

Office of Healthcare Equity Blueprint 2.0: The Path to Health Justice

MSEC February 4, 2022

Leadership
& Strategic
Operations



Workforce
Development



Community
Engagement



Research &
Evaluation



Quality
Improvement



Learning
Environments



Healthcare Equity Blueprint 2.0: Strategic Focus Areas

Leadership
& Strategic
Operations



Workforce
Development



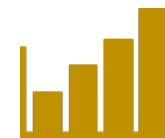
Community
Engagement



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Leadership & Strategic Operations

UW Medicine Office of Healthcare Equity Mission

To reduce disparities in healthcare delivery by educating health professionals informed by principles of diversity, equity, inclusion and justice;

To make UW Medicine an equitable place to learn, work, provide and receive care;
To be a national model for healthcare equity; and

To provide local and national leadership in healthcare equity and healthcare justice research.



Leadership & Strategic Operations



- **Internal Communications**

- Maintain a dynamic website, social media presence, regular system-wide updates

- **Marketing and Communications**

- Partner with mar/com to enhance visibility of OHCE in local, regional, national media

- **Advancement**

- Enhance opportunities for foundation and individual philanthropic support

- **Health Partnerships**

- Strengthen collaborations with other health sciences schools, Fred Hutch, SCCA, VA and CHMC for broader reach and consistency in equity work

- **Think Tank and Speaker' Bureau**

- Regularly host medical and science leaders for conversations about advancing healthcare equity and health justice
- Host regularly scheduled events for local, Regional and national speakers on equity

- **Government Relations**

- In partnerships with UWM government relations, provide an EDI lens to local, state and national legislative issues

Workforce Development



Acknowledge that patient safety, staff satisfaction, and health outcomes are crucially linked with diversity, equity, inclusion, and justice practices.

- **Training**
 - Foundational EDI Training
 - EDI Peer Trainers
 - Bystander training
 - ADA Training
 - Leadership Development Training
- **Equity Consult Services**
 - Administrative Workforce
 - Curriculum
 - Bias Reporting Tool
- **Policy Development**
 - Define bias and racism
 - Set expectations to create and maintain a culture of equity
- **Coaching**
 - Individual
 - Small team
- **Capacity Building**

Workforce Development

Acknowledge that patient safety, staff satisfaction, and health outcomes are crucially linked with diversity, equity, inclusion, and justice practices.

○ Well-being

- Partnering with OFA and EDI Committees
- Comprehensive program development with funding from Pinterest- focus on URM faculty

○ Affinity and Caucus Groups

- Black
- AAPI
- LatinX
- LGBTQIA+
- WAG

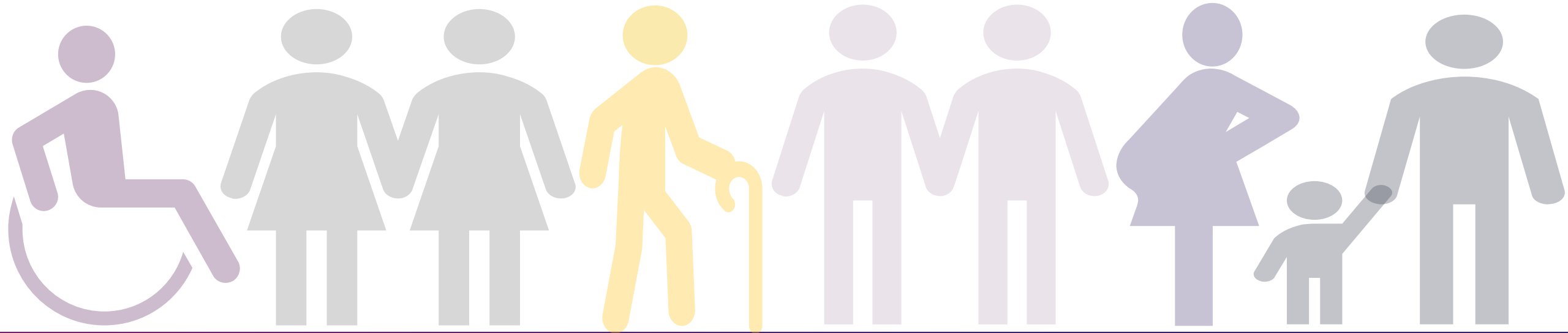


Workforce Development

Advocate for and facilitate initiatives to build and support a workforce reflective of communities we serve.

○ Recruitment and Retention

- HR Data: Demographics, hiring, pay equity, promotion and retention rate of BIPOC applicants, faculty and staff, job class
- EDI training for HR teams
- EDI training for search committees
- Enhancement and support of CMFA
- Partnering with OFA



Community Engagement

Develop and sustain a foundation of trust across our communities and build partnerships, by being present to listen to and learn about those we serve, solicit ongoing feedback and consistently report back.

