

Vision It

Strategies for building healthy communities in the city, neighborhood
and across campus

Urban Universities for HEALTH Project
Driving Workforce Change to Achieve Health Equity
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Greater Cincinnati Community Health Status Survey 2013:

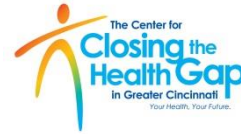
What we asked...

Has your (*type of health insurance coverage; lack of health insurance; and race or ethnicity*) been a barrier for you or your family in finding a health care provider that you trust when you are sick or need advice about your health?

What we found...

Young, Poor, Less Educated; and **African Americans** more often report Lack of or Type of Health Insurance as Barrier to Finding Trusted Provider

Poor, Uninsured; and **African Americans/ "Other Races"** more likely to Report Race/Ethnicity as a Barrier to Finding Trusted Provider



Community Advisory Board

Align consensus around health equity, health workforce development and diversity in the community with the institutional health workforce goals and to support sustainability



Sean Rugless Presentation to CAB:



Sean Rugless

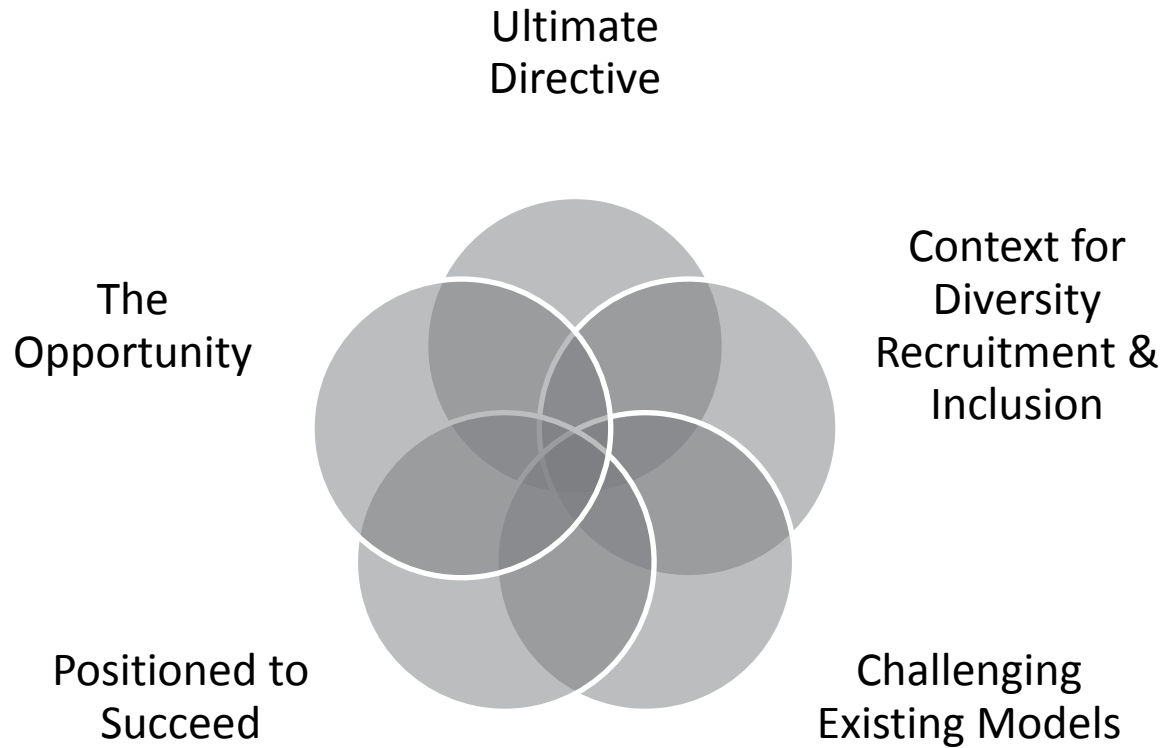
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President & CEO - Greater Cincinnati & Northern
Kentucky African American Chamber of Commerce
Cincinnati Area | Nonprofit Organization Management

Current	Greater Cincinnati African American Chamber of Commerce, United Way of Greater Cincinnati, University of Cincinnati
Previous	Southwest Ohio Regional Transit Authority (SORTA), Cincinnati Association, SORTA/Metro
Education	University of Rochester - William E. Simon Graduate School of Business Administration

**Health Care Systems and the Necessity
Diversity and Inclusion Practices
12/19/13**

It All Started Here:



Knowing what we now know:

