

**Diversity Advisory Council**  
**Monday, April 27, 2009**  
**1:15 – 3:15 p.m.**  
**Hatfield Research Center, 14D03**

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**Attendees:** Phyllis Beemsterboer, Lois Davis, Sima Desai, Rachel Dresbeck, Leslie Garcia, Iris Johnson, Valeria Palmer, Renee Rice, Samia Saad, Steven Scott, Linda Strahm, Kirsten Wall, Dean Westwood, Xuemei Wu, Luai Zarour

**Absent:** Martin Epton, Jesika Gavilanes, Vanessa Green, Mariann Hyland, Norm Kalbfleisch, Laurie Mecham, Jilma Meneses, Joy McCammon, Maria Elena Ruiz, Robert Vieira

**Guests:** Priscilla Andres (HR Director, Hospital & Clinics), Alix Bach (Manager, Healthcare Employment Services), Joni Elsenpeter (Senior HR Business Partner), Dr. Eneida R. Nemecek (Assistant Professor, DCH Hematology Oncology), Riikka Salonew (Food & Nutrition), Mike Tom (AAEO)

**Meeting Minutes:** Verian Wedeking

**Next Meeting:** Monday, May 18, 2009; 1:15 – 3:15 p.m.; Hatfield Research Center, 14D03

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## **AGENDA TOPICS**

### **Introductions**

**Leslie Garcia**

- Council members and guests introduced themselves, and the following announcements were made: the Coalition for Health and Affirmation of Sexual Minorities (CHASM) will be participating in the Portland Pride Festival, conducting a food drive, and holding a film festival in the upcoming months; and an update on the diversity calendar.
  
- Announcement was made of the transition diversity efforts from the SoM Office of Diversity Affairs to the Center for Diversity & Multicultural Affairs.

### **Meeting Minutes**

The Council reviewed the minutes from the March meeting, and approved them by consensus with one change to attendance reflecting Bob Vieira was in attendance.

### **Diversity Strategic Plan – ELT Update**

**Leslie Garcia**

Leslie informed the Council that the steering committee met with the Executive Leadership Team (ELT) on April 22<sup>nd</sup>. The objective of this meeting was to inform the ELT on the organizational structure (AAEO, CeDMA, DAC & PAC responsibilities/charters), student and employee demographics, and to examine the current status of diversity initiatives at OHSU. During this meeting the six major objectives of the draft OHSU Diversity Strategic Plan were previewed in preparation for a future meeting in which a comprehensive review of draft strategic plan will occur. The next meeting will focus upon identify objectives within the plan that are institutional priority.

A brief discussion regarding the importance of implementing a comprehensive strategic plan concerning diversity initiatives occurred in consideration of the recent incident in which allegedly a man was denied access to the hospital room of his registered domestic partner. The Council was informed that Basic Rights of Oregon representatives are scheduled to meet with President Joe Robertson on May 7<sup>th</sup>, and that OHSU is committed to making the necessary corrective steps to ensure this situation does not happen in the future.

### **Healthcare Diversity Initiatives**

**Steven Scott**

Joni Elsenpeter presented the Council with an overview of the three objectives of the healthcare diversity plan which included: reinforcing senior leader commitment to diversity and create a culture of inclusion with all employees at OHSU Healthcare; formalizing diversity planning as an expectation at all levels in the organization; and establishing a method to introduce hiring goals by job classification and measure performance toward satisfaction of goals.

Riikka Salonen then provided the Council with a presentation regarding Food & Nutrition's current diversity initiatives including: multicultural customer service program; development of a culturally inclusive room service program; supplier diversity program and Global Café within the new student center; and the intercultural competence for the dietetic profession program.

Kirsten Wall presented upon the English language learner program which focuses upon training staff/employees to be both linguistically and culturally competent. This program has already been piloted with Food & Nutrition staff/employees with success. Additionally this program was developed with partnerships with School of Nursing, Environmental Services, Food & Nutrition and Portland State University's Department of Applied Linguistics.

Lastly, Alix Bach provided an overview of the planning and communication efforts within healthcare to implement these diversity initiatives. Council members thanked the presenters for their commitment and dedication on these initiatives followed by a brief discussion concerning strategies for implementing these initiatives.

### **Oregon Cord Blood Donation Program**

**Presenter**

Dr. Eneida Nemecek provided the Council with a presentation on the Oregon Cord Blood Donation program that she established at OHSU through a National Institute of Health (NIH) grant. Also noted was the contribution of a participant of the OHSU CURE Program, a research mentorship program for high school juniors and seniors, in writing the initial NIH grant. The presentation provided information on the cord blood and marrow transplantation program ability to assist in addressing healthcare inequalities and opportunity to cure many diseases for both adults and children. Furthermore, Dr. Nemecek discussed the recruiting participants/volunteers efforts, cord blood storage & processing, and both the importance and advantages of establishing a cord blood bank in Oregon.

### **Next Steps**

Due to time limitations the diversity and health cultural competence "Viva Bien" video will be shown during the next scheduled meeting.