

Health Equity in Context

Examining equity through a lens of intersectionality

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“

Of all forms of inequality,
injustice in health is the most
shocking and most inhumane.

–**Harriet A. Washington**, *Medical
Apartheid: The Dark History of Medical
Experimentation of African-Americans*





Common Language

Setting the stage with a common language allows us to set SMART DEI-goals and establish a meaningful common ground.



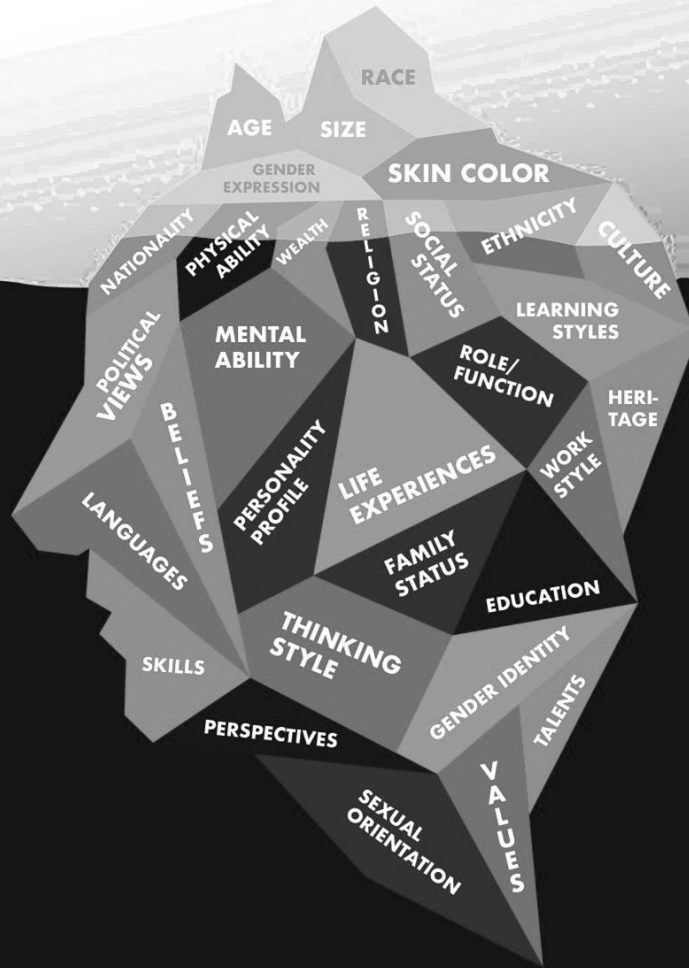
Mission, Vision & Values



Innovation	Teamwork	Excellence	Accountability	Courage	Healing
Be Extraordinary Together					
Curiosity Level of Listening	Behavioral Styles Appreciation Filters	Blue Chips	Accountability	Assume Positive Intent	Gratitude Be Here Now
Zero Harm					
Clarifying Questions SBAR Technique	Structured Hand-offs	Know Why & Comply Validated and Verify	Self-check Using STAR	Speak Up with CUS	Peer Check
Equity					
Blind Spots Biases	Dimensions of Diversity	Inclusion	Motivated Awareness	Inclusive Integrity	Cultural Humility
Energy					
Mood Elevator					
At Your Best					



Waterline of
Visibility



Just
because it is
not *visible*
does not
mean it is
not *valuable*.



Defining intersectionality ...

It's complex



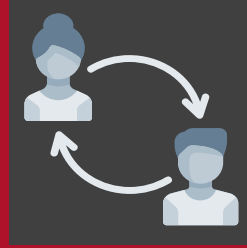


Intersectional approaches require an understanding of personal context.



Intrapersonal

Our set of individual lived experiences – requires critical self-reflection



Interpersonal

An examination of how we communicate with others



Institutional

Policies and practices that have a direct impact on individuals



**Intersectionality
applies to our
patients and
colleagues**



Workforce is demanding a commitment DEI



4.6x

More likely to accept an outside offer

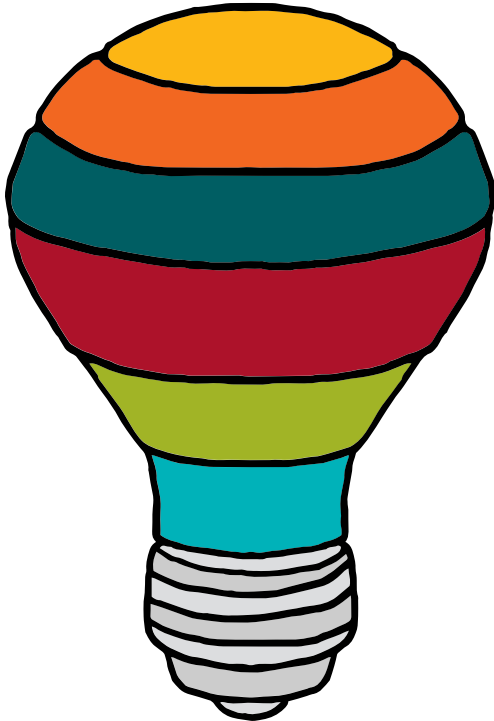
2x

Unlikely to stay when DEI scores were low

Moving Forward: Equity Continuum



Operationalizing *Restoration*



Clear articulation of Mission, Vision and Core Values



Data –driven approach



Critical analysis of challenges and opportunities



Defined goals that are time-bound and measurable



Prioritized KPIs and resource allocation

Initial Considerations

Preparing to Plan: The “Why”



