

Committee on Diversity, Equity & Inclusion – Charter 2021

Mission:

Guided by the needs of our patients and our teams, we support efforts to help Glens Falls Hospital deliver equitable health care in a culturally responsive, compassionate way; to improve the health and well-being of the diverse communities we serve; and to educate, engage, and enhance cultural awareness and inclusion across our workforce.

Vision:

At Glens Falls Hospital we are committed to achieving an environment of inclusion and equity that respects, affirms and leverages the backgrounds and life experiences of our workforce and the communities we serve. Across our health care system, we are mindful of all aspects of human differences, such as socioeconomic status, race, ethnicity, language, nationality, sex, gender identity, sexual orientation, religion, geography, disability, and age. We recognize that excellence in all aspects of care and service delivery can only be achieved when staff, patients, and residents genuinely connect and engage across cultures to create health equity.

Diversity, Equity & Inclusion Policy: Located in Compliance 360

2021 Goals:

1. Establish an internal Diversity, Equity & Inclusion Policy addressing diversity and inclusions at Glens Falls Hospital.
2. Develop a house-wide education plan.
3. Promote awareness through internal and external communication avenues.
4. Develop an initial Diversity Engagement Survey and repeat every two years.

Membership:

1. Currently members were appointed based on a volunteer basis and were selected to represent Glens Falls Hospital from multiple different departments, roles, and backgrounds.
2. Members will serve a two-year term based on voluntary commitment. Members may renew their term.
3. There are 20 seats on the CDEI Committee (4 reserved for physician membership).
4. Expectation is that members be available to participate in at least 50% of CDEI activities. This includes but is not limited to CDEI meetings, sub-committees/workgroups, projects, education, outreach etc.

5. Must have support/approval from the employee direct manager to participate on the committee.

Chairperson:

1. Inaugural chairpersons were chosen based on voluntary commitment, and unanimous agreement.
2. Chairpersons will serve a two-year term.
3. Every two-years CDEI will seek volunteers or nominations for the next term. Candidates must serve as a member for at least one year before being eligible for chairperson role.
4. Chairperson may continue to serve on the committee as a member after their term.
5. There are two co-chair positions for operational leadership, and a third co-chair educational leadership.

Committee Operations:

1. CDEI meets biweekly subject to change.
2. Supplemental workgroups/sub-committees are variable or in between CDEI meeting times.
3. Minutes are recorded by CDEI co-chairs and saved into a shared folder.
4. Administrative support and budget is provided by the Hospital and Community Engagement Team.
5. Bi-annual reports will be provided to senior leadership, the board, and general management team.

