

AGENDA

**Equal Employment
Opportunity
Committee**

Meeting Date

April 12, 2016

Time

11:00 A.M.

Location

Board Room (532)

CALL TO ORDER

Robert F. Nolan

ADOPTION OF MINUTES

Robert F. Nolan

JANUARY 12, 2016

SENIOR VICE PRESIDENT'S REPORT

Salvatore J. Russo

CONDITIONAL CONTRACTORS

Sharon Foxx

SODEXO OPERATIONS, LLC
US FOODS, INC.
CARETECH SOLUTIONS, INC.

2015 EEO REPORT

Blanche Greenfield

OLD BUSINESS

NEW BUSINESS

ADJOURNMENT

NYC
HEALTH+
HOSPITALS

**EQUAL EMPLOYMENT
OPPORTUNITY
COMMITTEE**

MINUTES

Meeting Date
January 12, 2016

**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 12, 2016 in the Board Room at 125 Worth Street, New York City with Anna Kril, Committee Chair, presiding.

COMMITTEE MEMBERS

Anna Kril
Ramanathan Raju, MD
Lilliam Barrios-Paoli, PhD
Josephine Bolus, RN
Robert F. Nolan

HHC STAFF

Brittney Blakeney, South Manhattan Healthcare Network
Shazana Zumpfe-Cochran, North and Central Healthcare Network
Martin O. Everette, Affirmative Action/EEO
Sharon Foxx, Affirmative Action/EEO
Blanche Greenfield, Legal Affairs
Robert Hughes, Coney Island Hospital
Norma E. Irizarry, Affirmative Action/EEO
Barbara Keller, Legal Affairs
James Keys, South Brooklyn Health Network
John Kim, Legal Affairs
Patricia Lockhart, Chairman's Office
Randall Mark, President's Office
Antonio D. Martin, President's Office
Luz Nazario, North Bronx Health Network

Tania Pierre, Affirmative Action/EEO
Gail Proto, Affirmative Action/EEO
Matilde Roman, Diversity
Melissa Samuels, North Brooklyn Healthcare Network

OTHER ATTENDEES

ARCADIS U.S., INC.

Sarah Schaper, Arcadis, U.S., Inc.

HUNTER ROBERTS CONSTRUCTION GROUP, LLC

Lisa Collie, Hunter Roberts Construction Group, LLC
Jami Palace, Hunter Roberts Construction Group, LLC

3M COMPANY

Sloane Wagstaff, 3M Company

NEW YORK BLOOD CENTER

Jillian Gibson, New York Blood Center
Doriane Gloria, New York Blood Center

GILBANE BUILDING COMPANY

Brennan Gilbane, Gilbane Building Company
Linda Graves, Gilbane Building Company
Brian Kish, Gilbane Building Company

AFFILIATE ATTENDEES

Guy R. Auguste, The Mount Sinai Hospital
Austin Bender, 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
Claude Ritman, The Mount Sinai Hospital

CALL TO ORDER

The meeting was called to order at 10:30 a.m. by Anna Kril, Committee Chairperson.
The minutes of the October 13, 2015 EEO Committee were adopted as submitted.

SENIOR DIRECTOR'S REPORT

Gail S. Proto, Senior Director, Affirmative Action/EEO briefed the Committee on the December 10, 2015 seminar given by Stephen Young of Insight Education Systems entitled "Micro-Inequities: The Power of Small" at Woodhull Medical and Mental Health Center.

Over eighty (80) employees increased their self-awareness skills and sensitivity to how culture affects perception and participated in scenarios including: how we greet team members, introduce colleagues to others, respond to comments or suggestions in meetings, express apologies, deliver feedback, express disagreements and more. Positive feedback was received and requests for additional sessions as well. Our hope is that this type of training will enable us to improve how we communicate with our diverse staff and patient community.

