Advancing Care...
through Diversity, Inclusion
and Community Engagement

WMCH Health
Inaugural Report
2015-2017
Promoting health equity, reducing health disparities, increasing access and opportunities, and fostering an environment that is inclusive and welcoming to all are facets of healthcare transformation that WMCHC has enthusiastically embraced.
At the Westchester Medical Center Health Network (WMCHealth), we believe that building a culture of diversity, inclusion and community engagement is VITAL to our success. Each of these components is crucial to our ability to offer the highest quality care that is patient-centered, innovative and responsive to the unique needs of the individuals and communities we serve. For WMCHealth, our commitment is not just a moral imperative steeped in altruism; it is a business imperative strategically aligned with the goals and priorities of our organization.

At WMCHealth, our status as a community anchor whose responsibilities extend beyond the walls of our hospitals allows us to serve as both a source of physical health and a driver of economic and social vitality for the larger community. Promoting health equity, reducing health disparities, increasing access and opportunities, and fostering an environment that is inclusive and welcoming to all are facets of healthcare transformation that we have enthusiastically embraced.

As the healthcare landscape continues to change, WMCHealth will continue to evolve in order to provide superior care and services for our patients, foster exceptional workplaces for our employees, and support vibrant communities throughout the Hudson Valley.
WMCHHealth Overview

WMCHHealth provides advanced medical care to 3.5 million residents in the Hudson Valley region of New York, southern Connecticut (Fairfield County) and northern New Jersey (Bergen County). The Network spans 6,200 square miles, with 1,700 beds in ten hospitals on eight campuses, including trauma centers, community hospitals, a children’s hospital, dozens of specialized institutes and centers, homecare, assisted living and one of the largest mental health systems in New York State. WMCHHealth is not only the region’s premier healthcare provider, but with a total workforce of more than 12,000 physicians and healthcare professionals, WMCHHealth is one of the region’s largest employers.

Office of Diversity and Community Engagement

In 2015, WMCHHealth created the Office of Diversity and Community Engagement (“ODCE”) to design, implement and oversee a Network-wide Strategic Diversity, Inclusion, and Community Engagement Plan (“Plan”). In creating the Plan, the ODCE worked collaboratively with internal stakeholders including Human Resources, Legal Services, Supply Chain Operations, Service Excellence, and Organizational Development and Learning. Additionally, the ODCE engaged external stakeholders such as community-based organizations, faith-based organizations, academic institutions, businesses and social service entities. The Plan reflects a collaborative effort and serves as a roadmap that identifies specific goals and accompanying initiatives in support of and aligned with WMCHHealth’s organizational goals.
Defining Diversity, Inclusion and Community Engagement at WMCHealth

We define **diversity** as the unique differences and similarities that our workforce, patients, families, physicians, volunteers and communities bring to our environment. We believe that diversity encompasses much more than race and gender. Diversity encompasses the myriad of physical, intellectual, geographical, cultural, educational, social and philosophical characteristics that make each patient, each family, each member of our workforce, and each community that we serve unique. We believe that WMCHealth is enriched by the diversity of our workforce and those in our care.

**Inclusion** is defined as the active engagement of all members of our community in which their unique differences and similarities are considered, understood and leveraged for best clinical outcomes and best workplace experience. Inclusive environments are created when every member of the WMCHealth community is recognized, respected, actively engaged and has the opportunity to meaningfully contribute to WMCHealth’s mission, support WMCHealth’s vision and enhance WMCHealth’s VITAL (Value, Integrity, Talent & Innovation, Accountability, and Leadership & Learning) values.

At WMCHealth, we believe that **community engagement** with the diverse populations that make up the Hudson Valley is crucial to our success. We acknowledge the key role that external stakeholders play in our informed decision-making and we embrace the power of these collaborations.

In bringing these three **principles** together, WMCHealth is able to leverage the strength of its diversity to create inclusive environments that drive innovation, promote patient-centered care, support enriched work experiences, and promote health and wellness throughout the Hudson Valley.
Advancing Workforce Diversity at All Levels to Reflect the Communities We Serve

To ensure that we meet the evolving needs of our diverse patient populations and diverse communities we serve, WMCHealth is committed to attracting, developing and retaining a highly talented and diverse workforce.

Internal Stakeholder Partnerships

We recognize that employing a diverse workforce leads to improved patient experience, increased patient and workforce satisfaction and maximizes the productivity, creativity and loyalty of our employees. To that end, we have partnered with internal stakeholders to ensure that we are casting a wide net and utilizing diverse recruitment resources to source employment candidates.

