



## **HUMAN RESOURCES COMMITTEE MEETING**

**January 19, 2022**

**5:30PM-7:30pm**

Conference Center at Highland Care Pavilion  
1411 East 31<sup>st</sup> Street Oakland, CA 94602  
Ronna Jojola Gonsalves, Clerk of the Board  
(510) 535-7515

### **-LOCATION:**

Open Session: Telephonic/Electronic Meeting

ZOOM Meeting Link:

<https://alamedahealthsystem.zoom.us/j/9361457125?pwd=aUF4anZtK01lRklVMzZvQVY5NTdOZz09>

Meeting ID: 936 145 7125

Password: 20200513

One tap mobile

+14086380968,,9361457125# or

+13462487799,,9361457125#

Dial by your location

+1 408 638 0968 US (San Jose)

+1 346 248 7799 US (Houston)

+1 646 518 9805 US (New York)

Find your local number: <https://alamedahealthsystem.zoom.us/j/9361457125?pwd=aUF4anZtK01lRklVMzZvQVY5NTdOZz09>

### **MEMBERS**

Kinkini Banerjee

Luisa Blue, Chair

Jennifer Esteen

Tracy Jensen

## **HUMAN RESOURCES COMMITTEE MEETING AGENDA**

**SPECIAL NOTE:** Alameda Health System will conduct this meeting in accordance with health and safety guidelines related to COVID-19 by Federal, State, and local authorities, including but not limited to, requiring meeting participants and observers to adhere to “social distance” standards and limits on public gatherings. In addition, the meeting will be conducted in accordance with Governor Newsom’s Executive Order N-29-20 which suspends specific requirements of the Brown Act while directing agencies to use sound discretion and to make reasonable efforts to adhere to the Brown Act as closely as possible.

- Members of the public may participate in the meeting via telephone or logging into the Zoom meeting, per the instructions above.
- There will be no public meeting place associated with this meeting.

### **Public Comment Instructions**

If you wish to address the Board of Trustees or Committee send an email to [COB@alamedahealthsystem.org](mailto:COB@alamedahealthsystem.org) PRIOR TO THE START OF THE MEETING. Your comment will be heard at the appropriate time. During the meeting, public comment requests may be submitted to the ZOOM meeting host or the Clerk of the Board, but requests must be submitted prior to the beginning of the public speaker time for that item. Each speaker will be allotted between one and three minutes to speak, depending on the number of speakers present. Materials to help your participation go smoothly are available here: <http://www.alamedahealthsystem.org/2020-meeting-agendas-and-minutes/>

## **OPEN SESSION / ROLL CALL**

### **PUBLIC COMMENT: Non-Agenda Items**

#### **A. ACTION: Approval of Minutes of the October 19, 2021 Human Resources Committee Meeting**

*Recommendation: Motion to Approve*

### **MATERIALS FOR AGENDA ITEMS B THROUGH G**

#### **B. INFORMATION/DISCUSSION: HR Dashboard**

*Lorna Jones, Chief Human Resources Officer*

*Lin Velasquez, Vice President of Human Resources*

#### **C. INFORMATION/DISCUSSION: Professional Development and Cultural Improvement**

*Lorna Jones, Chief Human Resources Officer*

#### **D. INFORMATION/DISCUSSION: Growthspace**

*Lorna Jones, Chief Human Resources Officer*

#### **E. INFORMATION/DISCUSSION: Tuition Reimbursement Policy**

*Lorna Jones, Chief Human Resources Officer*

**F. INFORMATION/DISCUSSION: Mentor/Mentee Program Reboot**

*Lorna Jones, Chief Human Resources Officer*

**G. INFORMATION/DISCUSSION: Affinity Groups Update**

*Lorna Jones, Chief Human Resources Officer*

**DISCUSSION: Committee Planning, Issues Tracking**

**TRUSTEE COMMENTS**

**ADJOURNMENT**

**[ADDENDUM 1: ABCs of Communication](#)**

**[ADDENDUM 2: Committee Charter](#)**

### **Our Mission**

Caring, Healing, Teaching, Serving All

### **Strategic Vision**

AHS will be recognized as a world-class patient and family centered system of care that promotes wellness, eliminates disparities and optimizes the health of our diverse communities.

### **Values**

Compassion, Commitment, Teamwork, Excellence, Integrity, and Respect.

### **Meeting Procedures**

The Board of Trustees is the Policy Body of the Alameda Health System. The Board has several standing Committees where Board matters are the subject of discussion at which members of the public are urged to testify. Board procedures do not permit: 1) persons in the audience at a Committee meeting to vocally express support or opposition to statements by Board Members or by other persons testifying; 2) ringing and use of cell phones, pagers, and similar sound-producing electronic devices; 3) signs to be brought into the meeting or displayed in the room; 4) standing in the meeting room. Citizens are encouraged to testify at Committee meetings and to write letters to the Clerk of the Board or to its members, 1411 East 31<sup>st</sup> Street Oakland, CA 94602.

**Members of the public are advised that all Board and Committee proceedings are recorded (audio), including comments and statements by the public in the course of the meetings. Copies of the audio recordings will be made available to the public. Copies of the agendas and supporting documents can be found here: <http://www.alamedahealthsystem.org/meeting-agendas-and-minutes/>. By attending and participating in Board/Committee meetings, members of the public consent to audio recording of any statements they may make during the proceedings.**

### **Disability Access**

The Meeting Rooms are wheelchair accessible. Assistive listening devices are available upon request at the Clerk of the Board's Office. To request accommodation or assistance to participate in the meeting, please contact the Clerk of the Board. Requests made at least 48 hours in advance of the meeting will help to ensure availability.

In order to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to perfumes and various other chemical-based scented products. Please help us to accommodate these individuals.

**The AHS Board of Trustees is committed to protecting the private health information (PHI) of our patients. We ask that speakers refrain from disclosing or discussing the PHI of others. Please also know that, should you decide to disclose your PHI, the Trustees will still likely refer your matter, to the extent it involves PHI, to the executive staff for a confidential review of the facts and for confidential handling. If you would like more information regarding the confidentiality of PHI as it relates to the Health Insurance Privacy and Accountability Act, please refer to 45CFR Section 164.101, et.seq.**