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:

Health Care Systems and the Necessity
Diversity and Inclusion Practices
12/19/13
It All Started Here:

Ultimate Directive

The Opportunity

Positioned to Succeed

Context for Diversity Recruitment & Inclusion

Challenging Existing Models
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:
Be the Catalyst:

The Health Collaborative - Employment Diversity Survey

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

<table>
<thead>
<tr>
<th>Person Responsible for Submission:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hospital Name:</td>
</tr>
<tr>
<td>Contact Person:</td>
</tr>
<tr>
<td>Phone:</td>
</tr>
<tr>
<td>Email:</td>
</tr>
<tr>
<td>Fax:</td>
</tr>
</tbody>
</table>

Please do NOT include optional, contract or PRN positions

### Race

<table>
<thead>
<tr>
<th></th>
<th>Male</th>
<th>Female</th>
<th>Total Employees</th>
</tr>
</thead>
<tbody>
<tr>
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<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Black or African American</td>
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<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Native Hawaiian or Other Pacific Islander</td>
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<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Asian</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>American Indian or Alaska Native</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Two or more races</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>
Measure what is measurable, and make measurable what is not.

Galileo Galilei