



Minnesota Hospital Association

A System-wide Approach to Health Equity for Moms and Babies

HealthPartners
Regions Hospital



August 21, 2019

Introduction to work

Why are black mothers and infants far more likely to die in U.S. from pregnancy-related causes?

Apr 18, 2018 6:29 PM EDT

Nothing Protects Black Women From Dying in Pregnancy and Childbirth

Not education. Not income. Not even being an expert on racial disparities in health care.

by Nina Martin, ProPublica, and Renee Montagne, NPR News, Dec. 7, 2017, 8 a.m. EST

9 ways racism impacts maternal health

Science May 12, 2019 2:07 PM EDT

Minnesota Ranked 2nd-Worst In U.S. For Racial Equality

By Jeff Wagner August 22, 2017 at 10:15 pm Filed Under: Jeff Wagner



HealthPartners

Diversity & Inclusion

Foster a Culture of Inclusion

Equip leaders and teams with education, resources, and skills to embrace diversity in their actions

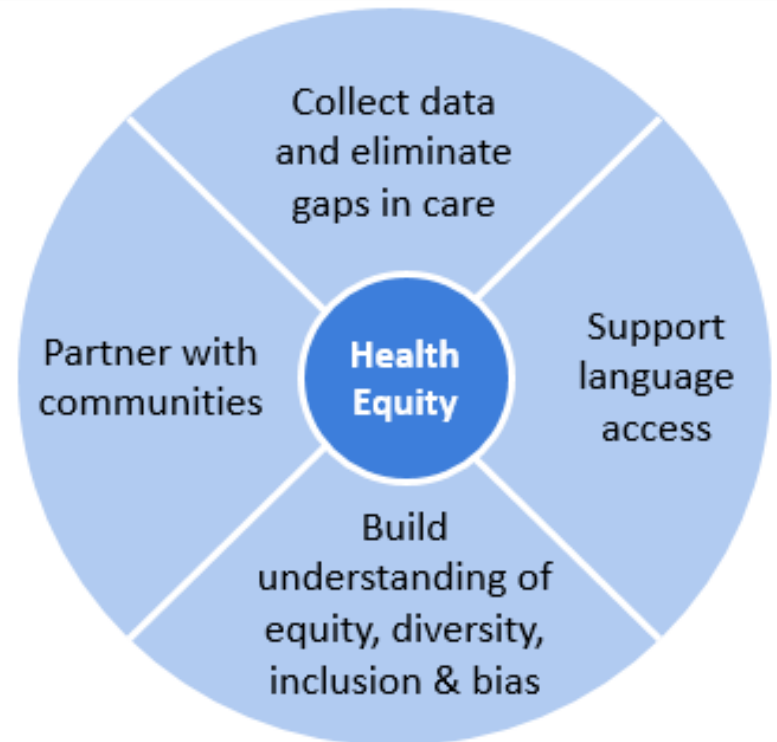
Build a Diverse Workforce

Integrate diversity and inclusion into our people strategy and build systems for support and accountability

