



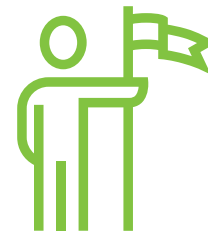
Welcome!
Please Sign In.



SMI Thought Leadership Councils

Diversity and Inclusion Council

April 26, 2023



Agenda



Welcome and Introductions



Timeline Review



Healthcare Anchor Network (HAN)



SMI Toolkit



Next Steps

Diversity & Inclusion Council

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.

March 15, 2022 – First Meeting

Topics Covered:

- Measuring your own organization
- Award vs. spend vs. access
- How do we define?
- Overcoming barriers
- Supplier mentorship
- Possible playbook on how to increase access

June 14, 2022 – Virtual Meeting

Topics Covered:

- Northwell Health – Supplier Diversity Program
- Potential associations and collaborators
- Methodologies for measuring spend with diverse suppliers from external organizations/ associations and provide info at Forum
- Possibilities for statement/advocacy for SMI regarding supplier diversity

October 19, 2022 – Meeting at the Fall Forum

Topics Covered:

- Diverse Supplier Definition: Do we agree?
- Advocacy: What would that look like?
- Research: Associations
- Project: Develop a Supplier Diversity Playbook for the industry

Topics Covered:

- Providing Equitable Access for minority suppliers
- Measuring Success of a Supplier Diversity program

April 20, 2022 – Meeting at the Spring Forum

Topics Covered:

- Henry Ford Health System – Supplier Diversity Program
- Q&A with Farad Ali, President and CEO of Associair

August 29, 2022 – Virtual Meeting

Topics Covered:

- Healthcare Anchor Network (HAN)
- Supplier Diversity 5 Steps Infographic
- Playbook Table of Contents
- Agreed to add HAN as an SMI Collaborator for this work

February 28, 2023 – Virtual Meeting

The First Diversity & Inclusion Council Tool



SMI and HAN

**Healthcare Anchor
Network (HAN)
Overview**

**HAN and SMI
Synergies/Alignment**

**Discussion: How to
best work together
to achieve our goals**

Advancing The Anchor Mission

Improving community health and well-being by
building inclusive and sustainable local economies

David Zuckerman
Founder & President
Healthcare Anchor Network

Linking Strategic Priorities Through Anchor Mission Approach

Community Health
& Health Equity

Diversity, Equity,
Inclusion,
Belonging

Sustainability
& ESG

Employee &
Community
Engagement



What are anchor institutions?

- Economic engines: large purchasers, employers & investors
- Embedded social mission: nonprofit or public institutions
- Rooted in place: underleveraged “sticky capital”



LOCAL GOVERNMENT



UNIVERSITIES



HOSPITALS &
HEALTH SYSTEMS



COMMUNITY & PLACE-BASED
FOUNDATIONS

Anchor Mission

A commitment to intentionally apply an institution's long-term, place-based economic power and human capital in partnership with community to mutually benefit the long-term well-being of both.

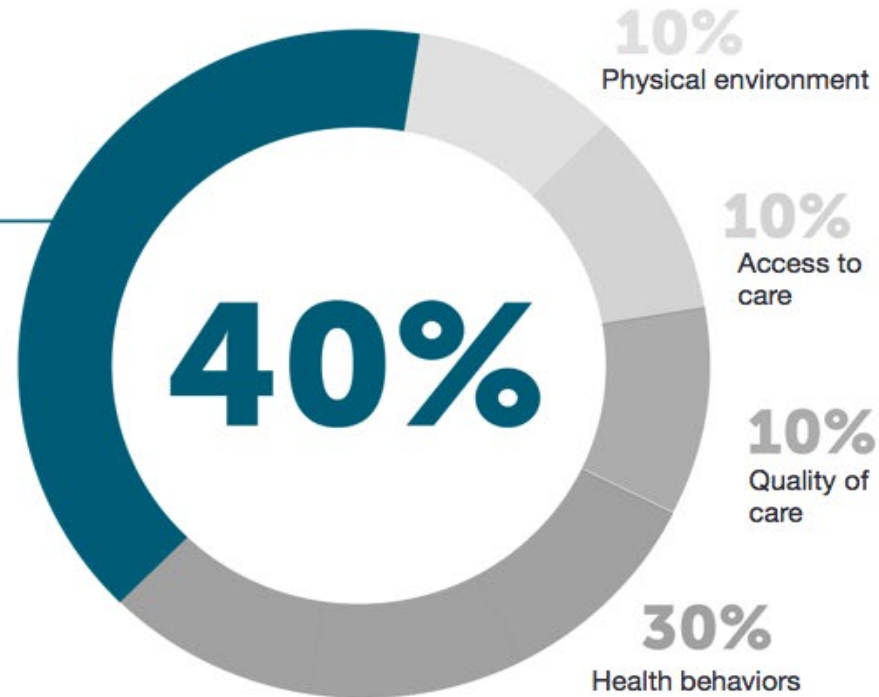
Healthcare is good at clinical excellence, but could be making more of an impact