Initiatives

- Revised language in executive recruitment contracts requiring a deliberate and comprehensive effort to expand and diversify talent pools and candidate slates.
- Conducted interviewing-skills training for hiring managers to raise awareness about legal implications, policy considerations, and ways to prevent unconscious bias during the interview and selection process.
- Conducted a comprehensive workforce demographic analysis to gauge WMCHealth workforce diversity in relation to national benchmarking standards for hospitals. This analysis provided valuable information regarding organizational challenges and opportunities.
- Convened WMCHealth’s first-ever Women’s Leadership Forum (WLF). This program is designed to provide emerging female leaders within the organization with an opportunity to gain exposure to the most senior-level women in leadership. Participants will learn the leadership skills and develop leadership competencies needed to ascend within the organization.
- Provided training for senior leaders throughout the Network to ensure their understanding of WMCHealth’s Diversity and Inclusion Policy, as well as the value of creating a diverse and inclusive workplace for our patient, their families and our employees. While the ODCE is the steward of this important work, the ultimate responsibility for ensuring success lies with every member of the WMCHealth community. Both leadership and line staff are accountable and have an important role to play.
External Stakeholder Partnerships

Partnered with the Greater New York Hospital Association to participate in its Summer Experience Program. This highly competitive pipeline program is designed to pair talented diverse graduate and undergraduate students, who have a concentration in healthcare, with hospitals for the summer. Students are mentored by members of leadership and are exposed to the various facets of hospital administration.

Partnered with the Institute for Diversity and Health Equity to post vacancy information on its website and fostered relationships with the Institute’s leadership to share information about viable candidates.

Partnered with and supported diverse professional organizations like the National Medical Association, National Hispanic Health Foundation, Association of Hispanic Healthcare Executives and the National Diversity Council to disseminate information about employment opportunities, events and workforce initiatives.

Culled information about diverse recruitment websites and resources, diverse recruitment agencies and diverse recruitment career fairs. Shared reports and resources with internal workforce partners to assist them in sourcing a wide array of talented candidates.
Advancing Inclusive and Equitable Environments for Patients, Workforce, and Community Members

To ensure that every member of the WMCH Health community understands, embodies and promotes diversity, inclusion and community engagement best practices, we codified our commitment in an official Diversity and Inclusion Policy. By doing so, WMCH Health sent a resounding message reaffirming its stance regarding the importance of this work to the organization, while also articulating organizational expectations.

Policy Statement

WMCH Health is committed to valuing diversity and inclusion in all that we do and weaving these core concepts into our organizational fabric. At WMCH Health, we actively leverage our diversity to ensure exemplary patient-centered care, create engaging and inclusive work environments for members of our workforce, and serve as a supportive resource for the communities we serve. At WMCH Health, we understand that valuing diversity and inclusion will enhance our ability to serve as an industry leader in several ways:

Patients
At WMCH Health employing diversity and inclusion best practices allow for increased understanding of our diverse patient population, thereby allowing us to be responsive to their unique needs and ensuring better clinical outcomes. WMCH Health extends this consideration to patients and families, acknowledging our role in providing nurturing and supportive structures for both. Diversity and inclusion are integral to all aspects of our services, practices, policies and procedures.

Workforce
At WMCH Health, we are committed to continually fostering diverse and inclusive environments that support personal and professional growth. WMCH Health seeks to foster a diverse and inclusive work environment where our individual differences are recognized and respected as assets that strengthen our organization. In doing so, WMCH Health is able to attract and retain a talented workforce that brings a myriad of perspectives and ideas to our organization, which drive innovation and promote transformation. WMCH Health is committed to ensuring that these values are upheld in everything that we do and are championed by every member of our workforce.

Community
WMCH Health is committed to meaningfully engaging external community stakeholders. WMCH Health understands that creating and promoting sustainable health and wellness in the diverse communities we serve requires a significant investment in partnerships that encourage a holistic approach to healthcare. WMCH Health acknowledges the key role that our community partners play in contributing to our organizational decision-making, and we value these collaborations.

