

# The 2020 Initiative

Update

January 28, 2015

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# Over the past 5 months we have tried to:

- Ground participants in population health data that was an internal reflection about our patients, the communities we are trying to serve, and ourselves.
- Explore possibilities through best practice models
- Strategize a path for the future

# THEMES FROM THE BRAINSTORMING SESSION

Two themes spanned all categories (clinical care, education, and research and community engagement) and priorities (realistic, impactful, and compelling)

# Diversifying the department



- Assure recruiters are intentional and broader in their outreach and trained to promote diversity of faculty, residents and staff
- Review and regularly evaluate current hiring practices and criteria
- Develop strategies to promote retention
- Consider a specialized diversity committee that would participate in faculty and resident selection

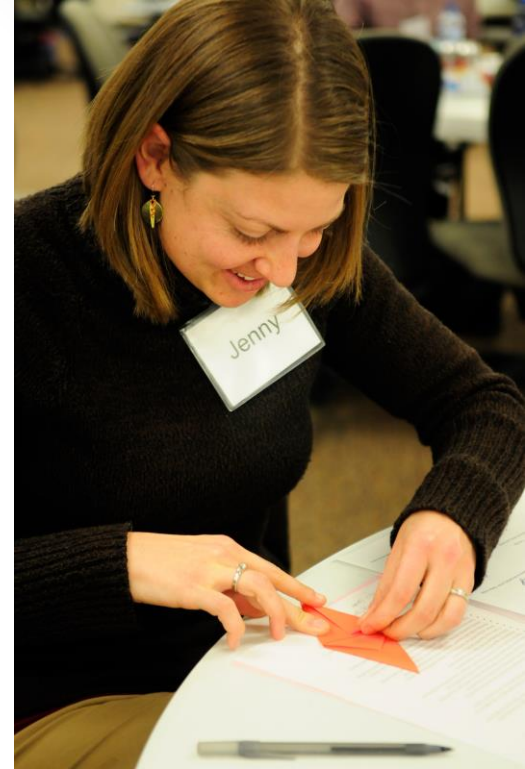


# Community outreach and engagement

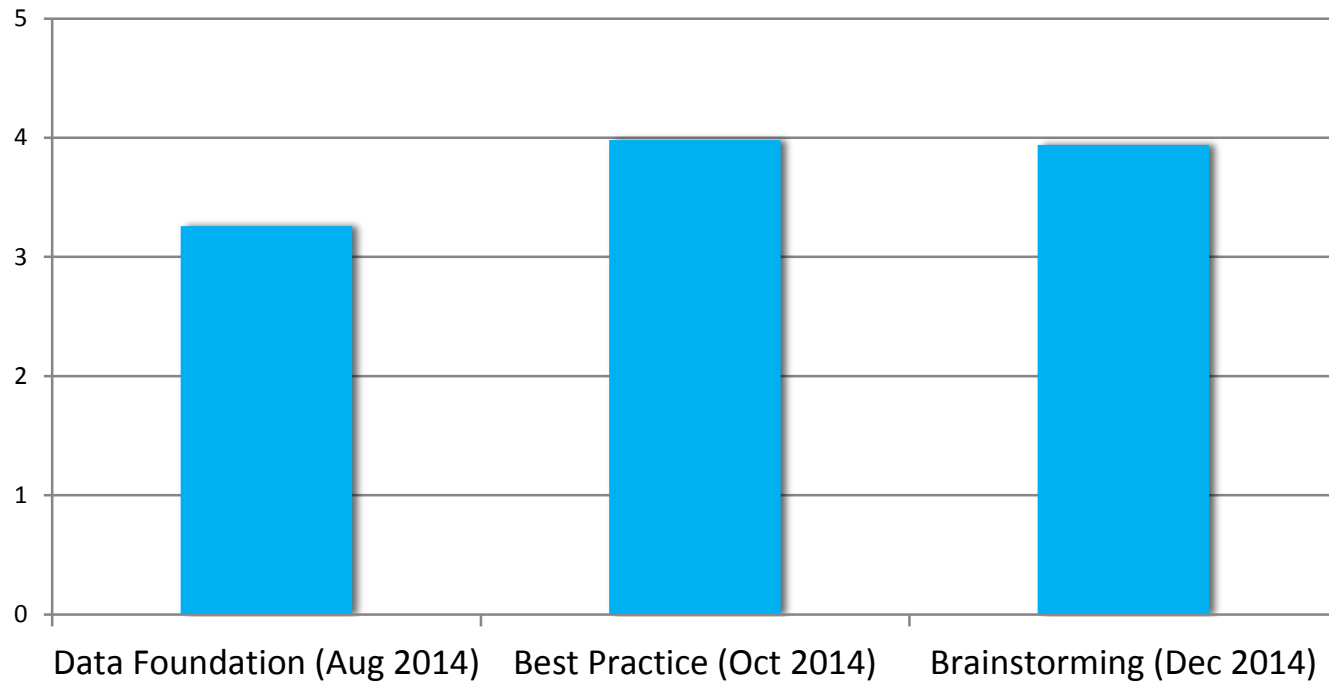
- Develop more diverse patient-family advisory groups
- Develop longitudinal relationships with community organizations
- Incorporate patients and community members in teaching
- Create a community advisory board focusing on issues of diversity, inclusion and equity to guide research

# Other ideas

- **Communication:** review website and advertising and marketing strategies
- **Access**
  - for patients: provide more patient centered services (e.g. childcare; after-hours clinics);
  - for learners into the community: develop more on-site learning and experience in under-served communities
- **Patient-centeredness:** prioritize patient life goals in EMR
- **Resident curriculum and faculty development:** focus on diversity, inclusion, disparities, community engagement and political advocacy; Health care disparity research track
- **Evaluation:** monitor the (practices) department's commitment to diversity, inclusion and health equity; change evaluation forms to include assessment if disparity data or community health issues were addressed
- **Pipeline:** develop mentoring programs for community youth



# I am confident the Department can make positive change in assuring a more intentional approach toward diversity and health equity



■ Confidence (0=not confident 5=very confident)



## ***Currently we are exploring:***

- Partnerships outside the department
  - CCHE
  - UW Health Council on Equity and Inclusion
- Commitment from leadership