

July 8, 2021

**HASC Diversity,
Equity &
Inclusion
Roundtable
Discussion**



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**Diversity, Equity,
Inclusion**



Roundtable Agenda

- My Journey to Huntington
- Why DEI Matters in Health Care
- Our Commitment
 - Equity Statement & Pledge
- DEI Actions:
 - **Commitment:** Initiate a comprehensive DEI Strategy, and Programing to Reduce Disparities and Increase Equity
 - **Patients:** Culturally Responsive and Sensitive Patient Care
 - **Employees:** Strengthen Workforce Diversity & Inclusion
 - **Communities & Businesses:** Actively Engage with Diverse and Underserved Populations



Why does it matter...

- Honoring and actively improving the lives of our employees, patients, and community is the right thing for our business
- A diverse, equitable, and inclusive workforce drives innovation, increases creativity, produces better health outcomes and employee engagement
- Disparities exist, and it's our moral imperative to track and address them
- Everyone deserves to live a healthy life, no matter who they are, where they live, what insurance they have or don't have or how much money they make



Shared Understanding

Diversity

- The presence of differences in gender, gender identity or expression, race, ethnicity, nationality, religion, sexual orientation, veteran status, socio-economic status, etc.

Equity

- Ensures everyone has access to the same opportunities. It recognizes that advantages and barriers exist, and that, as a result, we all do not start from the same place.

Inclusion

- Happens when people with different identities feel a sense of belonging and/or are valued, leveraged, and welcomed within a given setting.



Our Commitment

Since 1892, Huntington has provided quality care, jobs, and support to the communities we serve to ensure a bright future where all residents can reach their full potential. We are dedicated to ensuring equity in all aspects of our work, from care delivery to employment and across our community outreach efforts to support community well-being.

We are committed to addressing health disparities that exist so that all communities may thrive. We acknowledge historical barriers, societal inequities and biases that disproportionately impact low-income households, communities of color, people with disabilities and other underserved communities that make it harder for these groups to have equitable access to care, higher education, housing, and jobs.

We actively Pledge to:

- ***Apply*** an equity lens to all aspects of our business, care, and will collaborate with our community to prioritize their voices.
- ***Partner*** with others to breakthrough economic, cultural, and language barriers. We want to ensure that all receive high-quality care — regardless of income, sexual orientation, gender identity, race, and ethnicity, or language — can reach their full health potential.
- ***Enforce*** equitable processes and policies in hiring, promotions, and employee compensation.
- ***Develop*** ways to measure, track, and share our progress on these commitments to ensure accountability and impact.
- ***Revisit*** and update these commitments annually as part of our ongoing journey to an equitable future.

Commitment: Initiate a Comprehensive DEI Strategy, and Programing to Reduce Disparities and Increase Equity

- CEO Action for Diversity & Inclusion
<https://www.ceoaction.com/about/>
- American Hospital Association's Institute for Diversity's 123 for equity
<https://ifdhe.aha.org/123forequity>
- National Coalition for Racial Justice & Equity – Anti-Racism Pledge for CEOs
<http://ncrje.org/resources/anti-racism-ceo-pledge/>
- Conduct a comprehensive DEI maturity assessment
- Observance of Cultural Celebrations/Holidays/Days
- Create an internal and external online presence
- Review and update needed policies & forms



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Patients: Culturally Responsive & Sensitive Patient Care

- Data integrity – accurate collection of race, ethnicity, and language demographics (**REaL**), as well as sexual orientation, and gender identity (**SOGI**)
- Increased cultural responsiveness, and sensitivity through additional education opportunities
- Targeted efforts to reduce health disparities
- Achieve Health Equality Index(**HEI**) leader status!



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Employees: Strengthen Workforce Diversity & Inclusion

- Organize meaningful employee engagement activities that celebrate diversity and inclusion
- Data integrity – ensure employee demographic information is collected and accurate
- Employee engagement survey: Expand DEI focused questions
- Initiate innovative workforce acquisition strategies
- Achieve HEI leader status!



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Community: Actively Engage with Diverse and Underserved Communities

- Initiate: collection of vendor demographics data
- Build and strengthen partnerships with targeted communities
- Strategic COVID-19 community response to reduce disparities
- Achieve HEI leader status!





Questions/Discussion

*I have learned
that people will
forget what you
said, people will
forget what you
did, but people
will never forget
how you made
them feel.*

Maya Angelou