Suppliers
WMCH Health also acknowledges the importance of diversity in our procurement processes and is committed to ensuring increased opportunities for our diverse suppliers. WMCH Health’s supplier-diversity initiatives focus on cultivating partnerships with Minority and Women-Owned Business Enterprises (“MWBEs”) and Service-Disabled Veteran-Owned Businesses (“SDVOBs”). WMCH Health understands that supplier diversity helps sustain healthy communities by supporting local businesses and increasing economic vitality, while also enhancing our competitive edge.
Progress includes:

**Established Diversity Councils** at our flagship site in Valhalla, MidHudson Regional Hospital, and Bon Secours Charity Health System to ensure that we are driving the diversity, inclusion and community-engagement strategy throughout every level of the organization, while also guaranteeing that the actual implementation is tailored to the uniqueness of each site.

**Disseminated Network-wide messaging** from our Chief Executive Officer and individual site leaders reiterating the importance of diversity, inclusion and community engagement to overall organizational success.

**Implemented diversity-related environmental audits** at each site to identify and assess each area’s best practices for diversity and inclusion. This includes identifying communication barriers in translated materials, health literacy reviews, etc. It also includes assessing diverse visual representations (depictions in marketing materials and artwork); and physical obstacles related to Americans with Disabilities Act accessibility for our patients and families.

**#123 for Equity Campaign to End Healthcare Disparities - Health Equity Pledge:** In 2017, WMCHealth took the American Hospital Association’s Health Equity Pledge, committing to undertaking several initiatives aimed at reducing health disparities and increasing health equity.

**Established a LGBT Committee** to review policies and procedures related to registration processes, rooming assignments and sensitivity training to ensure equitable and inclusive environments for our LGBT patients, families and workforce members.

**LGBT Artwork Dedication (above)** - In June 2017, in celebration of Pride Month, WMCHealth held an art-installation dedication ceremony honoring the late artist Stephen Crohn. Mr. Crohn, a Westchester native, renowned artist and gay rights and AIDS advocate, was most famously known for his clinical contributions in the late 1980s early 1990s. Mr. Crohn suffered from a genetic anomaly that made his cells impervious to HIV, which caused him to be known to the media and clinical researchers as, “The Man Who Couldn’t Catch AIDS.”

Mr. Crohn participated in numerous medical studies and contributed to AIDS research. In recognition of the work WMCHealth has been engaged in to create welcoming and inclusive environments for LGBT patients and community members, the Crohn family and The Loft LGBT Community Center gifted Mr. Crohn’s Rainbow series to WMCHealth. The piece was installed in the main corridor of our flagship hospital to send a strong and deliberate message about our commitment to diversity and inclusion.

**Activated diverse language translation capacity** for WMCHealth’s main corporate website. Site visitors now have the ability to have the entire website content translated into over 100 languages, allowing for effective communication for the diverse communities we serve.

**Partnered with Service Excellence Team** to add a diversity-related line of inquiry to our patient satisfaction survey. The information gleaned will be valuable as we analyze our efforts and identify areas ripe for improvement. Also conducted ongoing reviews of patient satisfaction survey results to examine trends and inform workforce training curriculum.

**Included Diversity and Inclusion core competencies for all managers.** By embedding diversity and inclusion into the performance management rubric by which leaders are evaluated, WMCHealth makes sure that organizational leaders are invested and accountable for supporting and promoting this important work.

**Established the Excellence in Diversity & Inclusion Award** to be bestowed on workforce members who exemplify our organizational values, employ cultural intelligence, contribute to the betterment of our communities, and foster the creation of inclusive environments for all.

**Reconstituted the Language Access Committee** Led jointly by the Service Excellence team and the Office of Diversity, Inclusion and Community Engagement. The committee is reviewing and implementing best practices relating to organizational interpretation/translation services and health literacy considerations for interpersonal and written communication.
Advancing Education and Awareness to Increase the Cultural Intelligence of Our Organization

Implementing and advancing any successful diversity initiative requires that organizational participants have a common understanding about the substance, nature and importance of the work. This basic foundation of common understanding can buttress or undermine all subsequent efforts. Therefore, WMCH has introduced a robust slate of in-person and online trainings and professional development offerings.

**Onboarding with Diversity, Inclusion and Community Engagement in mind**

To be sure that our new employees start off their tenure at WMCH with an understanding of how creating a diverse and inclusive environment directly contributes to our competitive advantage and strengthens our ability to offer world-class care, we have incorporated a diversity module into the monthly New Employee Orientation training. By including this messaging during the onboarding process for all new employees, we establish clear expectations for our workforce members from the beginning.
Diversity Management Training
Our basic Diversity and Inclusion curriculum focuses on defining terminology, reviewing diversity-related concepts and strategies, and aligning best practices with larger organizational goals. Participants are provided with the tools they need to employ these best practices in their professional roles.

