Connecting Diversity, Equity, & Inclusion to Social Determinants of Health and Health Equity

2024 Annual Overview

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Problem and Purpose Statements

- Research shows a national trend that not all patient groups have equitable healthcare experiences and outcomes. Based on our own assessments, Children's Nebraska is no different.

- We have the opportunity and obligation to provide more inclusive and equitable care to our patients. Therefore, we are going to provide you with this high-level overview presentation for your awareness of many topics related to diversity, equity, and inclusion and their connection to healthcare.

- It is our hope that the information in this presentation will help spark ideas of how you (and your team) can contribute to enhancing the care we provide to *all* children who walk through our door so that we, as a healthcare system, can help reduce health disparities and inequities.

Defining 'DEI' at Children's

- **Diversity:** The richness of human difference, both seen and unseen

- **Equity:** Providing everyone with the resources needed, based on their unique circumstances, to help level the playing field

- **Equality:** Equal treatment for all, same resources and strategies for everyone

- **Inclusion:** Bringing together and harnessing diversity in a beneficial way

Connected, but Different
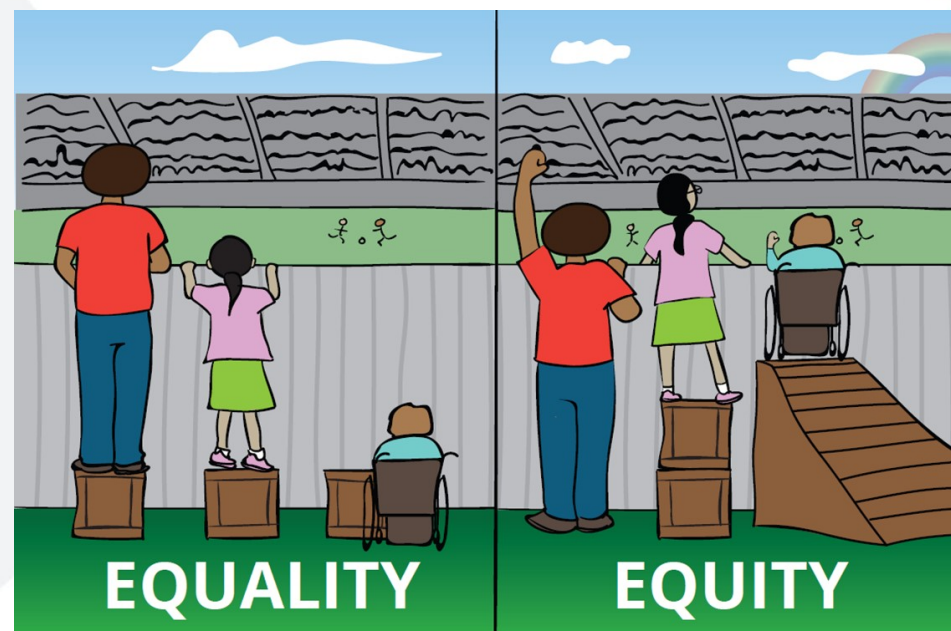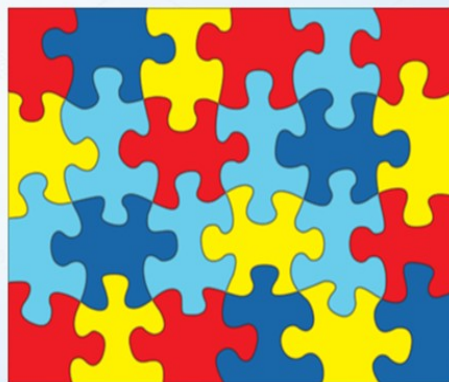
Common DEI-related Topics

- **Race**
- **Ethnicity**
- **Sexual Orientation**
- **Gender/Gender Identity**
- Sex/Sex Assigned at Birth
- Age

