

SMI Thought Leadership Councils

Diversity & Inclusion Council
Fall 2022 Forum ♦ October 19



Please Sign In

Today's Agenda

- Council Recap
- Definition: Do we agree?
- Possible Council Output: Manual, SMI Maturity Model, Scorecard
- Advocacy: What would that look like?
- Research: Associations
- Next Steps

Welcome – Council Members & Guests

[Name First]	[Name Last]	Title	[Organization]
Marisa	Farabaugh	SVP and Chief Supply Chain Officer	AdventHealth
Farad	Ali	President and Chief Executive Officer	Asociar, LLC
Collyn	Bradley	Director, Program Management	Cardinal Health
Robert	Rajalingam	President, U.S. Medical Products & Distribution	Cardinal Health
Angie	Thomas	VP, Federal Government Accounts/Supplier Diversity	Cardinal Health
John	Love	President	Care Line, Inc.
Lisa	Hohman	CEO	Concordance Healthcare Solutions
Rich	Casano	Director of Supply Chain Operations DHH	Dartmouth-Hitchcock
Paul	Kreder	Principal Life Sciences & Healthcare	Deloitte
Kate	Bowen	CEO, Founder	GCB Medical Supply
Mark	Faulkner	President	GCB Medical Supply
Tina	Murphy	Division President, Value Based Care	Global Healthcare Exchange
Bill	Moir	SVP, Supply Chain Management	Henry Ford Health System
Valencia	Stoudamire	Vice President, Supplier Diversity & Place-based Investments	Henry Ford Health System
David	Distel	Vice President, Business Development	Innovative Health
Sherae	Dellwo	Strategic Sourcing Director	Inova Health
Sheila	Shah	Managing Director	L.E.K. CONSULTING
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Phyllis	McCready	SVP & Chief Procurement Officer	Northwell Health
Kathleen	Exline	System Vice President Performance Excellence & Care Continuum	Norton Healthcare
Regine	Villain	SVP Supply Chain Network & Chief Supply Chain Officer	Ochsner Health System
Patrick	Bradford	Director, Strategic Sourcing	OSU Wexner Medical Center
Vicky	Lyle	Vice President, Industry Associations	Owens & Minor, Inc.
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Michael	Gray	System Vice President and Chief Supply Chain Officer	SSM Health
Shaun	Clinton	Sr. Vice President, Supply Chain Management	Texas Health Resources
Laura	Kowalczyk	Vice President Supply Chain and Support Services	UAB Health System
Jita	Buno	Executive Director	UC Davis Health
Eric	Tritch	Vice President Supply Chain & Logistics	UChicago Medicine
Keith	Murphy	Vice President, Supply Chain Services	University of Miami Health System
Carla	Carusone	System Director, Value Analysis, Corporate Supply Chain	Yale New Haven Health System

Council Recap

Council Recap - 2022

First Meeting: March 15th

- How can an organization baseline and measure themselves?
- Learn from diverse suppliers on what their challenges are
- Award vs. spend vs. access
- How do we define?
- Overcoming barriers
- Supplier mentorship
- Possible playbook on how to increase access

March 19: Member Survey

Third Meeting: June 14 – Virtual Meeting

- Northwell Health – Supplier Diversity Program
- SMI to identify potential associations and collaborators
- SMI resource to research methodologies for measuring spend with diverse suppliers from external organizations/ associations and provide info at Forum
- Consider possible statement/advocacy for SMI regarding supplier diversity