Autism Awareness Training
Treating vulnerable patients or patients with disabilities requires heightened sensitivity. Recognizing the unique challenges presented, WMCHealth partnered with the Anderson School, a renowned autism-education center, to conduct Autism Awareness Train-the-Trainer sessions. This training focused on some of the unique clinical challenges presented when treating adults and children with autism. Arming our staff with this valuable information allows them to render appropriate services, while also creating welcoming and inclusive environments for differently-abled patients.

Cultural Competence and Health Literacy Training
Culturally competent healthcare organizations are better positioned to offer respectful and compassionate patient-centered care, reduce health disparities, increase patient satisfaction, and promote health equity by meaningfully engaging community members. Moreover, research indicates that two-thirds of the population read at an eighth-grade level or below and, that when it comes to health information, most Americans’ ability to communicate and understand information is at the fifth-grade level. The lack of cultural intelligence and inability to understand overt and covert literacy challenges can lead to miscommunication, which can have negative consequences and ultimately erode trust among parties. These two factors were the impetus behind the creation of a cultural competence and health literacy training course for clinical and non-clinical workforce members. Ensuring accurate and culturally appropriate communications and interactions are of paramount importance to us. Additionally, we offer this training to external community-based healthcare partners.

Equal Employment Opportunity (EEO) in the Workplace Training
In partnership with the Human Resources team and the Legal Department, we developed training that encompasses employment law, hiring practices, preventing discrimination, sexual harassment and workplace accommodations (religious and disability). We also provide information to participants regarding their rights and responsibilities pursuant to Equal Employment Opportunity (EEO) Laws and our internal non-discrimination policy.

Unconscious Bias Training
This training was designed to help our employees recognize that we each have areas of unconscious bias and identify those times when our bias impacts our professional and/or clinical decision-making. The training also identifies tools and best practices that can be used to interrupt unconscious-bias programming when it occurs.

LGBT Awareness Training
According to Lambda Legal’s 2010 landmark study, “When Health Care Isn’t Caring: Lambda Legal’s Survey of Discrimination Against LGBT People and People with HIV,” LGBT respondents expressed extreme fear and concern about seeking healthcare based upon previous negative encounters and acts of discrimination including refusing to provide needed care; refusing to touch them or using excessive precautions, using hard or abusive language; blaming them for their health status; or being physically rough or abusive. Seventy percent of transgender or gender non-conforming respondents and 56 percent of lesbian, gay or bisexual respondents reported at least one of these experiences. In an effort to ensure that our hospitals are welcoming and inclusive for everyone, WMCHealth partnered with notable guest speaker Dr. Elijah Nealy – a transgendered clinician – to offer specialized training designed to ensure that our LGBT patients and co-workers are treated with dignity and are receiving the compassionate care and support they deserve.

Keeping Diversity, Inclusion, and Community Engagement at the Forefront
Corrective Action Consultations

In instances where an employee is found to have committed a diversity-related or EEO-related infraction by Human Resources Department or their supervisor, we have established Corrective Action Consultations. These one-on-one consultations allow the employee to receive in-depth counseling from a Director of Diversity. This counseling is designed as a supportive measure to ensure that the conduct does not persist.

Online Training Module

In addition to the slate of in-person training offerings, WMCHealth requires that every employee complete a Diversity, Inclusion and Cultural Competence online training module annually.

Diversity Dialogues

You can’t fix what you won’t face. Discussing issues related to race, religion, gender, culture and sexual orientation often make people uncomfortable. Recognizing that fact, and understanding that many people are reluctant to overtly engage during traditional diversity–related training, we launched the Diversity Dialogue Series. Unlike most training, which is conducted in a structured presentation format, these open dialogues are meant to be informal and were designed to spur candid conversations about those “tricky” situations that we encounter in the workplace. Participants are encouraged to share concerns and challenges in a safe place, while also formulating solutions from the feedback provided by other participants.