- Ability
- Religion
- Spiritual Beliefs
- Veteran Status
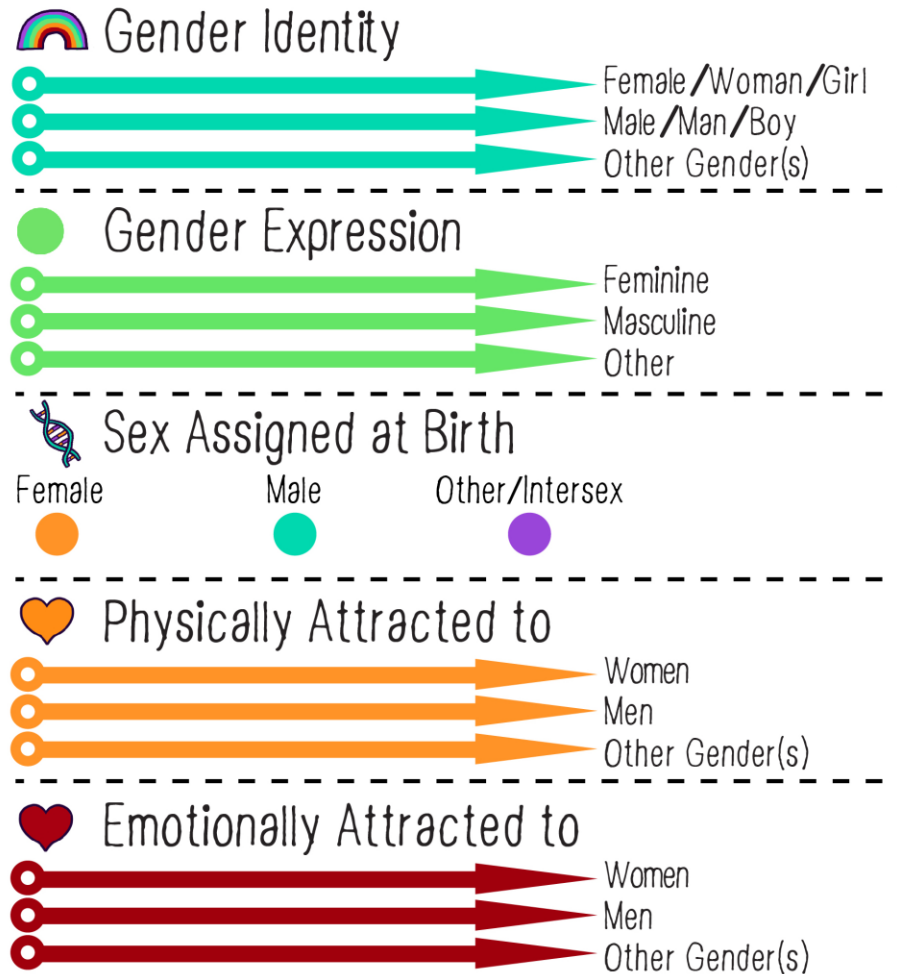
Race & Ethnicity: The Difference

- **Race[1]:** a human classification system that is socially constructed to distinguish between groups of people who share phenotypical characteristics.
  - African American or Black, American Indian or Alaskan Native, Asian, Native Hawaiian or Other Pacific Islander, and White

- **Ethnicity[2]:** describes the culture of people in a given geographic region, including their language, heritage, religion and customs.
  - Hispanic or Latino, not Hispanic or Latino

"SOGI(E)" Defined & Differentiated

- **Sexual Orientation**[3]**:** Sexual orientation is an often-enduring pattern of emotional, romantic, and/or sexual attractions to men, women, or both.

- **Gender Identity**[4]**:** One's internal sense of being male, female, neither of these, both, or another gender.

- **Gender Expression**[4]**:** The physical manifestation of one's gender identity through clothing, hairstyle, voice, body shape, etc.

The Gender Unicorn

Graphic by:
TSER
Trans Student Educational Resources

Children's NEBRASKA

Gender Identity
- Female/Woman/Girl
- Male/Man/Boy
- Other Gender(s)

Gender Expression
- Feminine
- Masculine
- Other

Sex Assigned at Birth
Female   Male   Other/Intersex

Physically Attracted to
- Women
- Men
- Other Gender(s)