The Social Determinants of Health:

Social & Economic Factors

- **Education**
- **Employment**
- **Income**
- **Family & Social Support**
- **Community Safety**

Data from "County Health Ranking & Roadmaps,"
University of Wisconsin Population Health Institute



PLACE MATTERS

Male life expectancy in Hough & Lyndhurst, OH

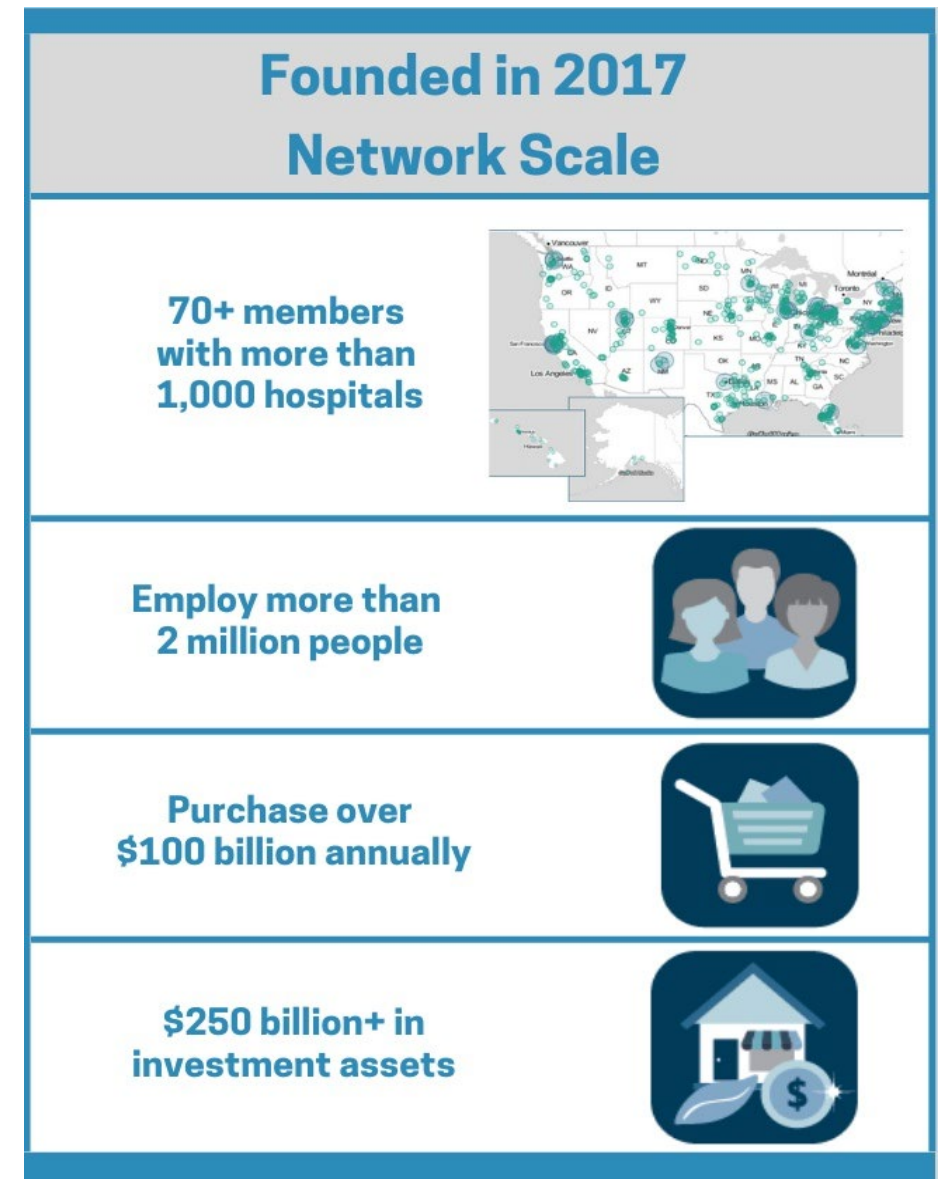


Addressing Root Causes

| Clinical Care | Social Determinants of Health | Anchor Mission |
|-------------------------------------------------|----------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------|
| Downstream | Midstream | Upstream |
| Medical interventions to address health issues. | Addressing individuals' social needs that influence one's ability to be healthy. | Addressing the economic & racial inequities in community conditions that cause poor health outcomes and drive disparities. |

Mission: Catalyze health systems to leverage individually and collectively their hiring, purchasing, investing and other key institutional assets to create economically and racially equitable local economies that sustain healthy communities.

Goal: Through an anchor mission approach, drive social impact by fully activating our members' potential as a community asset.



