Addressing Health Disparities through a Nurtured Emergence Approach at The University of Texas Medical Branch

Kenneth D. Smith, Ph.D., Interim Director, Center to Eliminate Health Disparities, University of Texas Medical Branch
Karen Wong, MHA, Management Analyst, Waiver Operations, Office of the President, University of Texas Medical Branch

Our approach to addressing health disparities is rooted in UTMB’s implicit institutional-level support, which is expressed by:

- Establishing the UTMB Center to Eliminate Health Disparities (CEHD)
- Convening a UTMB Diversity Council

Future Vision
CEHD is committed to nurturing the emergence of systems that make addressing health disparities a sustained activity at UTMB. We use a deep listening process to set goals and establish a future vision for addressing health disparities.

Monitor disparities dashboards
Dashboards will update leaders on “off the shelf” measures (e.g. core measures) and disparity-specific measures.

Identify, plan, & develop new interventions, research proposals
Collaborative members identify funding sources, support interventions and “prototypes” for addressing disparities.

Identify champions & leaders
The forums help identify champions and leaders in the hospital and community who already or wish to actively address disparities.

Develop a plan to address disparities
CEHD developed an Improvement Plan with recommendations to address identified health disparities.

Engage in learning & support
UTMB trained registration staff on collecting accurate REAL Data fields in the EMR: Collection of valid REAL data has improved from 63% in 2013 Q4 to 82% in 2015 Q2.

Listen
Learn
Convene
Cooperate
Dialogue
Discover
Assess
Address

Implement interventions
Example interventions to address disparities include using Community Health Workers and social media.

Convene a Health Equity Collaborative
This ongoing, inter-professional group will meet regularly.

Co-host Health Disparities Leadership Forums
CEHD is disseminating findings and generating dialogue through forums with UTMB & community leaders.

Identify disparities in the hospital population
UTMB Inpatient data revealed: High rates of low birth-weight newborns born to African American females, low rates of breastfeeding among African American and Hispanic females, high rates of ambulatory care sensitive conditions among African Americans.

Engage with stakeholders & departments at UTMB to form new relationships
CEHD listens and observes to identify stakeholder needs and tell them about our goals for implementing REAL Data.

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