On Thursday and Friday, October 1st & 2nd, 2015, Martin, Sharon and other Affirmative Action/EEO staff members were part of 1,300 plus attendees at the New York State M/WBE Forum in Albany, New York. This forum provided a venue for minority and women-owned business enterprises to meet and network with both New York public agencies and private companies to discuss future joint ventures. Martin and Sharon have been recruited to be Competitive Edge Committee members to help plan the annual summer conference. They will also represent NYC Health + Hospitals on the Empire State Purchase Services Committee Work Group whose mandate is to share M/WBE information and generate ideas to improve compliance.

CONDITIONAL APPROVAL CONTRACTS

ARCADIS U.S., INC.

Sharon Foxx, Assistant Director, Affirmative Action/EEO reported that there were five contractors presenting: Arcadis U.S., Inc., Hunter Roberts Construction Group, LLC, 3M Company, New York Blood Center and Gilbane Building Company. She also stated that there were two analyses completed for Arcadis U.S., Inc. one for its Colorado headquarters and one for its New York office. She then stated that in 2014, Arcadis U.S., Inc., Colorado had two minority underutilizations, one underutilization in the Professionals Job Group 4 and one in the Professionals Job Group 5. This year, the company has one minority underutilization in Professionals Job Group 5, but eliminated the underutilization in Professionals Job Group 4. In 2014, its New York office, maintained its minority underutilization in Professionals Job Group 4 and added ten other minority underutilizations for 2015. It has hired a limited number of individuals, but needs to recruit more. Arcadis, U.S., Inc. was represented by Sarah Schaper, Director, Human Resources. She stated that they have eight offices in New York State with 749 employees as well as 263 employees in their Highlands Ranch, Colorado facility. She further stated that they have a total of 31 Affirmative Action Plans which they filed in 2015, with six plans that were audited in the past two years, two of which were in New York State. She stated that to increase their numbers and to meet their obligations

internally in 2015, they have formed a diversity inclusion counsel. They have new leadership and diversity inclusion has been a focus. They also have the Arcadis Women's Network and mentoring circles. She also stated that they have also launched a scholarship program to find a cause for diverse individuals to go to industry events and represent Arcadis U.S., Inc. They have also implemented some additional matters that are going to be launched in 2016. This includes underrepresented jobs that are flagged during their quarterly review process in which they also review probations and compensation evaluations so that they can identify opportunities to make adjustments in that area. Also, in their talent review and succession planning processes they have expanded to provide specific directions to their leadership to discuss and acknowledge diversity considerations as well. They also have a provision process in which they are identifying competitive promotion pools to ensure that they allow for diverse candidates. In 2015, their new hires were 30% females and 25% minorities. She further stated that Arcadis U.S., Inc. is committed to hiring a diverse and talented workforce and is making good faith efforts in recruiting and hiring females and minorities.

HUNTER ROBERTS CONSTRUCTION GROUP, LLC

Ms. Foxx reported that in 2014, Hunter Roberts Construction Group, LLC, had minority underutilizations in Managers Job Group 11 and Managers Job Group 12. This year, in 2015, it has the same two underutilizations for minorities, but it has improved in Managers Job Group 12. The company needs two minorities to eliminate its underutilization. Hunter Roberts Construction Group, LLC was represented by Lisa Collie, Director, Human Resources and Jami Palace, Assistant, Human Resources. Ms. Collie stated that they are working very hard to ensure that all job postings are posted in a manner that provides Equal Employment Opportunity which includes referrals. She stated that in order to increase their numbers, they are continuing to work closely with the law firm that they use to assess and complete their Affirmative Action Plan. She then stated that the firm is extremely valuable because it not only has years of experience in diversity initiatives, but is able to provide guidance regarding which areas they may need to focus on more heavily. She further stated that according to their most recent Affirmative Action Plan, they are fully utilized across all job groups. She then stated that they are expecting positive results of this initiative.

