

CAHL 2020 Virtual Series

Justice, Equity Diversity & Inclusion

JULY 30, 2020



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Welcome

CAHL 2020 Virtual Series

8 Face-to-Face Panel Discussions
2 Qualified Education Learning From Leaders
July 30th – November 12th

Participants will be muted throughout

Please submit your questions via chat to the host

1.5 Qualifying Education credits



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<http://ache-cahl.org/congress>

Upcoming Virtual Events

- Aug. 13 Emotional Intelligence in Healthcare
- Aug. 27 Proactively Managing Your Career
- Sept. 10 Effective Management of Morale
- Sept. 17 Learning from a Leader: Michael Felder
- Sept. 24 CAHL Annual Awards Ceremony
- Oct. 1 Learning from a Leader: Delvecchio Finley
- Oct. 8 Sustainability of Healthcare Organizations: A Plan of Action
- Oct. 22 Strategies to Support Resiliency and Well-being for Healthcare Professionals
- Nov. 5 Bending the Execution Curve: Successful Implementation of Change
- Nov. 12 Equity of Care

Who Do You Wear A Mask For?

#MaskUp #CAHL



Who Do You #MaskUp For?



#MaskUp to Stop the Spread of COVID-19

#MaskUp to Stop the Spread of COVID-19

#MaskUp #CAHL



Protect Each Other and Our Loved Ones

Moderator

Ida Bezabeh, MS

Business Consulting Manager,
Kaiser Permanente

Founder, We Flourish

President, Women Health Care
Executives



J.E.D.I. defined



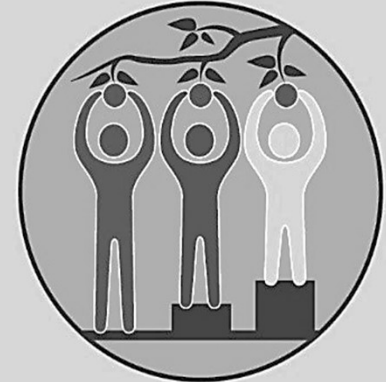
Diversity

Existence of individual and social differences that contribute to identity.



Inclusion

Intentionally fostering an environment in which each individual is valued and respected for their diversity, is empowered to engage and contribute, and is provided access to resources and opportunities.



Equity

Grounded in the principles of fairness, equity makes diversity and inclusion central to establishing policies and practices, creating opportunities, and ensuring each individual has the tools and support they need to achieve their individual success.



Justice

\$337B

Estimated healthcare cost to US payers due to race associated health disparities alone.

*The Business Case
for Health Equity*

33%

Companies with the most ethnically diverse executive teams are 33% more likely to outperform peers in profitability.

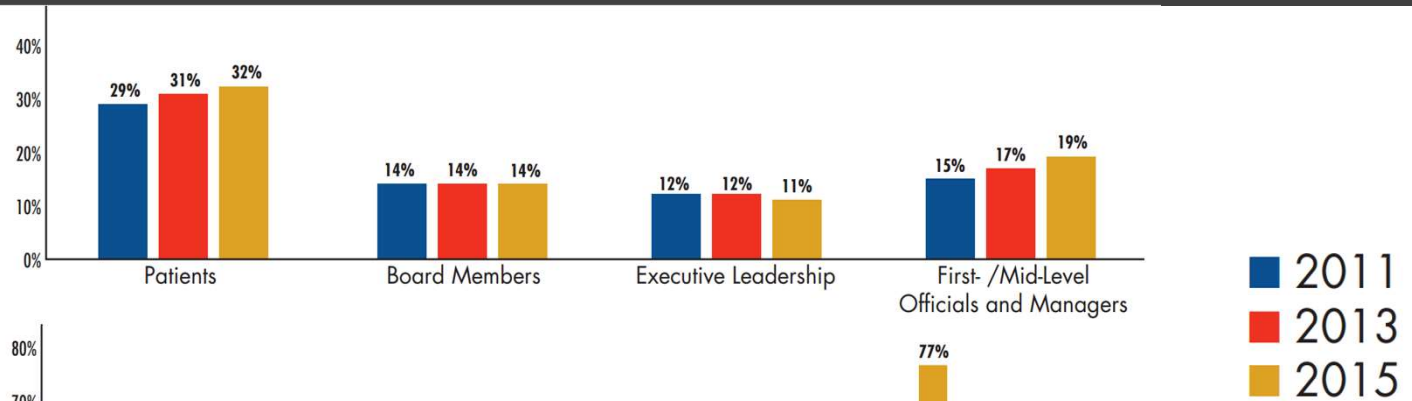
What progress have we made?



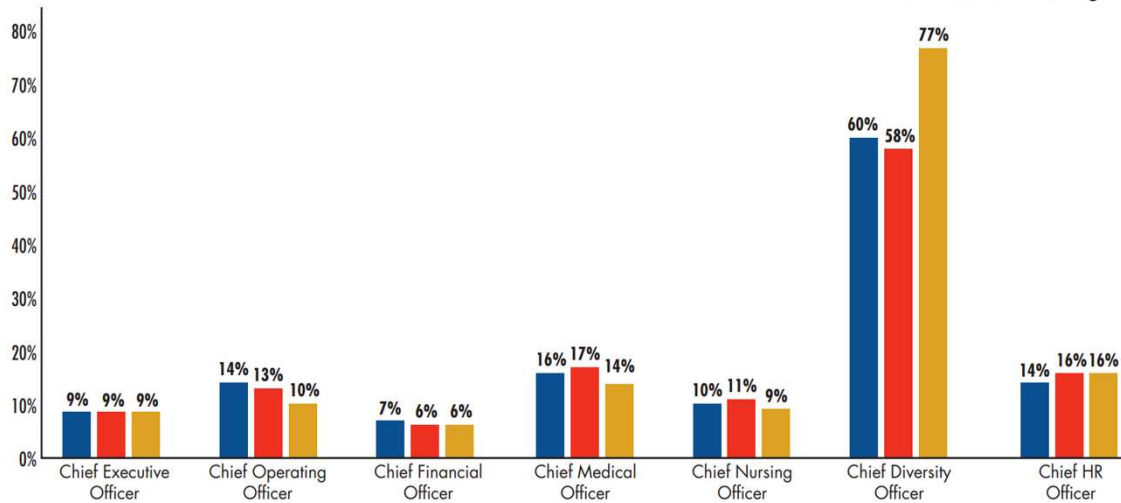
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Minority Leadership Disproportionately Low Compared to Minority Patient Population

