A Conversation on Race and Healthy Equity

A Healthy Tri-County Network Activity

December 8, 2017
MEETING AGENDA & OBJECTIVES

Welcome, Overview & Introductions (9:05 - 9:45)
- Objective: Understand purpose and context for meeting
- Objective: Engage in group discussion to foster a greater understanding about diverse perspectives of engagement, race and racism

Panel Presentation (9:45 - 10:45)
- Objective: Learn about strategies for creating and promoting diverse environments in various sectors

Group Activity (10:45 – 11:25)
- Objective: Review “levels of racism” and discuss how these impact health equity
- Objective: Discuss concepts of race and racism, and how these impact us as individuals, the work that we do and the people that we serve

Evaluation & Close (11:25 – 11:30)
MEETING NORMS

• Treat each other with dignity and respect
• Be present
• Silence technology
• Practice active listening/listen to understand
• Disagree with ideas, not with people
• Step up, step back
• Be genuine about ideas, challenges, and feelings
• Practice and experience humility - each of us may not have all the answers
GET SOCIAL!

#healthytricounty
WE CAN CHANGE THE WORLD AND MAKE IT A BETTER PLACE. IT IS IN YOUR HANDS TO MAKE A DIFFERENCE.

- NELSON MANDELA

One small piece at a time
Where Have We Been?

Jan 2017  Launch of Healthy Tri-County

Mar – Present  Healthy Tri-County Workgroups actively working to develop the 2018-2013 Tri-County Community Health Improvement Plan (TCHIP), selection and finalization of CHIP/MAPP methodology, identification and selection of CHIP priorities

Jul 2017  A Conversation on Race & Health Equity

Oct 2017  Community Conversation Series (focus on health)

Where Are We Headed?

Now – May 2018  Review, revision, and finalizing TCHIP

Spring 2018  A Conversation on Race & Health Equity

Summer 2018  Release and launch of TCHIP
TCHIP TOPIC GROUPS

Topic Groups

- Access to Care
- Behavioral Health
- Clinical Preventative Services
- Obesity, Nutrition & Physical Activity
- Maternal, Child & Infant Health

Social Determinants

Infused in All Topics

Health Equity
The immediate priority of Health Tri-County is to develop a five-year Tri-County Community Health Improvement Plan spanning 2018-2023.
INTRODUCTIONS - WHO IS AT OUR TABLE?

- Issue Experience
  - How many people on your team have been directly impacted by the issue?
  - No direct life experience with issue
  - Family directly experienced issue
  - Personal lived experience with issue
  - Directly work with target population
  - Manage people who work with target population
  - Do not work with target population

- Demographic Relevance
  - How many people on your team demographically reflect target population?
  - Represent other historically disenfranchised group
  - Similar to target population
  - Currently live in target area
  - Have lived in target area
  - Not from or living in target area

- Geographic Relevance
  - How many people on your team grew up in or live in the neighborhood you are serving?

Direct Engagement
- How many people on your team work directly or indirectly with target population?
Why is it hard for us to talk about race?
PANEL PRESENTATION

Shawn Edwards
Diversity & EEO Officer
The Citadel

Toni Flowers
VP & Chief Diversity & Inclusion Officer, Roper St. Francis
Conversation On Race and Health Equity
Trident United Way

Shawn S. Edwards, MBA, SHRM-SCP, SPHR
Chief Diversity Officer
December 8, 2017
Mission and Core Values

Achieving excellence in the education and development of principled leaders

HONOR ~ DUTY ~ RESPECT

THE CITADEL

DIVERSITY EQUITY & INCLUSION COUNCIL
Who We Are…

• Founded in 1842
• Graduates served in every conflict since the Mexican American War
• 125 years after founding the first African-American matriculated into the SCCC
• 155 years after founding the first women matriculated into the SCCC
• One of six senior military colleges in the country and one of the primary commissioning sources for the U.S. military
Who’s Here…

- 57.5% Male / 42.5% Female (as of October 2017)
  - 37.6% Female Faculty / 44.6% Female Staff
  - 14.5% Minority Faculty / 26% Minority Staff

- Total Student Population (as of Fall 2017)
  - Gender – 21% Female
  - Race – 25% Minority

- Corps of Cadets (as of Fall 2017)
  - Gender – 9% Female
  - Race – 25% Minority
CDO Role at The Citadel

• Lead D&I efforts for employees and students
• Diversity, Equity and Inclusion Council (DEIC)
• Affirmative Action Plan leader
• Discrimination and Harassment
• Community Engagement
• Policy & Procedure review and creation
• SC Human Affairs Commission liaison
• Training and Professional Development
The Citadel’s Diversity Strategy

- National Coalition Building Institute program 2012
- Assistant Provost for Diversity Initiatives 2012
- Diversity, Equity & Inclusion Council (DEIC) 2015
- President’s Task Force – Implementation 2016
- Diversity Strategy – 22 Recommendations
- Reactive to Proactive
- Inclusive on Purpose
- The Importance of Context
Citadel punishes 14 cadets after white-hood investigation

As Steve Bannon's Citadel talk nears, Charleston activists plan protest
Free Speech means Free Speech even when you disagree with it
Becoming Mr. Pendery Citadel tackles policies regarding transgender cadets

*Post and Courier May 2016*
What’s Exciting??