3M COMPANY

Ms. Foxx reported that in 2014, 3M Company, had one female and one minority underutilization. In 2015, it had two minority underutilizations and one female underutilization. 3M Company was represented by Sloane Wagstaff, Manager, Human Resources. He stated that his company's business is primarily software development and provides coding and reimbursement systems to NYC Health + Hospitals. Mr. Wagstaff stated that they are currently in a hiring freeze pending the outcome of the spin-off of their business and that an announcement will be made in the next two months. He also stated that they are underutilized by one in each job group and that his head count went down by 48 employees in 2015, which slightly impacted some of their job groups. He then stated that they did great recruiting efforts in the Sales groups; however, one of his

Sales employees who happens to be an diverse person left the company due to an announcement that 3M Company made midway along the year that 3M Company was going to sell. As a result of that announcement, they lost a substantial amount of employees. They have implemented the National Leadership Development training sessions. He also stated that all of their supervisors and managers will become more aware of their diversity and inclusion efforts throughout the year. In terms of the underutilized groups, they have made some strong efforts in the Management group; however, the manager that was hired came in at a higher job grade than the area they are underutilized in. In terms of the Technical Specialists Job Group, that was also an outcome of a promotion and as a result of satisfying one job group underutilization, it impacted another negatively. He then stated that they will plan on a 10% increase on their promotions throughout the year. He further stated that they are taking additional steps by increasing their budget for tuition reimbursement offered to all employees by 50%. 3M Company is taking the following actions.

- Stronger Good Faith Efforts in Outreach and Recruitment – (Women’s Leadership Forum, Employee Resource Groups, National Sales Network, Diversity Recruiting, 3M Annual Diversity & Inclusion Day and International Women’s Day).
- Creation with respect to the “I’m In Campaign” empowering employees to think in an inclusive way. (“I’m In” buttons were made and distributed to all employees to wear with their employee ID while on the job).
- Continuation of the Slate Review process whereupon each 3M Company position has at least one diverse candidate interviewed prior to an offer being made. In addition, they have implemented a process where all positions have a diverse employee on the interview decision making panel.
- Training and Development programs offered to minorities and women which include mentorship programs offered by their Human Resources office in addition to Supervisory Training for all managers nationwide.
- Efforts to ensure staff reductions do not impact minorities and women disproportionately.

NEW YORK BLOOD CENTER

Ms. Foxx reported that New York Blood Center has no underutilizations this year. She stated that in Professionals Job Group 5, it indicates that there is a female underutilization, but since the internal percentage of females in that Job Group is 52%, it is not viewed as an underutilization; therefore, the Center is not underutilized in Professionals Job Group 5 or in the Technical Job Group 5 category. New York Blood Center was represented by Doriane Gloria, Vice President, Human Resources and Jillian Gibson, Director, Talent Acquisition/Organization Design. Ms. Gloria stated that they have added two additional employees to Job Group 5 since they have submitted their

data. She also stated that they have continued to enhance their efforts and have spread their outreach further and are pleased to report that they are on the right track.

GILBANE BUILDING COMPANY

Ms. Foxx reported that in 2014, Gilbane Building Company, had a Managers Job Group 2A minority underutilization which they maintained in 2015 and have added a minority underutilization in Managers Job Group 2B. They need one minority in both Job Groups to eliminate their underutilizations. Gilbane Building Company was represented by Linda Graves, Vice President, Diversity & Inclusion, Brian Kish, Regional Human Resources Manager, New York and New Jersey and Brennan Gilbane, Manager, Client Relations & Partners. Ms. Graves stated that in 2015, developments have occurred within their company as they seek to address and continue to build their organization. She stated that in New York City, they have grown by approximately one-hundred (100) employees which is the result of the acquisition of a small seventy (70) year old family owned construction firm based in New York City. She also stated that it has brought additional resources to their team, since they are a professional services provider, but it also impacted their Affirmative Action Plan as they sought to address their areas of underutilization. She then stated that they continue to look forward to providing jobs to the residents of New York City. She further stated that their Action Plan is to improve the representation of minorities/women through training, recruiting and that performance evaluation has continued to produce good results. She also stated that they are specifically focusing on the Managers 1.2 A and Managers 1.2 B Job Group categories. Representation of women in the Managers 1.2 A and Managers 1.2 B categories has continued to improve since last year. They had no identified underutilizations for women within the Managers 1.2 A and Managers 1.2 B Job Groups. She stated that they have increased the minority representation in the Managers 1.2 A Job Group from zero to four in the past year. In addition, 33% of those new hires that were not related to the acquisition in Managers 1.2 A Job Group were females/minorities. Based on their data, they are one employee away from eliminating their underutilization and believe their current Action Plan will allow them to achieve their efforts this year. The Managers 1.2 B Job Group was identified as a new underutilization area this year; however, they believe it is the result of the recent acquisition which had low female and minority representation in this category. She stated that without the acquisition, their population in this category would be approximately 33% female/minority and that with the acquisition the number dropped to 20%; therefore, there was some impact in that specific category, but they are making that a priority and looking for ways to address their underutilization as they continue to build their team in their New York City office. Additionally, 30% of their new hires unrelated to the acquisition were minorities in the Managers 1.2 B Job Group and they progressed within the Managers 1.2 B. She stated that their efforts to train and retain female/minority employees have continued to be successful. She further stated that they have not separated any female/minority employees within the Managers 1.2 A and Managers 1.2 B Job Groups due to performance. They continue to show those results in terms of that progression.

