

2019 UW Medicine Healthcare Equity Annual Report

We believe all people have the right to high-quality, culturally appropriate healthcare, regardless of age, ethnicity, gender, sexual orientation, religion or ability. We are committed to embracing diversity, fostering inclusion and advancing equity across our healthcare system for our patients and workforce in order to give everyone we serve the opportunity for good health outcomes.

WORKFORCE

Objective 1

Establish training resources, programs, events and policies to create an environment that supports diversity, equity and inclusion across all aspects of the UW Medicine workforce

Healthcare Equity Education & Training



75 training/presentations delivered to more than 2,500 UWM employees



Sponsored four full day equity, diversity, and inclusion workshops led by external experts with more than 300 participants

Accomplishments



In collaboration with the Associate Dean of Faculty/Development initiated endorsement & participation of UW Medicine in national Time's Up effort



Launched healthcare equity themed book club - featuring 3 books

COMMUNITY

Objective 2

Work with the communities we serve to better learn their needs and engage them as partners in identifying and addressing care equity opportunities.

Accomplishments



Convened four additional community conversations expanding to specific geographic and marginalized communities throughout South King County



Sponsored/participated in four community health fairs throughout King County



Drs. Houston & Dawson recognized by the Puget Sound Business Journal with Leadership in Health Equity Award



Showcased healthcare equity work at four regional and national conferences

Community Members' Feedback

"Excellent experience with urgent care."

Better understand community needs

"Harborview visit — everyone was so supportive, ED providers are great — care is fantastic."

Increase ease of making appointments



CLINICAL

Objective 3

Develop and implement strategies to promote healthcare equity for all patients regardless of age, race, ethnicity, language, religion, spiritual practice, sexual orientation, gender identity or expression and socioeconomic and mental/physical status.

Accomplishments



Initiated the expansion and use of healthcare equity dashboards system wide



Assessed UW Medicine's Race Ethnicity and Language and Sexual Orientation and Gender Identity data collection practices

RESOURCES AND DATA DEVELOPED

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Interpreter Services Standardization Committee

Assessed interpreter services gaps, inconsistencies and minimum requirements with the goals of establishing one standard and identifying future needs



Healthcare Equity Dashboards

Expanded access to information management tool tracking REaL and SOGI data