Diversity & Inclusion training for 2016-2017

<table>
<thead>
<tr>
<th>Training Category</th>
<th>Number</th>
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</thead>
<tbody>
<tr>
<td>Workforce members trained at New Employee Orientation:</td>
<td>over 3,500</td>
</tr>
<tr>
<td>Workforce members trained in Diversity &amp; Inclusion Courses:</td>
<td>over 1,800</td>
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<tr>
<td>Workforce members who attended diversity dialogues:</td>
<td>90</td>
</tr>
<tr>
<td>Community-based organizations trained on Cultural Competence and Health Literacy:</td>
<td>15 organizations, almost 400 individuals trained</td>
</tr>
<tr>
<td>Workforce members who completed online diversity training courses:</td>
<td>over 9,700</td>
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Advancing Supplier Diversity to Support Local Small Businesses and Spur Economic Development

WMCH Health is committed to meaningfully engaging the supplier community by proactively engaging the diverse businesses throughout the communities we serve. Our supplier diversity initiatives focus on cultivating partnerships with Minority- and Women-owned Business Enterprises (“MWBEs”) and Service-Disabled Veteran-Owned Businesses (“SDVOBs”). We understand that supplier diversity supports local communities and local small businesses, generates fresh perspectives and drives innovation, which enhances our competitive advantage. Ensuring that our procurement opportunities are open to all members of the diverse communities we serve is a top priority. For WMCH Health, investing in the economic health and wellness of our diverse communities is good business.

Our Internal Supplier Diversity Engagement Efforts

In partnership with the Legal Department and Supply Chain Operations Department, we conducted supplier diversity training for members of senior leadership to ensure that each department is aware of the supplier diversity focus. Department leaders were provided with background information about the organizational commitment to supplier diversity, along with data regarding the spending activities within their respective departments. Department leaders were instructed to reiterate the supplier diversity commitment and expectations to subordinates with purchasing responsibilities.

To ensure that members of the MWBE and SDVOB communities receive information about opportunities with WMCH Health, Supply Chain representatives routinely send proactive communications to vendors apprising them about procurement events and opportunities with WMCH Health.

Both Office of Diversity and Community Engagement and Supply Chain representatives provide ongoing individual consultations with MWBEs and SDVOBs that seek information about the WMCH Health procurement policies and practices, applicable compliance-related goals, healthcare-related supplier diversity considerations, and current opportunities for vendors.
Participated in local and state-wide supplier diversity events, conferences and seminars. Members of senior leadership are often invited to lead and/or participate on panel discussions about supplier diversity in healthcare.

Partnered with Skanska, a development and construction group, to host several supplier diversity outreach events and vendor matchmaking events to promote procurement opportunities related to the construction of the Ambulatory Care Pavilion, the largest construction project in Westchester County in decades, at our flagship site in Valhalla.

WMCH is a corporate member of the NY/NJ Minority Supplier Development Council (“Council”), a premier organization that serves as a vital link among major corporations and minority businesses. In 2017, and in partnership with the Council, WMCH hosted the 7th Annual Supplier Diversity in Healthcare Symposium at its flagship site in Valhalla.

Partnered with Westchester County’s Office for Minority and Women-Owned Businesses to disseminate information about procurement opportunities and promote county-sponsored supplier diversity activities.

Our External Supplier Diversity Engagement Efforts

2017 New York City Regional MWBE Opportunities Expo. Left: Iliana Carmona, Corporate Director of Contracts and Purchasing, Right: Patrice Gordon, Senior Corporate Contract Coordinator, Materials Management Department
Advancing Community Engagement with external stakeholders to promote sustainable health and wellness

**Faith-based Partnerships**

WMCH Health recognizes the powerful influence faith-based institutions have as both community anchors and community influencers. Faith-based institutions are revered as respected community gatekeepers and play a pivotal role in the implementation and success of community-based health programs.

**Annual Faith-Based Partnership Reception**

Treating the Mind, Body and the Soul! WMCH Health launched its annual Faith-Based Reception in 2016. This event is open to church, mosque, synagogue and all other faith-based leadership, along with parish nurses and/or representatives of health committees within the various houses of worship. The reception provides an opportunity for WMCH Health representatives to share health and wellness information, while surveying participants to gauge their concerns and needs. The reception serves as a forum for participants to network and share information in fellowship.

**Intersection of Faith & Health: Role of Faith Communities in Ending the HIV/AIDS Epidemic**

WMCH Health partnered with the New York State Department of Health and the AIDS Institute to host a community forum designed to strengthen the relationship among faith-based institutions, public health institutions and community members in order to combat HIV/AIDS.
**Academic Institution Partnerships**

WMCHhealth is committed to partnering with academic institutions in our region regarding healthcare career development, higher education support, and healthcare curriculum development that ensures our schools are preparing the students of today for healthcare jobs of the future. Supporting youth from throughout our region is an investment in the future talent pipeline that will make our organization and communities stronger.