2015 AFFILIATE AFFIRMATIVE ACTION PLAN UPDATE

Gail Proto, Senior Director, Affirmative Action/EEO reported on the Equal Employment Opportunity status of the Corporations' four affiliates. The report compared the Job Group representation for 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) for 2014 and 2015. She noted that the Job Groups representation had fluctuated due to additional hires, promotions, separations. Once again none of the affiliates had an underutilization.

State University of New York (SUNY) showed that although the total number of employees decreased by six from 58 to 52 there was no change in the number of minority employees and only a decrease of one employee for total females. For minority representation, two of the four Job Groups were identical to 2014, one Job Group increased by two and the last decreased by two. For female employees, one of the Job Groups showed a decrease of two, one increased by one and two Job Groups remained identical to last year.

New York School of Medicine, (NYU) showed that although the total number of employees increased by two from 3,056 to 3,058, the number of minority employees decreased by four and the number of female employees increased by seven. A summary of the Job Groups showed that for female employees, six out of ten Job Groups showed an increase in representation: one showed no change and three Job Groups showed a decline in representation. While for minority employees five out of ten Job Groups showed an increase in representation, one was unchanged and four decreased.

Physician Affiliate Group of New York, P.C. (PAGNY) showed that the total number of employees increased by 377 as compared to 2014. For minorities, there was an increase of 224 and for females there was an increase of 144. Both minority and female representation increased in all eight of the Job Groups.

She then stated that for Mount Sinai School of Medicine, the analysis of total employees decreased by 35. She further stated that the total number of minorities decreased by 29 and the total number of females decreased by 13. For both minority and female representation, six of the Job Groups showed an increase in representation, three Job Groups were unchanged and eight showed a decrease.

There being no further business, the meeting was adjourned at 11:45 am.

CONDITIONALLY APPROVED CONTRACTORS

Annual Update

Sodexo Operations, LLC
Gaithersburg, MD

Materials Management
(Dietary Services)
\$358,000,000.00

US Foods, Inc.
Rosemont, IL

Materials Management
(Dietary Services)
\$358,000,000.00

CareTech Solutions, Inc.
Troy, MI

EITS IT Financial Administration
(IT Service Desk Services)
\$15,000,000.00

SODEXO OPERATIONS, LLC

2016 UNDERUTILIZATIONS

	<u>2015</u>	<u>2016</u>	<u>Difference</u>
Total # of Employees	1488	1576	88
# of Job Groups	15	19	4
# of Underutilizations	5	4	(1)
# of Minority Underutilizations	3 Prof JG 2F Admin JG 5A Admin JG 5B	1 Admin JG 5B	(2)
# of Female Underutilizations	2 Sr. Dir JG 1D Sales JG 4A	3 Sr. Dir JG 1D Sales JG 4A Prof JG 2C	1

NOTE: Sodexo was able to eliminate two minority underutilizations from last year, yet added an additional female underutilization.