- **Data**
 - Collection
 - Analysis
 - Reporting
- **Outreach**
 - Community Conversations
 - Health Fairs
 - Evolution of vaccine and testing/Post COVID
- **Respond**
 - Maintain readiness to address emerging needs
 - Allocate resources as appropriate
- **Solidarity**
 - Advocate for community needs with health systems, public health and other government entities
- **Accountability**
 - Shared leadership with stakeholders
 - Community Advisory Council
 - Co-design of interventions



Research & Evaluation

The Justice, Equity, Diversity, and Inclusion (JEDI) Center for Transformational Research

Mission Statement

To study and ultimately eliminate health disparities by promoting the principles of justice, equity, diversity and inclusion in the research of vulnerable populations, and by increasing the recruitment, retention and advancement of students, residents, fellows, and faculty from groups under-represented in medicine.

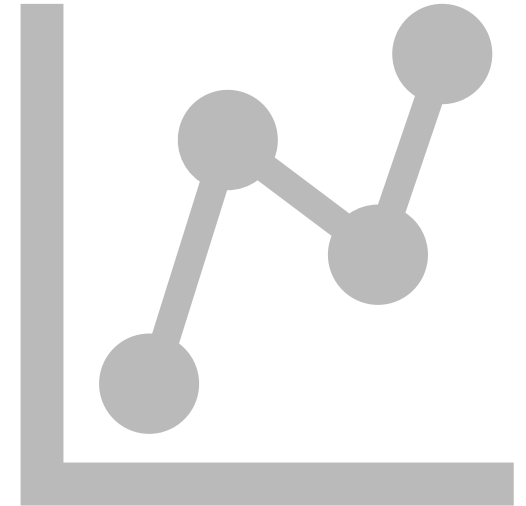
Vision Statement

To improve the health of the public and eliminate health disparities by justice and health equity driven research.



Research Activities

- Conduct health equity original research
 - Telemedicine equity (focus groups)
 - Emotional well-being in under-represented minority providers and students
 - SDOH
- Support and stimulate our UW Medicine investigator community to engage in OHCE mission-relevant research; fostering research collaborations
- Disseminate OHCE mission-relevant research findings
- Promote diversity, equity, and inclusion in UW Medicine research endeavors



Quality Improvement

Ensure equity, diversity, and inclusion principles inform all system-wide quality improvement policies, processes and practices.



Quality Improvement

Data

- Equity Dashboards
 - REAL/SOGI
 - SDOH
 - Zip Codes
 - Disparity Index

Processes

- Access
 - Scheduling
 - Digital Front Door
 - Telemedicine
 - Language Access

Tools

- Equity Impact Review Tool
- Clinical Equity Consults
- IT
 - EPIC & data interfaces

Quality Improvement

Transgender Gender Non-Binary Health Program & LGBTQIA+ Health

- Improved quality and deliver of gender affirming care.
- Established as the institutional resource for LGBTQI+ issues affecting our patients, workforce and students.
- Systemic changes to foster inclusion and access for gender and sexually diverse patients, workforce and students.



Learning Environments

Reduce disparities in healthcare delivery by educating healthcare and research professionals informed by principles of equity, diversity, inclusion and justice, while fostering a learning and teaching environment that is welcoming and inclusive in which all members of our community thrive.

○ Faculty/OFA/RGE

- EDI Training
- Curriculum Review
- Classroom support
- Restorative Justice

○ Students/ARRA/RGE

- Dean for Equity and Medical Student Engagement (BIPOC)
- Student Advisory Council
- Affinity Groups
- Outreach/recruitment
- LGBTQ and BIPOC student mentoring
- EDI Training
- Curriculum – Black Health Justice Pathway; EHM; CUSP
- Restorative Justice

○ Trainees/GME

- NURF
- EDI Training
- EDI speakers' series
- Restorative Justice

○ Staff

- EDI Training
- Restorative Justice



Learning Environments: Ecosystem Development

Center for Workforce Inclusion and Healthcare System Equity (WIHSE)

Mission

To increase representation of communities traditionally underrepresented in medicine across all UW clinical and SOM departments.

Vision

Pushing institutions to decrease barriers to access careers in healthcare by developing innovative programming to improve diversity, equity and inclusion through multipronged ecosystem development, community outreach and advocacy thereby improving healthcare workforce diversification.



WIHSE Center Program

- **Pre-Health Programs**
 - Doctor For A Day (DFAD)
 - U-DOC (new; find funding to reinstitute)
 - Summer Health Professions Education Program (SHPEP) (RWJ)
 - Health Sciences Center Minority Students Program
 - UPREP
- **Health & Allied Health Professional Students**
 - Department of Rehabilitation Medicine (PT/OT)
 - Respiratory Therapy
 - Visiting Diversity Student Sub-Internships
 - Morehouse School of Medicine/University of Washington partnership
 - Medical Science Training Program (MSTP)
 - UW Sisterhood Initiative/UW Brotherhood Initiative
- **Residents and Fellows**
 - UW Network of Underrepresented Residents and Fellows (UWNURF)
- **Faculty**
 - Affiliation and collaboration with URM Faculty Development Program in OFA