What We Do

Raising the Bar through Leadership Commitments

- Place-based Investment Commitment
- Impact Purchasing Commitment
- Impact Workforce Commitment

Accelerating Adoption of Anchor Strategies

- Anchor Strategy Initiative Groups & Action Cohorts
- Assessment Tools & Case Studies
- Peer Mentorship
- Workshop Advisory Services

Fostering Unique Sector Collaboration

- Standardized Data Collection
- Collective Federal Policy Advocacy on Housing and Workforce Development
- Annual Convenings

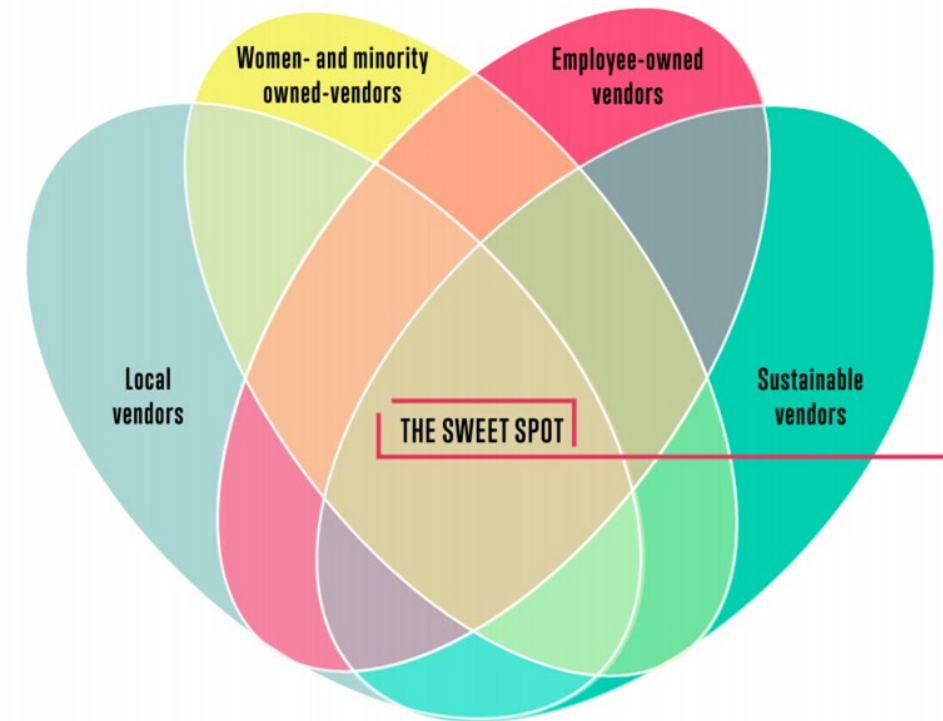
Fully Activating Healthcare As a Community Asset



Impact Purchasing

Prioritizing diverse, sustainable, local, and employee-owned spend to stabilize local economies and build community wealth.

- ✓ **Convene** supply chain leaders to advance on-the-ground impact purchasing projects through regular calls.
- ✓ **Raise the bar** through a best-in-class leadership commitment by which members shift spending to drive social impact and improve health.
- ✓ **Facilitate** member-based cohorts to advance key strategies (e.g., employee ownership).
- ✓ **Track and report** on key indicators for individual health systems and as a 70+ member network.