Fifth Meeting: October 19 – Fall Forum

APRIL

MARCH

JUN

AUG

OCT

Second Meeting: April 20 – Spring Forum

- Providing Equitable Access
- Measuring Success

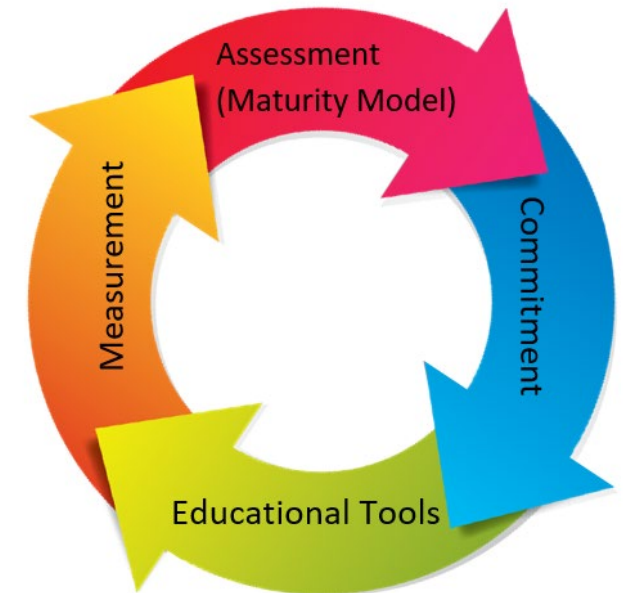
Fourth Meeting: August 29 – Virtual Meeting

- Henry Ford Health System – Supplier Diversity Program
- Q&A with Farad Ali

Mission Statement

Supplier Diversity is the infusion of deliberate processes and practices across an organization intended to drive equitable access to purchasing opportunities and awards that ultimately result in the inclusion, growth and spend of all diverse businesses with a sustainable focus on WBE/MBE/Veteran Owned/LGBTQ within the U.S. Healthcare Supply Chain while driving increased economic impact within our communities.

4 Stages for Council:



Definition: Do we agree?

What is the definition of a Diverse Supplier?

Commonwealth Care Alliance recognizes supplier diversity:

Commonwealth Care Alliance, in alignment with the National Minority Supplier Development Council (NMSDC), identifies a diverse business as one that is at least 51% owned and controlled/managed by one or more individuals who are members of an ethnic minority group (e.g., African American, Asian American, Hispanic American, Native American, etc.), LGBTQ+, women, veterans, or those with disabilities.

Third-party certifications are also accepted to include (but not limited to):

- Disability: In DOBE®s, including Veteran Disability-Owned Business Enterprises (V-DOBE™s) and Service-Disabled Veteran Disability-Owned Business Enterprises (SDV-DOBE™s)
- Minority-Owned Business Enterprise
- Women-Owned Business Enterprise
- Veteran-Owned Business Enterprise
- Service-Disabled Veteran-Owned Business Enterprise
- People with Disability-Owned Business Enterprise
- LGBTQ+-Owned Business Enterprise

What is the definition of a Diverse Supplier?

Minority-owned business. The term "minority-owned business" means a business that meets the following criteria:

- (i) more than 50 percent of the ownership or control is held by one (1) or more minority individuals; and
- (ii) more than 50 percent of the net profit or loss accrues to one (1) or more minority individuals.

Women-owned business. The term "women-owned business" means a business that meets the following criteria:

- (i) more than 50 percent of the ownership or control is held by one (1) or more women;
- (ii) more than 50 percent of the net profit or loss accrues to one (1) or more women; and
- (iii) a significant percentage of senior management positions are held by women.

Veteran. The term "veteran" means a person who served in the active military, naval, or air service, and who was discharged or released therefrom under conditions other than dishonorable.

Service-disabled veteran. The term "service-disabled veteran" is a veteran who has a disability incurred or aggravated in the line of duty in the active military, naval, or air service.

Veteran-owned business. The term "veteran-owned business" means a business that is at least 51 percent owned by one (1) or more veterans who control the management and operations of the business.

Service-disabled veteran-owned business. The term "service-disabled veteran-owned business" means a business that is at least 51 percent owned by one (1) or more service-disabled veterans who control the management and operations of the business.



Source: [https://www.federalreserve.gov/aboutthefed/procurement/supplier-diversity.htm#:~:text=\(i\)%20more%20than%2050%20percent,Women%20Downed%20business](https://www.federalreserve.gov/aboutthefed/procurement/supplier-diversity.htm#:~:text=(i)%20more%20than%2050%20percent,Women%20Downed%20business).

What is the definition of a Diverse Supplier?

HENRY FORD HEALTH

What is Supplier Diversity?

Supplier diversity is a strategic commitment to provide equitable access to purchasing and contracting opportunities/awards for diverse businesses including minority-owned, women-owned or historically disadvantaged organizations.

What is a diverse business?