• Increase in National Dialogue
• Dialogue is Shifting
• Increase in Allies
• Next Generation Social Activism
• Campus Compact Grant awardee
• Truth, Racial Healing & Transformation Center Grant
Thank you!

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citadel.edu/root/diversity-equal-employment
THE MILITARY COLLEGE
OF SOUTH CAROLINA
Race & Health Equity
Trident United Way

Toni Flowers
Vice President & Chief Diversity & Inclusion Officer
Organizational Overview

- The Lowcountry’s Not-for-Profit Health System: Our Mission
  *Healing all People with Compassion, Faith and Excellence*

- The history of Roper St. Francis dates back more than 150 years—we are still vibrant and growing today.

- We have over 5,400 employees making us one of the area’s largest employers. With soon to be four hospitals in Downtown, West Ashley, Mt. Pleasant, and Berkley County.

- Our medical staff is made up of over 900 doctors representing every medical specialty and includes more than 200 Roper St. Francis Physician Partners.
New Facility Highlight

• We have expanded across our area and now offer 125 facilities and services in seven counties
• Our newest facility, The Transitions Clinic, on Rivers Ave
  – Located in North Charleston where many of our most vulnerable patients resident
  – Provides Full Medical services including post-acute & primary care as well as Clinical Therapy and Social Services
  – Imbedded Access Health Services
  – Community Care Medicine
• New Roper St. Francis: Berkley County 2019
Insight Into the Role:
Vice President & Chief Diversity & Inclusion Officer
Diversity & Inclusion Strategy: Data Driven Interventions

THE JOINT COMMISSION

THE IHI’S TRIPLE AIM
Challenges & Opportunities Specific to D&I in Healthcare

• The Shifting Landscape of Healthcare
  – Healthcare Reimbursement
  – The Un- and Underinsured

• The Shifting Demographics
  – Urban, Suburban & Rural Health
  – Population Health

• The Shifting Workforce
  – Diversity Representation in Leadership
  – The “Been-heres” & The “Come-heres”
  – Millennials – Baby Boomers
Resources

• The American Hospital Association’s: Institute for Diversity and Health Equity
  http://www.diversityconnection.org/

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#123forEquity Symposium

Improving Health Care Quality, Achieving Health Equity and Meeting the Goals of the #123forEquity Pledge
November 30, 2017
8:00 a.m. - 3:00 p.m., Cary, NC

Developed to help #123forEquity pledgers and endorsers successfully to progress in key areas that will provide the greatest opportunities for hospitals and health systems to improve the equity of health care delivered.
For more information, click here.

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Diversity Management

Certificate in Diversity in Health Management

The CDM is a 12-month fellowship designed and taught by leading health care diversity practitioners. The CDM is a one-of-kind comprehensive diversity certificate designed to build leadership competencies of health care leaders charged with managing or leading diversity initiatives in their health care organizations.
For more information, click here.
UNNATURAL CAUSES
...is inequality making us sick?
A seven-part documentary series exploring racial & socioeconomic inequalities in health.

Do we ALL have an EQUAL chance for HEALTH?

When CANDY and FRIES are more available than fresh produce...

...and STRESS never lets up.

...and people CAN'T make ends meet.

When how much we make predicts HOW LONG we'll LIVE...
Questions?
Tell us what you think...
How We Need to Think and Act Differently

The interviews surfaced four interrelated themes that, when combined, can be leveraged to accelerate progress toward health equity.

- **Embracing Health Equity** as an imperative result that must not be compromised
  - **Adopting a Systemic View** to reveal hidden opportunities to make long-lasting progress
  - **Leveraging an Equity-Based Approach** to remove entrenched barriers and balance out power
  - **Changing Our Narratives** to transform our collective imagination and spur creativity
  - **Convening Stakeholders** to nurture vital relationships and turn new insights and ideas into game-changing solutions
Levels of Racism: A Gardener’s Tale

Allegories on race and racism | Camara Jones | TEDxEmory
1. What are your reflections on the video clip?

2. How does the Gardener’s Tale relate to the health outcomes that you and/or your family experience?

3. How does the Gardener’s tale relate to the health outcomes experienced by individuals within the communities that you serve?

4. In thinking of advancing health equity in the Tri-County, who is the gardener(s), and how do we influence the gardener(s)?

5. How can people better understand, navigate or positively influence various levels of racism within the workplace and/or their communities?
Healthy Tri-County Race and Health Equity Resource List (PDF)

A Conversation Guide for Health Equity
The purpose of this guide is to provide a tool that anyone can use to convene, host, and facilitate a conversation with members of their community on how to collaborate and act to achieve health equity.

Health Equity Guide
Download a set of actions that local health departments can take to advance health equity internally in their department, across government, and/or with community partners. Download all the Strategic Practices and Actions in one place, to help you in group discussions or to track progress.
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