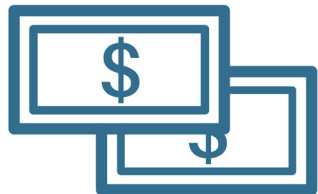


Impact Purchasing Commitment



13 Health Systems

signed the commitment, which included goals around supplier diversity, sustainability, and community wealth building



\$1 Billion Pledged

to collectively grow spend with minority and women-owned businesses by 2025

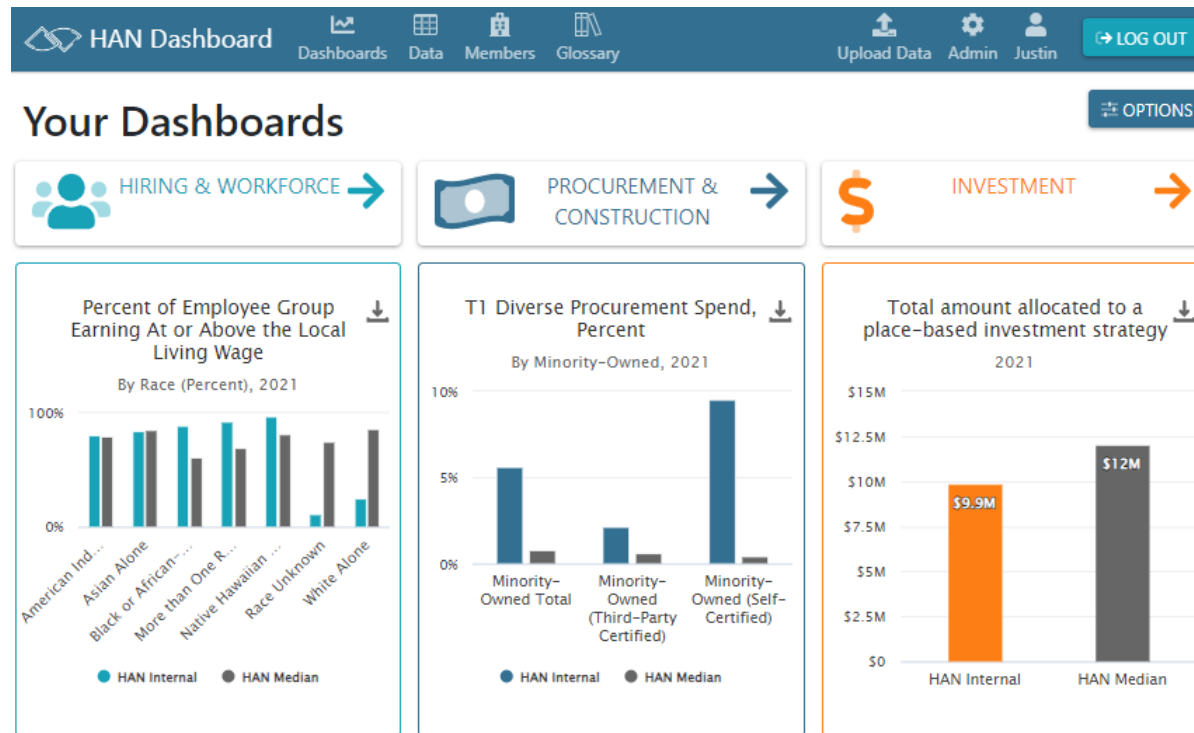


HAN Annual Data Collection

We developed indicators to measure HAN members' implementation of the anchor mission and build the foundation to evaluate impact in targeted communities

- Gathered input from HAN members, partner organizations, and subject matter experts
- Created/adopted a total of 22 indicators for the areas of hiring, purchasing, and investment/treasury.
 - Limited and concise; well-defined and flexible
 - Embeds equity
 - Leverages the knowledge of our members and of work done to date
 - Reflects current work and drives positive future behavior

Healthcare Anchor Network Dashboard



** Data are for illustrative purposes only.*

Members-only platform to track progress to the Anchor Mission and support strategic decision-making

Allows for benchmarking between the aggregate of the Network and individual member systems

Currently, the sector's only resource for this data.