A diverse business must be at least 51% owned, managed, or controlled by one or more such individuals. In the case of a publicly owned business, one or more such individuals must own at least 51% of the stock. The diverse business owner(s) must be a U.S. citizen or naturalized citizen in one of the following diverse groups:

- Minority Business Enterprise (MBE)
 - Black/African-American, Native American, Asian Pacific American, Asian Indian
- Woman Business Enterprise (WBE)
- Lesbian, Gay, Bi-Sexual, Transgender, Queer Business Enterprise (LGBTQ)
- Veteran-Owned Business (VOB)
- Service-Disabled Veteran-Owned Business (SDVB)

What is the definition of a Diverse Supplier?

From Council for Supplier Diversity.

A diverse supplier is a business that is at least 51% owned and operated by an individual or group that is part of a traditionally underrepresented or underserved group. Common classifications are small-business enterprises (SBEs), minority-owned enterprises (MBEs), and woman-owned enterprises (WBEs). Over time, the definition of diversity has expanded to businesses owned by other minority groups such as LGBTQ, veterans, and proprietors with disabilities.

Possible Council Output



Discussion

- **Who is the Audience?**

Discussion Results: Who is the Audience?

- *Record ideas here*

Potential Output 1.0

SMI Supplier Diversity Toolkit

1

Maturity Model

- Assess your supplier diversity program and learn recommendations

2

Unique Best Practices Manual

- “how-to” guide for both providers and industry partners

3

Scorecard

- Measure your program in different ways
 - internal KPIs
 - external KPIs
 - SMI member comparison



Discussion

- What goes into the Toolkit/Playbook/Manual?

Best Practices Manual – Critical Components

- Definition
- Business case
- Overcoming barriers
- How to increase access/supplier mentorship
- Certifications
- Reporting
- Appendix
 - Checklist for identifying diverse suppliers
 - Case studies
 - Resources – Associations, etc.

Best Practices Manual – Other Components

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Discussion Results: Manual Components

- *Record ideas here*



Discussion

- **What should be included in the Scorecard?**

Example: Scorecard Metrics

- Diverse Spend
 - Diverse Count
 - RFP Inclusion
 - RFP Awards
 - Economic Impact
 - Cost Savings
 - Revenue Impact
 - Market Share
 - Tier 2 Diverse Suppliers
 - Community Impact
- internal KPIs
 - external KPIs
 - SMI member comparison