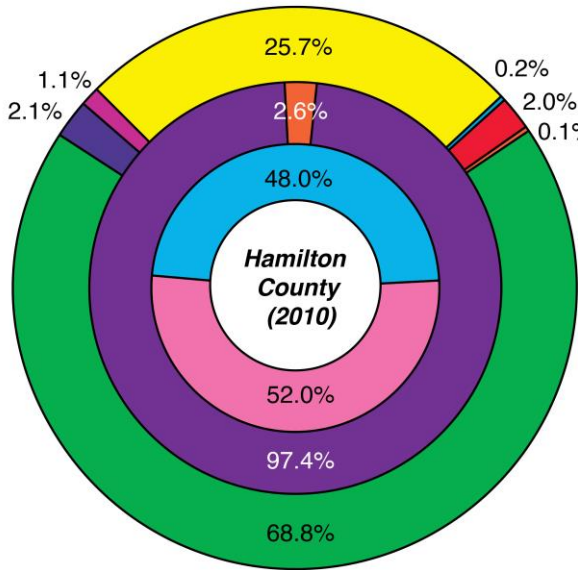
How many of our Healthcare organizations are designed in a manner that generates **increased numbers** and **longer retention** of highly-talented, diverse employees?

The Opportunity:

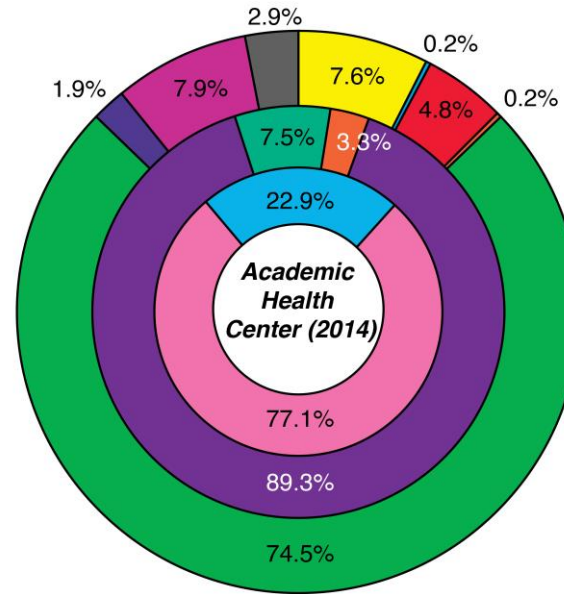
Standardize the Outcome.

- Assess the strength of regional recruiting efforts by analyzing the application of best practices currently exercised by healthcare organizations.
- Convene C-suite and HR leadership to share findings and encourage the implementation of best practices across our system.

Data Transparency Starts at Home:



- Race (Outer Ring)**
- 25.7% (205,952) African American
 - 0.2% (1,617) American Indian/Alaskan Native
 - 2.0% (16,182) Asian
 - 0.1% (603) Native Hawaiian/Pacific Islander
 - 68.8% (552,330) White
 - 2.1% (17,186) Two or More Races
 - 1.1% (8,504) Race Unknown/Other
- Ethnicity (Middle Ring)**
- 2.6% (20,607) Hispanic
 - 97.4% (781,767) Non-Hispanic
- Gender (Inner Ring)**
- 48.0% (385,221) Male
 - 52.0% (417,153) Female



- Race (Outer Ring)**
- 7.6% (577) African American
 - 0.2% (16) American Indian/Alaskan Native
 - 4.8% (361) Asian
 - 0.2% (17) Native Hawaiian/Pacific Islander
 - 74.5% (5,657) White
 - 1.9% (143) Two or More Races
 - 7.9% (597) Race Unknown/Other
 - 2.9% (223) Nonresident Alien
- Ethnicity (Middle Ring)**
- 3.3% (247) Hispanic
 - 89.3% (6,775) Non-Hispanic
- Gender (Inner Ring)**
- 22.9% (1,738) Male
 - 77.1% (5,853) Female

Be the Catalyst:



Greater Cincinnati Health Council

The Health Collaborative - Employment Diversity Survey

Please report all permanent full-time and part-time employees as of 12/31/2014

Please do NOT include optional, contract or PRN positions

Person Responsible for Submission:	
Hospital Name:	
Contact Person:	
Phone:	
Email:	
Fax:	

Race													
	Male						Female						Total Employees
	White	Black or African American	Native Hawaiian or Other Pacific Islander	Asian	American Indian or Alaska Native	Two or more races	White	Black or African American	Native Hawaiian or Other Pacific Islander	Asian	American Indian or Alaska Native	Two or more races	
C-Suite Executives (VP title or higher)													0
Senior Level Officials, Directors and Managers													0
First/Mid-Level Officials and Managers													0
Physicians													0
Physician Assistants/Advanced Practice Nurses													0
Nurses (AD, Diploma, BSN)													0
Other Direct Care Providers													0
All Other Staff													0

Measure what is measurable, and make
measurable what is not.



Galileo Galilei