Telling Your Story

Understanding the “WHY” – individual, departmental, organizational, and community

Bridging gap between goals and company culture/context



Advocating for Resources

Defined needs lead to a more refined budget

Forward-thinking and longitudinal strategies



Connection to Mission, Vision and Values

Organizational imperative

Connects to business case

Accountability in structure and action



Understand the Data

Data should drive decisions and inform practices

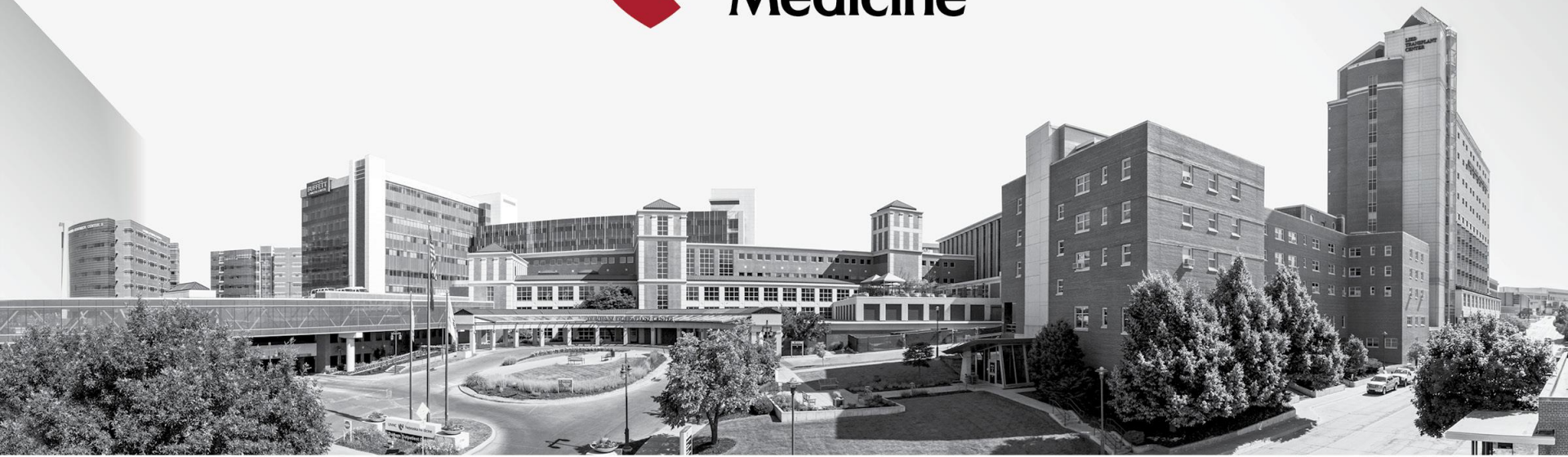
Uncovering nuances will lead to sustainable policies and practices



FY23 – 28 Strategic Goals

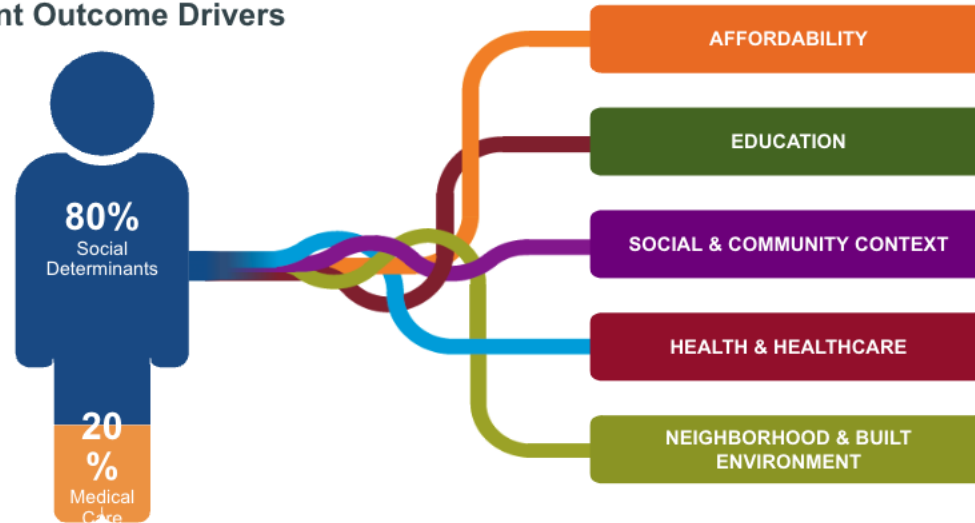
- ❖ Build a sustainable pathway to health careers for diverse populations
- ❖ Strengthen staff retention-based efforts with a culturally competent lens
- ❖ Diversify leadership roles
- ❖ Cultivate a culture of inclusion for all colleagues
- ❖ Cultivate a culture of inclusion for patients and families
- ❖ Embed health equity metrics into our organizational framework
- ❖ Create physical spaces that highlight, celebrate, and represent the diversity of our colleagues and patients
- ❖ Build infrastructure for DEI revenue generating activities.





Social Determinants of Health Can Drive a Majority of Overall Patient Outcomes

Patient Outcome Drivers



Sources: 1. Hood CM, et al. County health rankings. Relationships between determinant factors and health outcomes. *Am J Prev Med.* 2016;50(2):129–135. 2. Social Determinants of Health. HealthyPeople.gov website. <https://www.healthypeople.gov/2020/topics-objectives/topic/social-determinants-of-health>. Accessed August 18, 2021.

