The Problem

Health inequities exist in all races and ethnicities in St. Paul MN, which places West Side patients below optimal outcomes in clinical care measures.

Equality vs Equity

THE MODEL

Design an organizational plan with the following key focus areas:

1. Established Equity and Inclusion committee to guide model.
2. Conducted organization wide training to introduce the themes of bias and cultural humility as a launch to systems level change.
3. Developed framework to collect social determinant data.
4. Published social determinants of health (SDOH) data and began development of an equity and inclusion disparity dashboard to pinpoint specific areas for improvement.

NEXT STEPS

- Equity and Inclusion Committee will enact model.
- Further develop Equity and Inclusion Committee to support model.
- Spread PREPARE data collection to full system. Begin plan for clinical integration.
- Review, evaluate and routinely publish dashboard. Use dashboard to guide practice.

ORGANIZATIONAL CHANGE

- Conducting meaningful disparity assessment
- Supporting patient engagement
- Improving staff engagement
- Ongoing practical community engagement