair for Diversity. Offer language translation services and education on safety and health awareness. Partner with Kathy Carley-Spanier, Community Health.</p> <p>Item #2- Bring Your Child to Work Day-Recruit council members and volunteers to staff stations (clinical and non-clinical) to a inhouse hospital event and develop a donation program to extend to local communities.</p> <p>Item#3 - Teddy Bear Clinic- Identify and educate community and provide health education language services (i.e american sign lanuagage and other 14 lanugages) and promote a culture of inclusion for the Greenwich community.</p>	<p>Kathy Carley-Spanier, Community Health, Patient Guest Relations, HR, Marketing, PR, Volunteer Services</p>	<ul style="list-style-type: none"> •Strengthen parnerships in the community. •Have an active presence in the community. •Help improve the health and wellness of the community through access and education. 	<p>Item#1 - Oct. 2018</p> <p>Item#2 - April 2019</p> <p>Item#3 - Oct. 2018</p>	<p>Item#1 - \$150 (FY18 Expense)</p> <p>Item#2 - \$500 (FY18 Expense)</p> <p>Item#3 - \$500 (FY18 Expense)</p>	<p>Muriel Fenton - Group Leader</p> <p>Angela Melwani</p> <p>Maria Tsimis</p> <p>Kim Spezzano</p> <p>Stacey Green</p> <p>Glenn Wolff</p> <p>Deborah Romaniello</p> <p>Emilie Hanne</p> <p>Lauren Pauley</p>
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