

# 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



**2,000**  
LEADERS ENGAGED



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

### EDI Climate Survey



**12,128**  
RESPONDENTS



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

### New EDI Committees



**6**  
COMMITTEES FORMED



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

## COMMUNITY ENGAGEMENT

### Community Conversations



**100**  
PARTICIPANTS



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

### Community and Health Board Meetings



**20**  
MEETINGS ATTENDED



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



## 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](mailto:hcequity@uw.edu)