Emotionally Attracted to
- Women
- Men
- Other Gender(s)
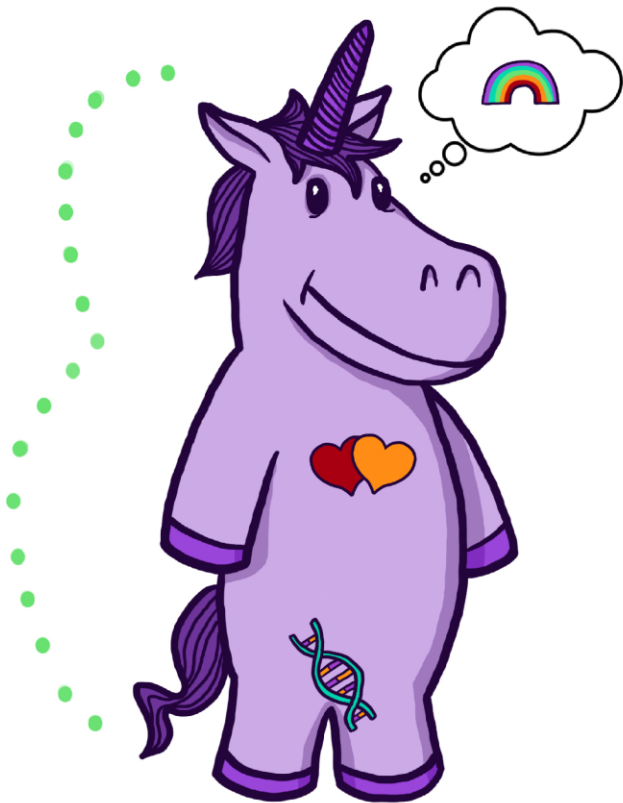
To learn more, go to:
www.transstudent.org/gender

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Why Talk About This?

Relevance to Our Interactions with Patients and Colleagues

The 'Why' Behind DEI in Healthcare

Relevance with Colleagues

Workplace Equity Calls to Action

- Be an upstander rather than a bystander when bias presents itself

- Make space for and help amplify the voice of those who are less vocal in meetings, huddles, and rounds

- Look for "value-add" rather than "fit" when adding people to teams

- Be willing to truly consider perspectives different than your own

- Respect cultural and belief differences even if you disagree

- Treat *everyone* with respect always

- Look for and revise procedures that have typically excluded certain groups of people from opportunities

Relevance with Patients

Effective Communication

- Get to know your patients and their families
- Ask open-ended questions when seeking clarity
- Listen to understand
- Be curious rather than judgmental
- Use universal symbols and/or pictures when possible, especially if there is a language barrier or low health literacy
- Use an interpreter rather than family member to translate information

Connection to Outcomes

Health Equity & Health Disparities

Social Determinants of Health (SDOH)

- The conditions in the environments where people are born, live, learn, work, play, worship, and age that affect a wide range of health, functioning, and quality-of-life outcomes and risks[6].

Social Determinants of Health

- Education Access and Quality
- Health Care Access and Quality
- Neighborhood and Built Environment
- Social and Community Context
- Economic Stability

Social Determinants of Health
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Healthy People 2030

Trauma-informed Approach to Care

- A trauma-informed approach to care acknowledges that health care organizations and care teams need to have a complete picture of a patient's life situation — past and present — in order to provide effective health care services with a healing orientation.[7]

Did You Know…

- Children's is fortunate to have team members at-the-ready through our Care Coordination team to help address identified social determinants of health.

- Our social workers are very knowledgeable about the many community and financial resources that may be able to assist our patients in need of additional support.

Health Disparities & Health Equity

- Health Disparities: preventable differences in the burden of disease, injury, violence, or opportunities to achieve optimal health that are experienced by socially disadvantaged populations[8].

- Health Equity: Health equity is the state in which everyone has a fair and just opportunity to attain their highest level of health[9].

Ways to Make Health Equity an Everyday Part of Your Work

- Think of diversity broadly when interacting with patients and families

- Be aware of the broad range of characteristics that contribute to disparities in opportunity, engagement, and health

- Learn more about the root causes of disparities within pockets of your community and the community(ies) you serve

Ways to Make Health Equity an Everyday Part of Your Work (cont'd)

- Learn what health inequities exist within the walls of your clinic or practice

- Support the design and implementation of evidence-based, culturally- and linguistically-appropriate interventions and programs

- Familiarize yourself with and integrate trauma-informed care principles into your day-to-day work throughout your clinic or department.

- Like safety, make health equity *everyone's* responsibility

Time to Digest and Take Action

Make a commitment now to take action this year
- In what ways will you take action with your colleagues to advance DEI and health equity?
- In what ways will you instill a focus on DEI and health equity in your clinical practice?

Identify what resources you need to be successful
- Who can help support your efforts?
- What training, information, and/or reference materials will help?

References

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9. https://www.cdc.gov/nchhstp/healthequity/index.html (accessed 12/21/2023)