Partnerships

The Gartner Healthcare Supply Chain Top 25 for 2021

Health systems setting the standard in supply chain excellence



Fully Activating Healthcare As a Community Asset

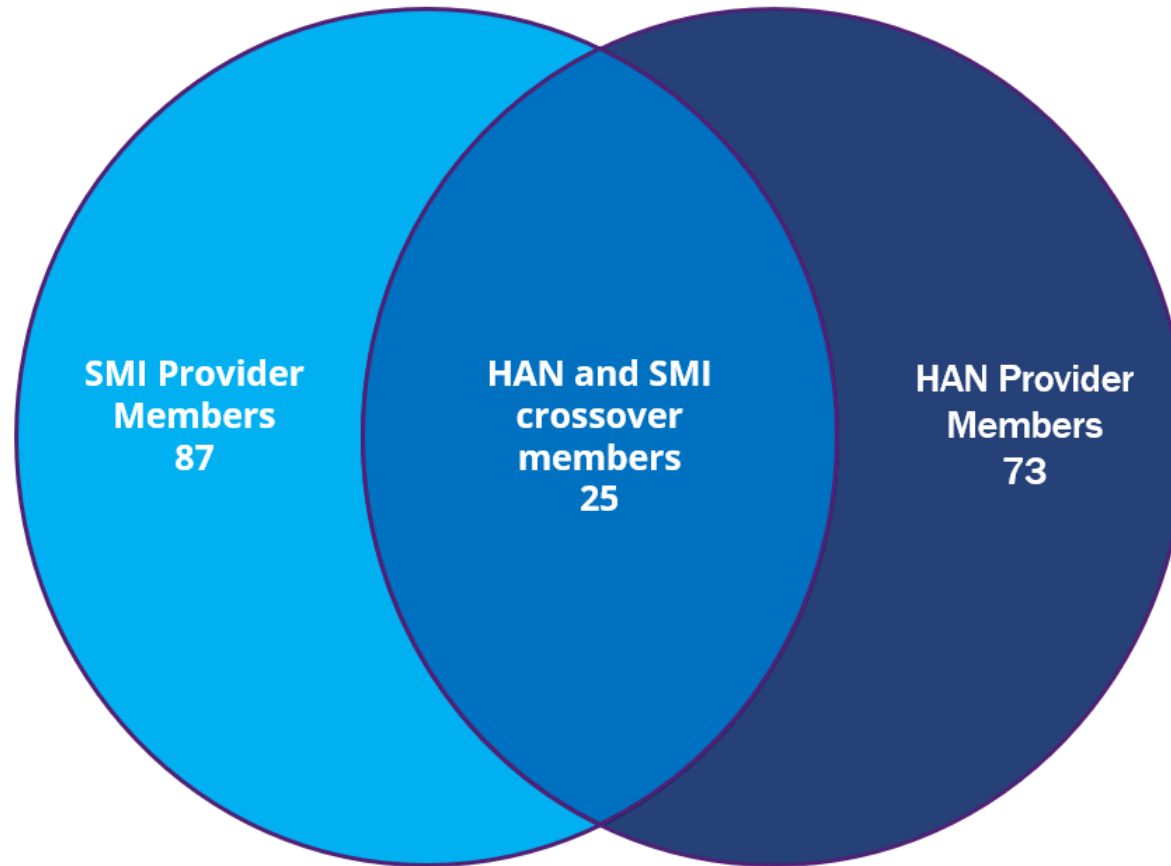


Thank you!
For more information:
HealthcareAnchor.network

David Zuckerman
President & Founder
Healthcare Anchor Network
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HAN/SMI Synergies and Alignment

HAN and SMI Member Overlap



HAN/SMI Synergies and Alignment

HAN Goals

1. Expand the number of healthcare systems prioritizing diverse and impact spending strategies.
2. Educate on the importance of an Impact Purchasing framework.
3. Increase alignment and adoption of HAN metrics and definitions across health systems and other anchor institutions.

SMI D&I Council Goals

1. Expand diverse spending in the healthcare supply chain
2. Create a playbook to drive change in our industry
3. Drive to a single source of truth on Diverse Spend metrics