**Judge Judy’s Her Honor Mentorship Program**

The Her Honor program is a Westchester-based professional mentorship program targeting high school seniors from socio-economically depressed communities who are the first in their families to be accepted to college. WMCHhealth’s senior female leaders volunteer four hours per week for the duration of the academic year to provide students who have expressed an interest in health professions with support, guidance and skill development.

**Pathways to Practice Program**

In 2016, WMCHhealth launched its Pathways to Practice Program to expose high school students, who have expressed an interest in pursuing a career in the health professions, to many facets of the hospital setting – both clinical and non-clinical. While the program initially partnered with Gorton High School’s School of Medical Professions in Yonkers, in 2017, we expanded the program to include our site at Mid-Hudson Regional Hospital.

**WMCHhealth STEM Scholarship Program**

In 2016, WMCHhealth launched a network-wide Science Technology Engineering & Math Scholarship Program to support the pursuit of higher education by students from high schools within our service areas who are interested in a health-related profession. While the scholarship program initially focused on eight schools, it has since expanded to include Regional BOCES programs as well.
**Community-Based Outreach**

WMCH Health Participating Provider System Community Engagement Quality Assurance Committee: In 2015, WMCH Health and WMCH Health Participating Provider System (“PPS”) established the Community Engagement Quality Assurance Committee. The committee, made up of regional representatives from social service organizations and select community-based organizations, focused on Medicaid reform-related activities. In 2018, the committee will transition to a Regional Community Engagement Advisory Council, with broad-based representation from additional community stakeholders (clergy, schools, etc.) who will provide guidance and feedback regarding broad-based community engagement activities in the region.

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**WMCH Health’s Speakers Bureau**

Our Speakers Bureau connects our talented healthcare professionals directly with our communities throughout the region to share their knowledge and expertise on array of health and wellness topics including: Men’s Health, Women’s Health, Pediatric Health, Diabetes, Cancer, Heart Health, Diet and Nutrition, Behavioral Health and Substance Abuse and Child Abuse. In offering these free educational sessions, we strive to engage and empower our communities.

**Community Outreach And Community Health Mobile Unit (“COACH”)**

The WMC COACH Mobile Unit made numerous appearances at community-related events throughout the entire Network. From local festivals to county fairs, the COACH served as a rotating hub of health and wellness information for community members.

**Corporate Sponsorships of Community-Based Activities**

WMCH Health sponsors and supports a multitude of community-based organizations, social service activities and non-profit initiatives throughout the region that are designed to positively impact health and wellness.
In 2017, WMCH launched WMCSalud, a community-based outreach initiative focusing on the Latino population. In partnership with several Latino community organizations, we hosted multiple events where bilingual community engagement representatives disseminated bilingual health information, connected community members to social services, and provided additional health-related information.

**Injury Prevention Initiatives**

**Fall Prevention Training**

One in three adults age 65 and older will fall in their lifetime. This often results in severe injury, such as brain trauma and broken bones, as well as long-term recuperation or disability. To help prevent falls and other injuries (head trauma, etc.) the Department of Trauma Services offers free programs designed to equip participants with the tools they need to prevent and avoid catastrophic injuries.

**Stop the Bleed Campaign**

Home to the leading trauma centers in the region, WMCH is participating in the nationwide Stop the Bleed campaign, which teaches bleeding control to the public and improve survivability from manmade or natural disasters. Enhancing public resilience to all such potential hazards has been identified as a priority.
Advancing Our Reputation as the
Hospitals of Choice, Employer of Choice,
and Community Partner of Choice.

Awards and Recognition

2017 The LOFT LGBT Community Center Business Ally of the Year
2017 City & State Corporate Social Responsibility Award
2017 Westfair Communications Diversity Champion Award
2016 Yonkers Public School District Business Partner of the Year Award

Media Recognition
Westchester Medical Center Health Network includes
Westchester Medical Center  l  Maria Fareri Children's Hospital  l  Behavioral Health Center  l  MidHudson Regional Hospital
Good Samaritan Hospital  l  Bon Secours Community Hospital  l  St. Anthony Community Hospital
HealthAlliance: Broadway Campus  l  HealthAlliance: Mary's Avenue Campus  l  Margaretville Hospital

WMCHHealth.org