Discussion Results: Scorecard Components

- *Record ideas here*

Advocacy



Discussion

- **What can SMI members endorse regarding supplier diversity?**

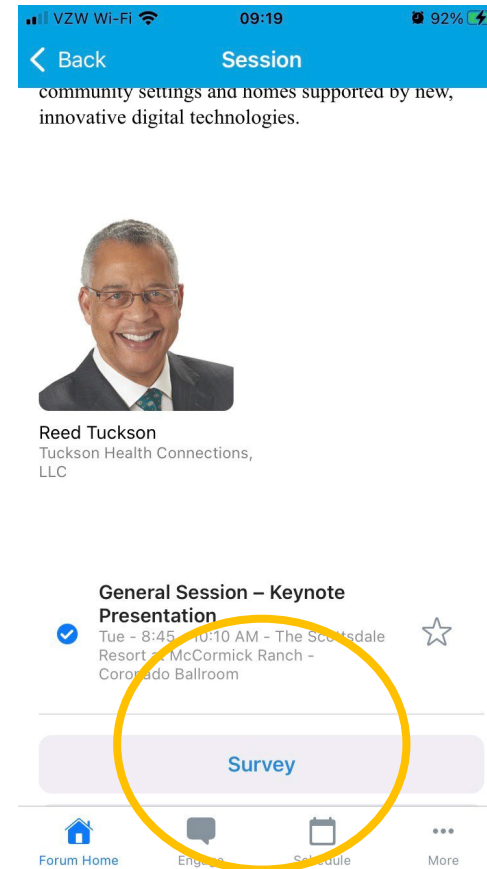
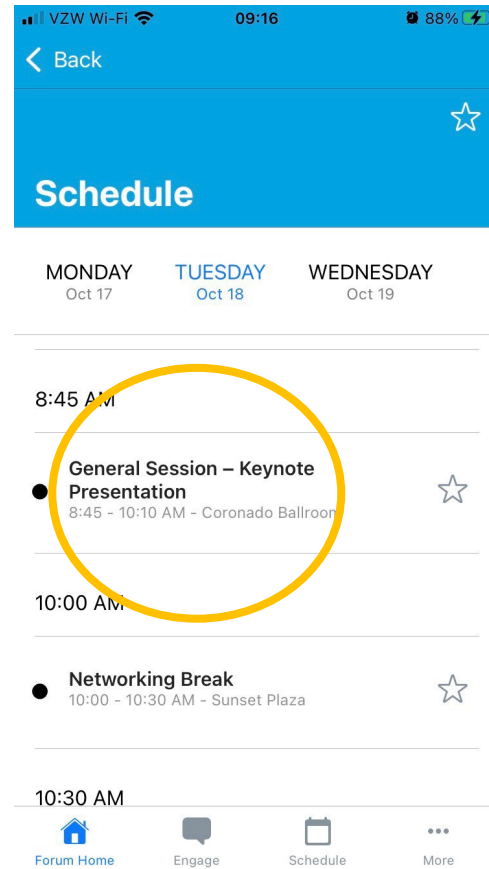
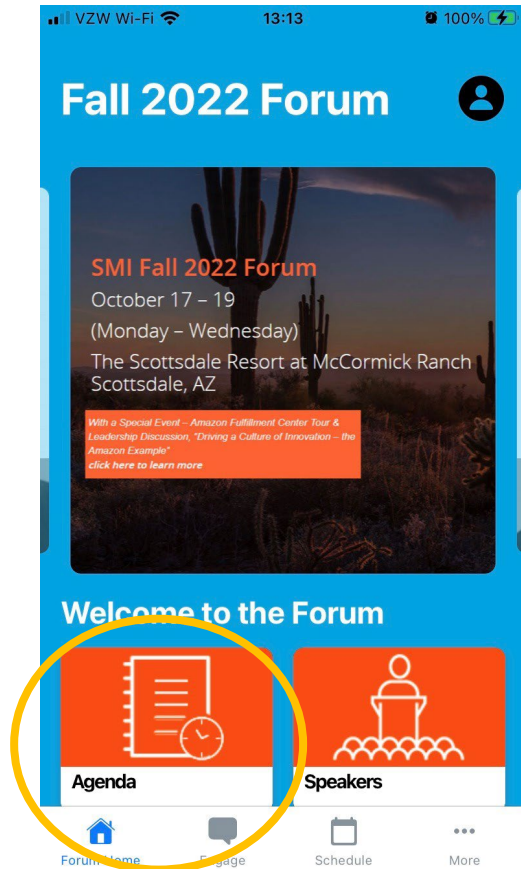
Discussion Results: Ideas for Advocacy

- *Record ideas here*

Next Steps

- Begin draft of various components

Please Complete your In-App Survey



This screenshot shows the in-app survey form. It consists of a vertical list of radio button options for rating from 1.5 to 5. The '5' option is selected, indicated by a blue dot. At the bottom, there are two purple buttons: 'Finish Later' and 'Submit'. A yellow circle highlights the 'Submit' button.

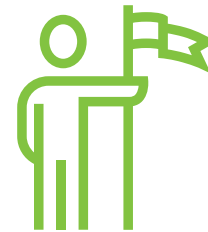
Up Next

- ❖ **Strategic Plan Update**
- ❖ **The Era of Personalized Health**
- ❖ **Physician Panel Discussion**
- ❖ **Networking Lunch (optional)**
- ❖ **SMI Special Event**

