The 2020 Initiative

Update
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Over the past 5 months we have tried to:

• Ground participants in population health data that was an internal reflection about our patients, the communities we are trying to serve, and ourselves.
• Explore possibilities through best practice models
• Strategize a path for the future
THEMES FROM THE BRAINSTORMING SESSION

Two themes spanned all categories (clinical care, education, and research and community engagement) and priorities (realistic, impactful, and compelling)
Diversifying the department

• Assure recruiters are intentional and broader in their outreach and trained to promote diversity of faculty, residents and staff
• Review and regularly evaluate current hiring practices and criteria
• Develop strategies to promote retention
• Consider a specialized diversity committee that would participate in faculty and resident selection
Community outreach and engagement

• Develop more diverse patient-family advisory groups
• Develop longitudinal relationships with community organizations
• Incorporate patients and community members in teaching
• Create a community advisory board focusing on issues of diversity, inclusion and equity to guide research
Other ideas

• **Communication**: review website and advertising and marketing strategies

• **Access**
  - for patients: provide more patient centered services (e.g. childcare; after-hours clinics);
  - for learners into the community: develop more on-site learning and experience in under-served communities

• **Patient-centeredness**: prioritize patient life goals in EMR

• **Resident curriculum and faculty development**: focus on diversity, inclusion, disparities, community engagement and political advocacy; Health care disparity research track

• **Evaluation**: monitor the (practices) department's commitment to diversity, inclusion and health equity; change evaluation forms to include assessment if disparity data or community health issues were addressed

• **Pipeline**: develop mentoring programs for community youth
I am confident the Department can make positive change in assuring a more intentional approach toward diversity and health equity.

Confidence (0=not confident 5=very confident)
Currently we are exploring:

• Partnerships outside the department
  • CCHE
  • UW Health Council on Equity and Inclusion
• Commitment from leadership