



National Association for the Advancement of Colored People Michigan State Conference

HURLEY MEDICAL CENTER CONCILIATION AGREEMENT

Yvonne M. White
President

Kayla Jones
Youth & College Division
President

Locations:

Albion
Ann Arbor
Battle Creek
Bay City
Central Michigan University
Detroit Central
East Detroit
Eastern Michigan University
Ferris State University
Flint
Grand Rapids
Grand Valley State University
Hamtramck
Highland Park
Jackson County
Kalamazoo
Lake & Newago Counties
Lansing
Lenawee County
Macomb County
Monroe County
Muskegon
Niles
Northern Oakland County
Oak Park High School
Olivet College
Port Huron
River Rouge/Ecorse
Saginaw
Southern Oakland County
Southfield/Farmington Area
Southwest Detroit
Three Rivers
Twin City Area
University of Michigan
Van Buren County
Wayne State University
Western Michigan University
Western Wayne County
Ypsilanti/Willow Run

Hurley Medical Center, in cooperation and agreement with the EECO and the NAACP, has agreed to make sweeping reforms that will have a wide-ranging positive effect on its current and future workforce. The reforms include provisions that demonstrate Hurley Medical Center's commitment to its employees, patients, and the community it serves. Hurley Medical Center has agreed to the following:

- Train all staff (2,000+ employees), on diversity and inclusion to heighten awareness and recognition of unlawful biases.
- Review and revise current policies to ensure that staff assignments are made without regard to any preference based on race, sex, religion, national origin, color, age, disability, and/or genetic information.
- Educate all staff on best practices when responding to any customer/patient request that is based on some discriminatory bias that is unlawful under the Federal statutes.
- Expand its community outreach efforts to:
 - Conduct orientation tours and workshops monthly during the regular school year that target local area teens to provide education and awareness of careers in health care and related fields.
 - Coordinate with the Flint Branch NAACP to develop a scholarship award for students seeking a career in healthcare who have graduated from the Hurley Medical Center Career Day Program and plan to remain in the Flint area upon graduation. Hurley Medical Center will donate \$2,000 annually towards this scholarship.
- Plan meetings of the Diversity and Inclusion Council to review its performance with respect to diversity and inclusion in all phases of employment.
- Coordinate with the EEOC Detroit Field Office to provide annual training to managers on the statutes enforced by the EEOC.
- Notify all employees of their rights under the Federal statutes to work in a setting free from unlawful employment discrimination.
- Submit periodic reports and feedback to the EEOC Detroit Field Office and the Flint Branch NAACP with respect to its performance under this agreement.

Signed this 14th Day of December, 2013

Melany Gavulic, RN, MBA
President & CEO
Hurley Medical Center

Frances Gilcreast
President
Flint Branch NAACP

Yvonne M. White
President
Michigan State Conference