**Sodexo Dietary 2016
UNDERUTILIZATIONS**

Job Group: 1D - Sr. Director, Executive Director
Test: Standard Deviation
Total Employees: 116

	Males		Females		Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	80	36	21	95	9	5	5	5	1	0	1	
Employees (%)	69.0	31.0	18.1	81.9	7.8	4.3	4.3	0.9	0.0	0.0	0.9	
Availability (%) Goal	56.6	43.4	22.2	77.8	7.2	7.9	5.4	0.4	0.1	1.3		
Test: Standard Deviation	NO 2.69	YES -2.69	NO -1.06	NO 1.06	NO 0.24	NO -1.43	NO -0.52	NO 0.88	NO -0.34	NO -0.38		
Addtl Needed to Eliminate Problem Area (#)	0	4	0	0	0	0	0	0	0	0		
Addtl Needed to Reach Availability (#)	0	15	5	0	0	5	2	0	1	1		
Total												

Sodexo Dietary 2016
UNDERUTILIZATIONS

Job Group: 2C - Professional Tech (IT/HRMS) High Skill

Test: Standard Deviation

Total Employees: 112

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	74	38	30	82	7	5	18	0	0	0
Employees (%)	66.1	33.9	26.8	73.2	6.3	4.5	16.1	0.0	0.0	0.0
Availability (%) Goal	36.9	63.1	32.4	67.6	18.8	5.4	6.3	0.0	0.0	1.9
Test: Standard Deviation	NO 6.40	YES -6.40	NO -1.28	NO 1.28	YES -3.40	NO -0.43	NO 4.25	NO -0.22	NO -0.22	NO -1.46
Addtl' Needed to Eliminate Problem Area (#)	0	23	0	0	6	0	0	0	0	0
Addtl' Needed to Reach Availability (#)	0	33	7	0	15	2	0	0	0	3

Sodexo Dietary 2016
UNDERUTILIZATIONS

Job Group: 4A - Sales VP, Sales Executive, National Client Exec.

Test: Standard Deviation

Total Employees: 7

	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	7	0	0	7	0	0	0	0	0	0
Employees (%)	100.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0
Availability (%) Goal	56.5	43.5	19.1	80.9	9.8	4.2	4.1	0.3	0.0	0.7
Test: Standard Deviation	NO 2.32	YES -2.32	NO -1.28	NO 1.28	NO -0.87	NO -0.55	NO -0.55	NO -0.14	NO -0.03	NO -0.22
Add'l Needed to Eliminate Problem Area (#)	0	1	0	0	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	4	2	0	1	1	1	1	0	1
Total										

Sodexo Dietary 2016
UNDERUTILIZATIONS

Job Group: 5B - Administration Related - Entry/Moderate (Graded)

Test: Standard Deviation

Total Employees: 157

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat Amer.	NHOPI	Two +
Employees (#)	36	121	22	135	13	3	2	0	1	3
Employees (%)	22.9	77.1	14.0	86.0	8.3	1.9	1.3	0.0	0.6	1.9
Availability (%) Goal	23.6	76.4	32.9	67.1	20.1	6.0	4.8	0.2	0.0	1.8
Test: Standard Deviation	NO -0.18	NO 0.18	YES -5.04	NO 5.04	YES -3.70	YES -2.15	YES -2.07	NO -0.52	NO 5.34	NO 0.10
Add'l Needed to Eliminate Problem Area (#)	0	0	18	0	9	1	1	0	0	0
Add'l Needed to Reach Availability (#)	1	0	30	0	19	7	6	1	0	0

US FOODS, INC.
2016 ANALYSIS

	<u>2015</u>	<u>2016</u>	<u>Difference</u>
Total # of Employees	701	698	(3)
# of Job Groups	14	14	-
# of Underutilizations	7	7	-
# of Minority Underutilizations	2 Mid Mgrs JG 1C Sales JG 4A	2 Mid Mgrs JG 1C Sales JG 4A	-
# of Female Underutilizations	5 Sr. Mgrs JG 1B Mid Mgrs JG 1C Admin JG 2A Sales JG 4A Warehouse JG 7A	5 Mid Mgrs JG 1C Admin JG 2A Sales JG 4A Warehouse JG 7A Drivers JG 7B	-

NOTE: US Foods underutilizations have remained consistent.