| SMI and HAN Playbook Comparison | | | |
|------------------------------------------------------------|-----------------|---------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------|
| Playbook Component | Planned for SMI | Available in HAN Playbook | Comments from HAN Team |
| Supplier Diversity Self-Assessment | Yes | Yes | This resource exists separate from the current playbook as a standalone self-assessment. |
| Best Practices for a Supplier Diversity Program | Yes | Yes | We have some examples in our playbook, though these could be updated. |
| Supplier Diversity Definition | Yes | Yes | These metrics exist outside of the playbook in our annual data collection materials. |
| Supplier Diversity Metrics | Yes | Yes | These metrics exist outside of the playbook in our annual data collection materials. |
| Supplier Diversity Goal Setting | Yes | Yes | This resource exists separate from the current playbook in our leadership commitment (IPC). |
| Internal Engagement for growing supplier diversity | Yes | Yes | We have some examples in our playbook, though these could be updated. |
| Development of Diverse Supplier Pipeline | Yes | Yes | We have some examples in our playbook, though these could be updated. |
| Development of Strategic Partnerships | Yes | Yes | We have some examples in our playbook, though these could be updated. |
| Available Technology Solutions | Yes | Yes | We just started collecting this data from our members this year, focusing on those vendors utilized to "scrub" vendor data (e.g., Supplier.io, Tealbook) |
| Supplier Diversity Scorecard/Benchmarking | Yes | Yes | This resource exists separate from the current playbook in our annual data collection and dashboard materials. |
| Strategic Sourcing RFP Requirements for Supplier Diversity | Yes | No | This is something we had already planned to develop this year, but probably not until later in Q2 or Q3. |
| Supplier Development | Yes | No | |



Discussion:

What is needed to strengthen the partnership to make it work and be worthwhile for both organizations?

Breakout Activity Directions

Using the provided sticky notes and markers, review each flip chart (each represents a section of the SMI Playbook) and provide your feedback on the section in question (some sections have been consolidated for this activity).

1. What feedback do you have about this section (what's helpful or not, items to add or remove)?
2. How can we best present this information to be useful (e.g., infographics, executive summaries)?
3. What questions do you still have?

1. Supplier Diversity Self-Assessment & Goal Setting

A tool to assess the adoption of programming, practices, and systems for supplier diversity and how to set goals.

2. Best Practices for a Supplier Diversity Program

An overview of the components of best-in-class supplier diversity programs.

3. Supplier Diversity Definitions & Metrics

Key terminology and metrics to track in order to assess progress over time.

4. Internal Engagement for Growing Supplier Diversity

How to work internally across departments to promote/integrate supplier diversity into organizational priorities.

5. Development of Diverse Supplier Pipeline & Existing Supplier Development

How to identify and cultivate a backlog of new diverse suppliers and build the capacity of existing diverse suppliers.

6. Developing Strategic Partnerships

How to build partnerships with external organizations (e.g., chambers of commerce, certifying agencies).

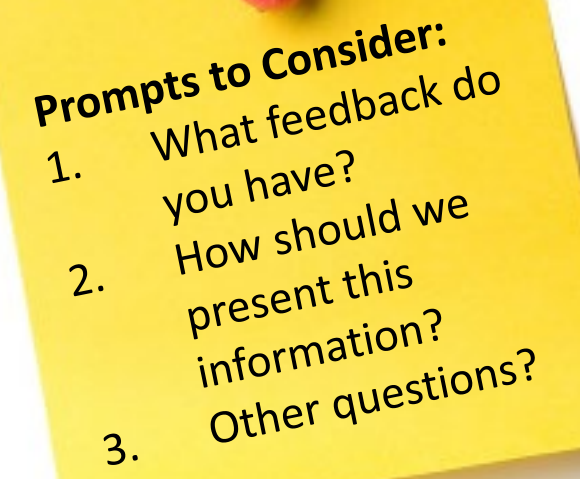
7. Available Technology Solutions

Tools available to support a supplier diversity program (e.g., Supplier Gateway, Supplier.io, Tealbook, Viva) and their capabilities.

8. Strategic Sourcing RFP Requirements for Supplier Diversity

Considerations centering supplier diversity in the RFP process, including sample language.

**Visit each flipchart
and share your
thoughts.**

- 
- Prompts to Consider:**
1. What feedback do you have?
 2. How should we present this information?
 3. Other questions?



Building The SMI Toolkit

Next Steps

- Incorporate today's feedback
- Develop timeline for toolkit production
- Review at the next council meeting

*Hold
Up
Your
Phone!*



**Time for an
evaluation**

DINNER NOW AT THE OMNI

Up Next

- ❖ 6:15 PM: Cocktails
- ❖ 7:00 PM Dinner
- ❖ Dress code is casual.
- ❖ Las Colinas Ballroom



Thank you!