SMI Thought Leadership Councils

Diversity & Inclusion Council

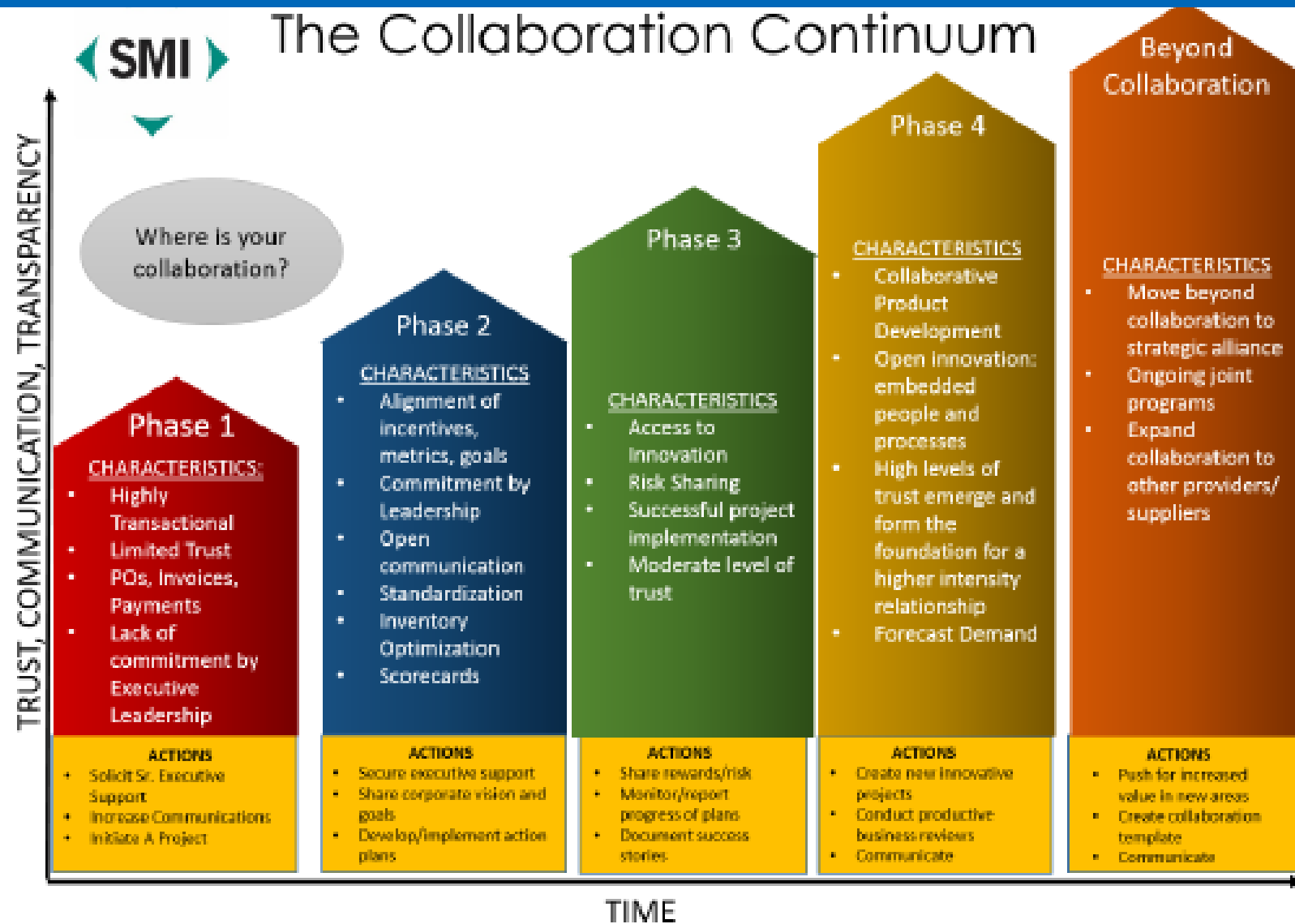
Thank You!



Appendix

- What do we agree facilities supplier diversity?
- How are we going to measure / define it?
- What do we want that best in class document to be?
- What's the definition?
- Measurement?
- What's the outline of the deliverable 1.0?
 - Business case
 - Maturity model (baseline), collect the data/aggregate, certification
 - Self Assessment Tool
 - Scorecard - sharing
 - HAN – collaboration – review – leveraging the experience, fostering networks not creating “how-to” – only provider not supplier
- Advocacy
- Scoping exercise – who is the audience (collaboration between providers & suppliers)
- Evolution based on feedback
- Critical components of the toolkit
 - Ask for chapter sponsors
 - Subgroup – certification
 - Subgroup – scorecard