**US Foods, Inc. 2016
UNDERUTILIZATIONS**

Job Group: 1C - Mid Management (Grades 12-14)
Test: Standard Deviation
Total Employees: 25

	Males		Females		Total Min.	White		Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOP1	Two +
	NO	YES	NO	YES		NO	YES						
Employees (#)	22	3	2	2	23	1	1	1	1	0	0	0	0
Employees (%)	88.0	12.0	8.0	8.0	92.0	4.0	4.0	4.0	4.0	0.0	0.0	0.0	0.0
Availability (%) Goal	59.8	40.2	30.8	30.8	69.2	7.7	12.1	9.6	0.1	0.1	0.1	1.3	
Test: Standard Deviation	NO 2.88	YES -2.88	YES -2.47	YES -2.47	NO 2.47	NO -0.69	NO -1.24	NO -1.63	NO -0.15	NO -0.15	NO -0.15	NO -0.57	
Add'l Needed to Eliminate Problem Area (#)	0	2	1	1	0	0	0	0	0	0	0	0	
Add'l Needed to Reach Availability (#)	0	8	6	6	0	1	3	3	1	1	1	1	
Total													

**US Foods, Inc. 2016
UNDERUTILIZATIONS**

Job Group: 2A - Administrative Professionals

Test: Standard Deviation

Total Employees: 40

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	26	14	14	26	4	3	1	0	1	5
Employees (%)	65.0	35.0	35.0	65.0	10.0	7.5	2.5	0.0	2.5	12.5
Availability (%) Goal	45.1	54.9	35.9	64.1	9.2	10.7	14.3	0.1	0.0	1.6
Test: Standard Deviation	NO 2.52	YES -2.52	NO -0.12	NO 0.12	NO 0.17	NO -0.65	YES -2.13	NO -0.20	NO 20.53	NO 5.56
Add'l Needed to Eliminate Problem Area (#)	0	2	0	0	0	0	1	0	0	0
Add'l Needed to Reach Availability (#)	0	8	1	0	0	2	5	1	0	0

**US Foods, Inc. 2016
UNDERUTILIZATIONS**

Job Group: 4A - Commission Only Sales
Test: Standard Deviation
Total Employees: 113

	Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPi	Two +	
Employees (#)	98	15	11	102	1	3	7	0	0	0	0
Employees (%)	86.7	13.3	9.7	90.3	0.9	2.7	6.2	0.0	0.0	0.0	0.0
Availability (%) Goal	67.3	32.7	26.9	73.1	5.0	11.4	9.5	0.0	0.0	1.0	
Test: Standard Deviation	NO 4.40	YES -4.40	YES -4.12	NO 4.12	YES -2.01	YES -2.93	NO -1.19	NO -0.18	NO 0.00	NO -1.08	NO 0
Add'l Needed to Eliminate Problem Area (#)	0	12	10	0	1	3	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	22	20	0	5	10	4	0	0	2	2

**US Foods, Inc. 2016
UNDERUTILIZATIONS**

Job Group: 7A - Warehouse
Test: Standard Deviation
Total Employees: 181

	Males		Females		Total Min.	White		Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	181	0	0	0	164	17	55	106	1	0	0	0	2
Employees (%)	100.0	0.0	0.0	0.0	90.6	9.4	30.4	58.6	0.6	0.0	0.0	0.0	1.1
Availability (%) Goal	96.7	3.3	77.2	22.8	77.2	22.8	24.6	48.9	2.2	0.2	0.1	1.3	
Test: Standard Deviation	NO 2.48	YES -2.48	NO 4.29	YES -4.29	NO 0	YES 13	NO 0	NO 2.60	NO -1.53	NO -0.54	NO -0.42	NO 0	NO -0.20
Add'l Needed to Eliminate Problem Area (#)	0	1	0	13	0	0	0	0	0	0	0	0	
Add'l Needed to Reach Availability (#)	0	6	0	25	0	0	0	0	4	1	1	1	
Total													

