# UW Medicine Healthcare Equity in 2018

We believe all people have the right to high-quality, culturally appropriate healthcare, regardless of age, race, 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

**EDI & HCE Leadership Presentations/Trainings**

Healthcare Equity Director and Medical Director facilitate awareness and peer-to-peer learning, supporting administrative and clinical leaders in advancing healthcare equity.

- **2,000 LEADERS ENGAGED**

**EDI Climate Survey**

Assessing equity, diversity and inclusion of staff across 8 UW Medicine entities regarding fair treatment, leadership valuing diversity and professional opportunities.

- **12,128 RESPONDENTS**

**New EDI Committees**

Guiding entities, department leaders and staff to effectively address equity, diversity, and inclusion issues not readily perceived or easily understood.

- **6 COMMITTEES FORMED**

## COMMUNITY ENGAGEMENT

**Community Conversations**

Facilitating earnest dialogue about community members’ perspectives and ideas concerning healthcare inequities, and their perspectives on UW Medicine.

- **100 PARTICIPANTS**

**Community and Health Board Meetings**

Participating in community gatherings creates a public presence for UW Medicine to learn how to serve diverse communities’ culturally specific healthcare needs.

- **20 MEETINGS ATTENDED**

## CLINICAL IMPROVEMENT PROJECTS

**5 Projects Launched**

Meeting the needs of marginalized populations with quality improvement projects:

- **RETINOPATHY CAMERAS**
- **COLORECTAL SCREENING**
- **HYPERTENSION**
- **DIABETES**
- **TGNB HEALTH**

## RESOURCES AND DATA DEVELOPED

**Disparity Index**

Quantified health status, healthcare quality and disparities across UW Medicine primary care clinics by race, ethnicity, entity and health measure.

**Healthcare Equity Toolkit**

Supported UW Medicine staff with online resources for embracing diversity, fostering inclusion and advancing equity for our patients and workforce.

**UW Medicine Workforce Demographics**

Obtained diversity data to better reflect our communities through our recruitment, retention priorities and professional growth opportunities.

**UW Medicine Interpreter Services Assessed**

Assessed interpreter services gaps, inconsistencies and minimum requirements with the goal to establish one standard and identify future needs.

## PROJECT SPOTLIGHT: TRANSGENDER GENDER NON-BINARY PROGRAM (TGNB)

Ensuring and coordinating access to primary care, behavioral health and specialty care for current and future TGNB patients:

- **All-staff trainings on disparity, communication, name/pronoun tracking with Epic**
- **Referrals for gender affirming surgery**
- **Behavioral health support with UW Neighborhood Clinics & Seattle Counseling Services**
- **Primary care provider training on cross-sex hormones**

**21 TRAININGS**

**328 STAFF Trained**

For more information or to get involved, email hcequity@uw.edu