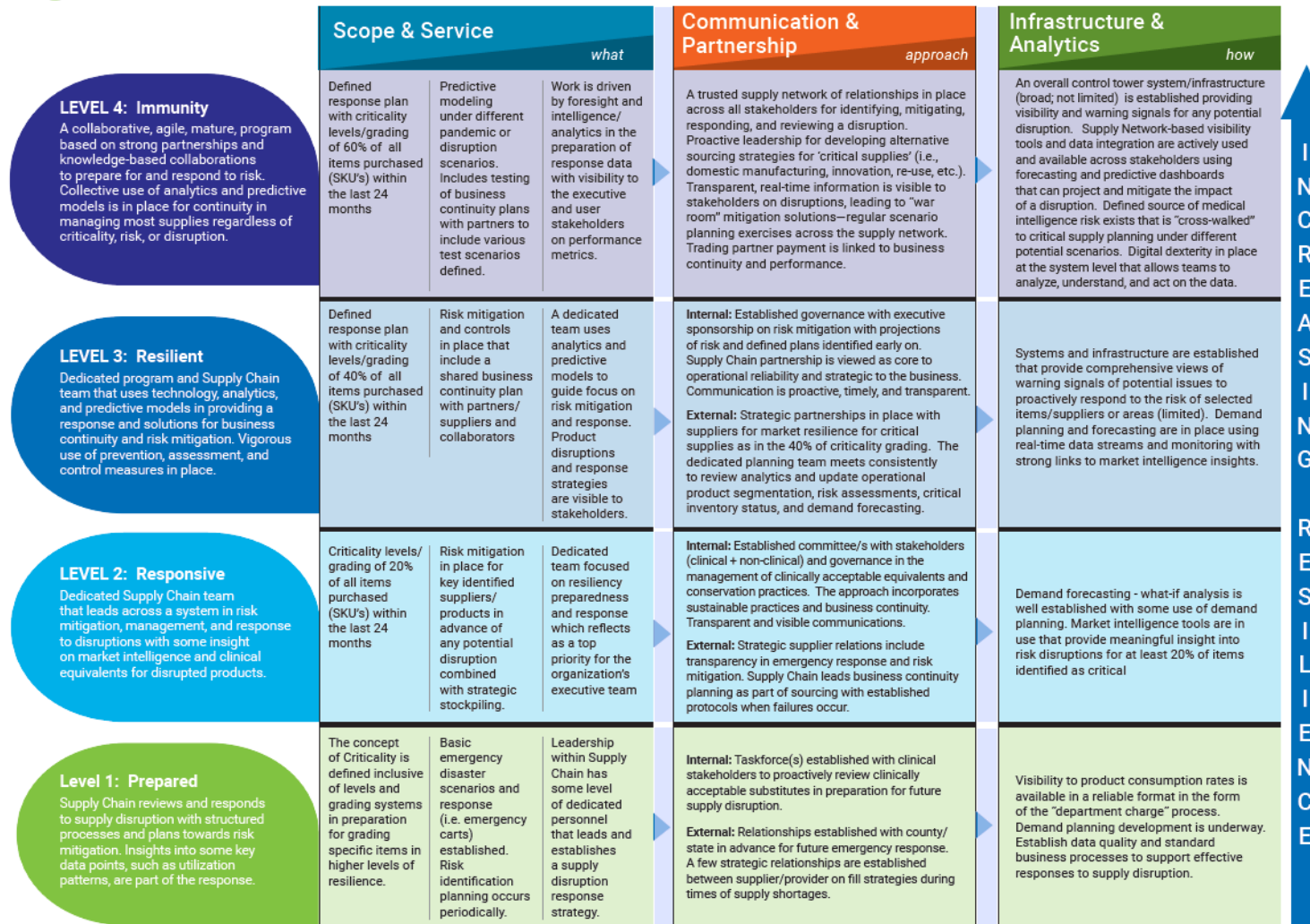
Maturity Model: Example No. 1



Maturity Model: Example No. 2



Resilience Maturity Model (RMM)



Maturity Model: Now Its Your Turn

	Stakeholder	Components							
Level 4									
Level 3									
Level 2									
Level 1									

Research

Research: Associations for Collaboration

- [The Council for Supplier Diversity](#) is a great resource for diverse suppliers
- [Healthcare Anchor Network \(HAN\)](#)
 - [page of resources](#) including toolkits and models that could be useful
- [CEO Action for Diversity & Inclusion](#)
 - [list of companies](#)
 - [a library of resources](#)
 - [their Actions page](#)
- [Harvard Business Review](#) - **Why You Need a Supplier-Diversity Program**