**US Foods, Inc. 2016
UNDERUTILIZATIONS**

Job Group: 7B - Drivers
Test: Standard Deviation
Total Employees: 213

	Males		Females		Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat Amer.	NHOPI	Two +
Employees (#)	213	0	0	0	146	67	62	76	3	0	1	4
Employees (%)	100.0	0.0	0.0	0.0	68.5	31.5	29.1	35.7	1.4	0.0	0.5	1.9
Availability (%) Goal	97.2	2.8	2.8	61.5	38.5	16.8	36.8	6.1	6.1	0.1	0.0	1.6
Test: Standard Deviation	NO	YES	YES	NO	YES	NO	NO	NO	YES	NO	NO	NO
Addtl Needed to Eliminate Problem Area (#)	2.48	-2.48	-2.48	2.11	-2.11	4.78	-0.35	-2.86	-2.86	-0.49	6.85	0.30
Addtl Needed to Reach Availability (#)	0	1	6	0	1	0	0	3	10	0	0	0
	0			0	15	0	3	3		1	0	0
Total												

CARETECH SOLUTIONS, INC.

2016 UNDERUTILIZATIONS

	<u>2016</u>
Total # of Employees	1043
# of Job Groups	23
# of Underutilizations	4
# of Minority Underutilizations	2
	Prof JG 2D (Operations) Prof JG 2I (Other IT)
# of Female Underutilizations	2
	Tech JG 3E (IT Entry Level) Tech JG 3F (IT Senior Level)

NOTE: This is the first year analysis for CareTech Solutions.

**CareTech Solutions, Inc. 2016
UNDERUTILIZATIONS**

Job Group: 2D - 2D - Professional - Operations
Test: Standard Deviation
Total Employees: 40

	Males		Females		Total Min.		White		Afr. Amer.		Hispanic		Asian		Nat Amer.		NHOP		Two +		
Employees (#)	22	18	3	37	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Employees (%)	55.0	45.0	7.5	92.5	5.0	2.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Availability (%) Goal	42.9	57.1	26.5	73.5	17.2	1.9	5.7	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.5	
Test: Standard Deviation	NO 1.54	NO -1.54	YES -2.72	NO 2.72	YES -2.05	NO 0.25	NO -1.55	NO -0.24	NO -0.10	NO -0.78											
Add'l Needed to Eliminate Problem Area (#)	0	0	2	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Add'l Needed to Reach Availability (#)	0	5	8	0	5	0	3	1	0	0	0	0	0	0	0	0	0	0	0	1	
Total																					

**CareTech Solutions, Inc. 2016
UNDERUTILIZATIONS**

Job Group: 21 - 21 - Professional - Other IT
Test: Standard Deviation
Total Employees: 58

	Males		Females		Total Min.		White		Afr. Amer.		Hispanic		Asian		Nat Amer.		NHOPi		Two +		
Employees (#)	35	23	8	50	6	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	
Employees (%)	60.3	39.7	13.8	86.2	10.3	1.7	1.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Availability (%) Goal	68.2	31.8	27.8	72.2	13.5	2.5	10.6	0.1	0.0	0.0	1.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Test: Standard Deviation	NO	NO	YES	NO	NO	NO	YES	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	
Add'l Needed to Eliminate Problem Area (#)	-1.29	1.29	-2.38	2.38	-0.71	-0.37	-2.19	-0.21	-0.16	-0.79	0	0	0	0	0	0	0	0	0	0	
Add'l Needed to Reach Availability (#)	5	0	9	0	2	1	6	1	0	0	1	0	0	0	0	0	0	0	0	1	
Total																					

**CareTech Solutions, Inc. 2016
UNDERUTILIZATIONS**

Job Group: 3E - 3E - Technician - IT Entry Level
Test: Standard Deviation
Total Employees: 56

