



525-535 West Jefferson Street • Springfield, Illinois 62761-0001 • www.dph.illinois.gov

DIVERSITY IN HEALTH CARE TASK FORCE
September 11, 2020 2:00-3:00PM
Due to COVID-19 this meeting will be held virtually.

Join meeting via Webex:

<https://illinois.webex.com/illinois/j.php?MTID=m6a208ee70c5ff52d441b911c3f3cba95>

Meeting number: 133 175 7490

Password: 9D3qE3mPp2T

Join by phone:

+1-312-535-8110 United States Toll (Chicago) +1-415-655-0002 US Toll

Access code: 133 133 9915

AGENDA ITEMS:

1. Call to Order & Notice of Recording
2. Roll Call
3. Public Comment Period
 - Persons interested in making public comment are encouraged to contact the Center for Minority Health Services at dph.cmhs.info@illinois.gov. If there are speakers remaining after the fifteen (15) minutes allotted for public testimony, who registered prior to the start of the meeting and who have not spoken, they may be permitted to provide their testimony at the conclusion of the meeting, at the discretion of the Chair.
4. Board Vacancies
5. Report from each committee workgroup
 - a. Student Workgroup: Erik Mothersbaugh/Ziemowit Mazur
 - b. Leadership Workgroup: Sodabeth Etminan/Gloria Barrera
 - c. Collaboration Workgroup: Lourdes Shanjani/Len Meyer

Next Step:

1. Data/literature review, discuss stakeholders

Adjourn:

Diversity and Health Care Task Force Framework:

- Purpose/Goal: To diversify the healthcare workforce by engaging students, parents, and the community to build an infrastructure that assists students in developing the skills necessary for careers in healthcare.
- Objectives
 - Minority Students pursuing medicine or healthcare as a career option.
 - Establishing a mentee/mentor relationship with current healthcare professionals and students by:
 - utilizing social media to communicate important messages and success stories
 - holding a conference related to diversity and inclusion in healthcare professions.
 - Early employment and support by:
 - researching and leveraging best practices, including recruitment, retentions, orientation, workplace diversity and inclusion training.
 - Identifying barriers to inclusion and retention and proposing solutions.
 - Healthcare leadership and succession planning including:
 - Providing education, resources and tool kits
 - Developing health work environments, leadership training on culture, diversity, and inclusion
 - Obtaining workforce development concentrated on graduate and post-graduate education and succession planning.
- Collaborate with the following to achieve greater diversity in medicine and the health professions.
 - policy makers,
 - medical and specialty societies,
 - national minority organizations,
 - and other groups
- Priorities:
 - Affirmative action programs should be designed
 - Recruitment activities should support and advocate for the full spectrum of racial, ethnic, and cultural diversity.
 - Recruitment and academic preparations of underrepresented minority students should start in elementary school and throughout.
 - Financial incentives should be increased to minority students
 - Staff should be hired in these organizations who are accountable to the organizational leadership and implement and measure the effectiveness of their activities.
 - Formal program or mechanism to ensure that these individuals rise to leadership positions at all levels
 - Organizations with a stake in enhancing workforce diversity should implement systems to track data and information on race, ethnicity, and other cultural attributes.

Considerations:

1. What does the data tell us about the existing disparities?
2. What are local, regional and national think tanks who can help us with the data?
3. What does the literature tell us about solutions at scale?

4. How should we prioritize our initial list of recommendations/action items?
5. Who are the key stakeholders and experts we need to bring to the table?