In hospitals



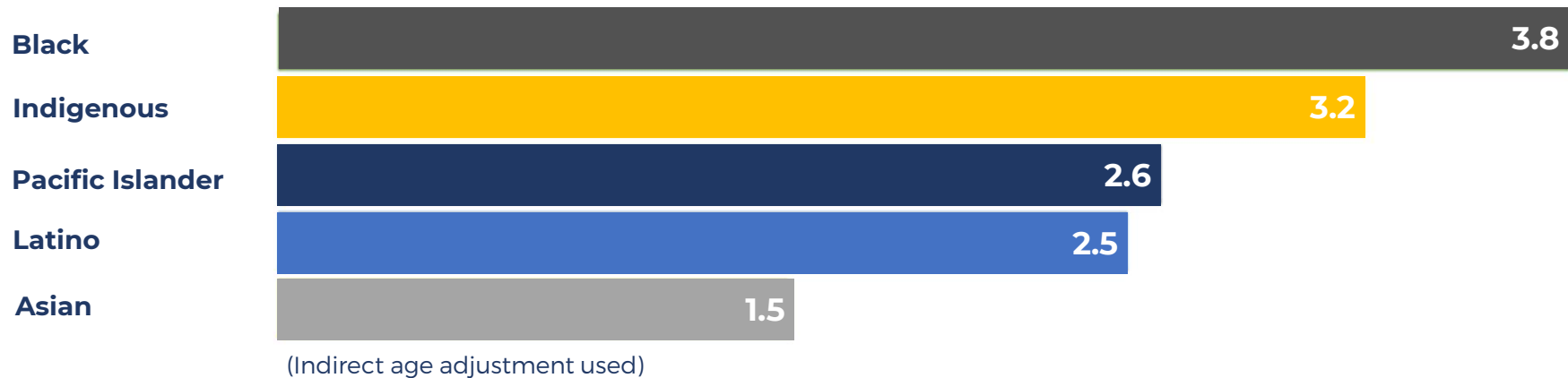
In executive leadership positions



Source: American Hospital Association (AHA), Institute for Diversity in Health Management, AHA's Health Research & Educational Trust (HRET) report: Diversity and Disparities - A benchmarking study of US Hospitals in 2015. Available at https://ifdhe.aha.org/system/files/media/file/2020/03/Diversity_Disparities2016_final.pdf

Minorities are this many times as likely to have **died of COVID-19** than White Americans

Reflects mortality rates calculated through July 7, 2020.



The Cost of Health Inequity in America

Blacks/ African Americans are more likely to die from...

Pregnancy related complications	3X
Stroke	44%
Prostrate cancer	2X
Heart disease	25%
Breast cancer	40%

Black/African American children are more likely to...

Die as infants (infant mortality)	2.5X
Die of SIDS (Sudden Infant Death Syndrome)	2X
Attempt suicide as high schoolers	61%
Have asthma	2X
Be obese	56%



Efton Hall, Jr., MPH

Senior Vice President, Healthcare Life Sciences and Public Sector Practices,
Berkeley Search Executives



Anna Dapelo-Garcia, MPA

Inclusion, Diversity, and Health Equity Leader, Stanford Health Care
Founder and President, Lean In Latinas



Carla V. Wicks, MD
Regional Director, Culturally
Responsive Care and Inclusion,
Kaiser Permanente



Kelly B. Flannery, MHA, FACHE
Chief Planning Officer,
Veteran Administration (VA), Sierra Pacific
Network – VISN 21

Panel Discussion

Questions

Call to Action

Framework for achieving equity in healthcare organizations

<p>1. Make health equity a strategic priority</p>	<ul style="list-style-type: none"> • Demonstrate leadership commitment to improving equity at all levels of the organization • Secure sustainable funding through new payment models
<p>2. Develop structure and processes to support health equity work</p>	<ul style="list-style-type: none"> • Establish a governance committee to oversee and manage equity work across the organization • Dedicate resources in the budget to support equity work
<p>3. Deploy specific strategies to address the multiple determinants of health on which health care organizations can have a direct impact</p>	<ul style="list-style-type: none"> • Health care services • Socioeconomic status • Physical environment • Healthy behaviors
<p>4. Decrease institutional racism within the organization</p>	<ul style="list-style-type: none"> • Physical space: Buildings and design • Health insurance plans accepted by the organization • Reduce implicit bias within organizational policies, structures, and norms, and in patient care
<p>5. Develop partnerships with community organizations</p>	<ul style="list-style-type: none"> • Leverage community assets to work together on community issues related to improving health and equity

2020 VIRTUAL SERIES

EMOTIONAL INTELLIGENCE IN HEALTHCARE

August 13, 2020 5:30 - 7:00pm



**Thank
You**