	Males		Females		Total Min.	White		Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	47	9	23	33	16	2	4	1	0	0	0	0	0
Employees (%)	83.9	16.1	41.1	58.9	28.6	3.6	7.1	1.8	0.0	0.0	0.0	0.0	0.0
Availability (%) Goal	68.3	31.7	24.9	75.1	16.2	2.1	5.9	0.0	0.0	0.0	0.0	0.0	0.7
Test: Standard Deviation	NO	YES	NO	YES	NO	NO	NO	NO	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	2.51	-2.51	2.79	-2.79	2.50	0.80	0.41	15.45	0.00	0.00	0.00	0.00	-0.65
Add'l Needed to Reach Availability (#)	0	2	0	3	0	0	0	0	0	0	0	0	0
	0	9	0	10	0	0	0	0	0	0	0	0	1
Total													

**CareTech Solutions, Inc. 2016
UNDERUTILIZATIONS**

Job Group: 3F - 3F - Technician - IT Senior Level
Test: Standard Deviation
Total Employees: 80

	Males		Females		Total Min.	White		Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	71	9	29	51	19	1	8	0	0	0	0	0	1
Employees (%)	88.8	11.3	36.3	63.7	23.8	1.3	10.0	0.0	0.0	0.0	0.0	0.0	1.3
Availability (%) Goal	68.6	31.4	25.1	74.9	15.6	1.9	6.8	0.0	0.0	0.0	0.0	0.0	0.8
Test: Standard Deviation	NO 3.89	YES -3.89	NO 2.30	YES -2.30	NO 2.00	NO -0.44	NO 1.16	NO -0.07	NO -0.07	NO -0.07	NO -0.07	NO -0.07	NO 0.47
Addtl Needed to Eliminate Problem Area (#)	0	8	0	1	0	0	0	0	0	0	0	0	0
Addtl Needed to Reach Availability (#)	0	17	0	9	0	1	0	0	0	0	0	0	0
Total													

EEO REPORT:

EEO Complaint Dispositions and Reasonable Accommodations

(2015)

The Office of
Equal Employment Opportunity

EEO Committee Meeting
Tuesday, April 12, 2016



EEO Complaints System-Wide for Years 2014-2015*

Internal Complaints	2014	2015
Number of Complaints Filed	217	124
Number of Complaints Closed	102	89
Number of Complaints Open	115	150

External Complaints	2014	2015
Number of Complaints Filed	113	90
Number of Complaints Closed	96	72
Number of Complaints Open	17	35

*Note: In 2015, the Office of EEO migrated to a new web based tracking system. Due to some issues with the online system, some of the annual data was not fully captured during the transition. In 2016, the Office of EEO replaced the web based tracking system with a new excel based tracking system to ensure more accurate reporting.



Complaint Resolution System-Wide for Years 2014-2015

Resolution	2014	2015	Internal (2015)	External (2015)
No Reasonable/ No Probable Cause	127	56	23	33
Reasonable/Probable Cause	13	10	8	2
Administrative Closure	42	59	36	23
Settled	6	4	0	4
Withdrawn	10	15	11	4
Administrative Dismissal	0	17	11	6
Total # of Closed Cases	198	161	89	72



Reasonable Accommodations System-Wide for Years 2014-2015

Reasonable Accommodations	2014	2015
Reasonable Accommodations Requested	427	478
Reasonable Accommodations Granted	350	325
% of Reasonable Accommodations Granted	82%	79%



NYC HEALTH+ HOSPITALS
Complaints by Alleged Basis of Discrimination

Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.

Basis of Discrimination	2014	2015
Race	64	89
Color	23	24
Religion	4	27
Sex (Gender)	30	28
National Origin	53	52
Age	30	33
Disability	37	46
Genetic Information	0	11
Sexual Orientation	6	13
Marital Status	1	2
Creed	6	10
Arrest	6	2
Retaliation	69	60
Sexual Harassment	30	41
Gender Identity	0	9



Conclusion

- In furtherance of its mission to support a workplace of diversity and inclusion, the Office of EEO continues to avail itself to all NYC Health + Hospitals (the “System”) staff as well as applicants for employment with respect to providing internal avenues of redress concerning complaints of discrimination as well as requests for reasonable accommodation.
- The Office of EEO will continue to educate and inform all employees and applicants for hire of their rights and responsibilities and ensure compliance with the System’s EEO Policy.