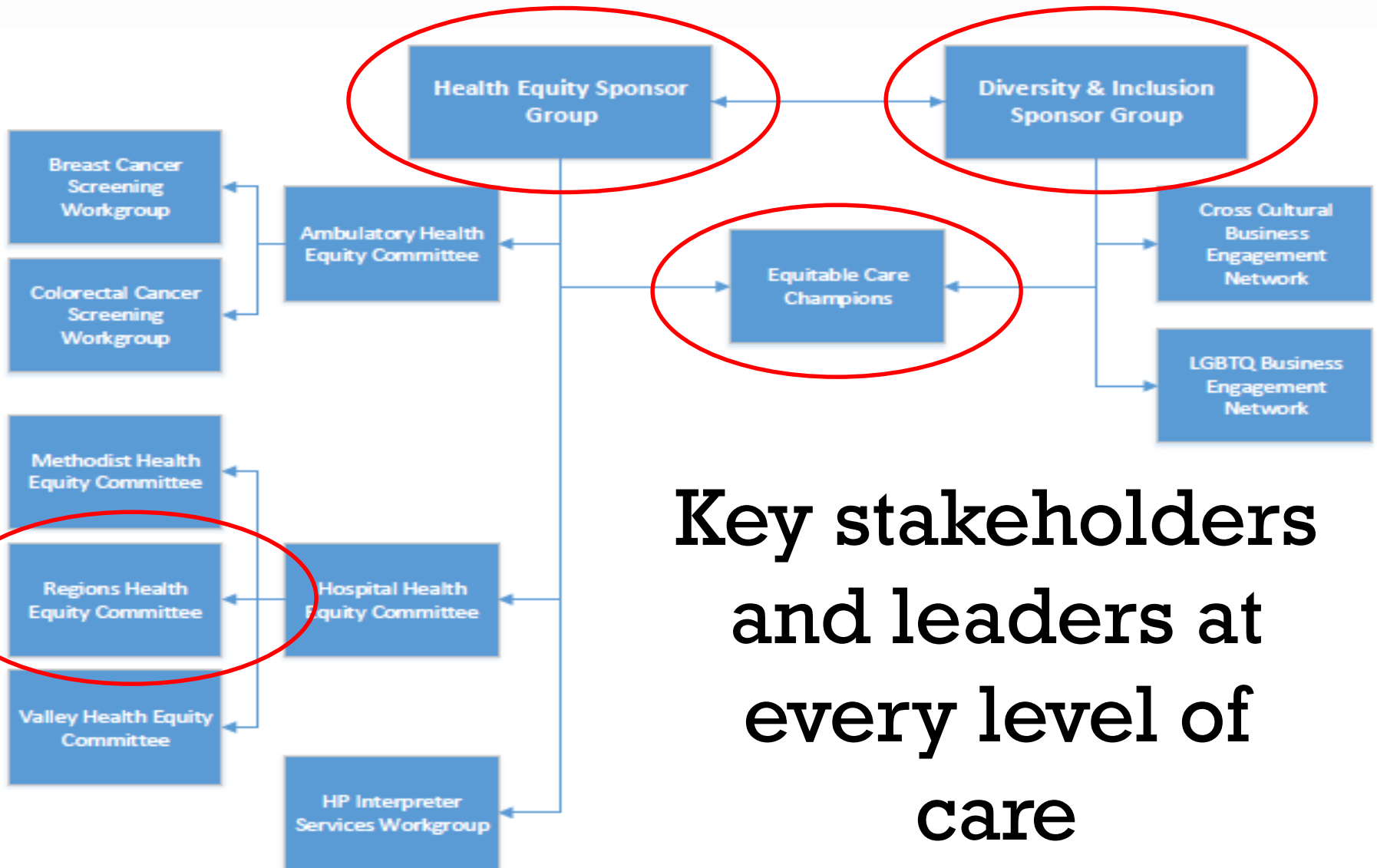
Position ourselves as DEI Leaders

Strengthen our external brand as leaders in health equity and an employer of choice for diverse talent

Health Equity

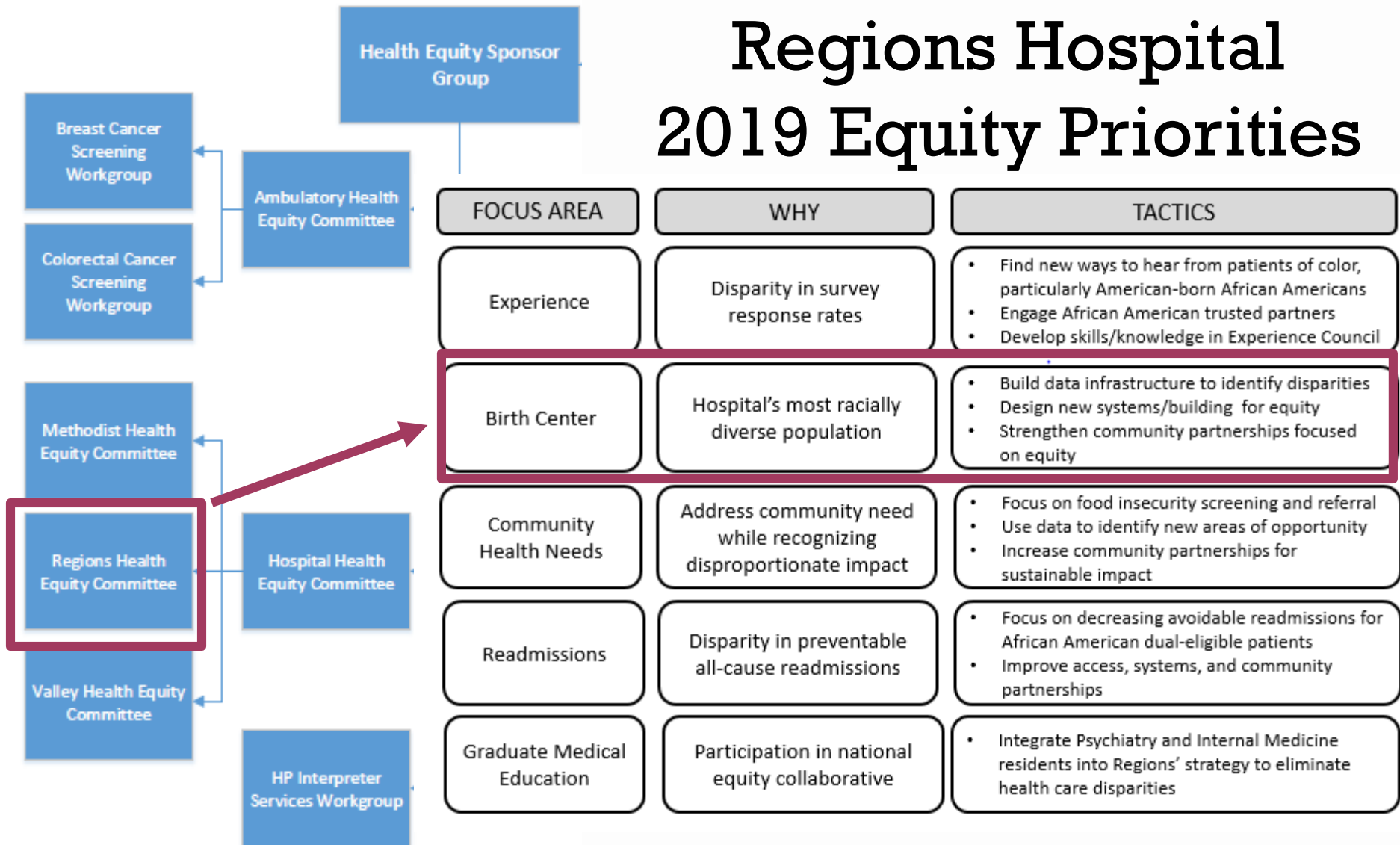


HealthPartners Diversity and Inclusion Health Equity Structure



Data Driven Priorities

Regions Hospital 2019 Equity Priorities



Data

Birth Center

Race	Cases	% Total Cases
White	1,326	36.95 %
Black or African ...	873	24.32 %
Asian or Pacific I...	601	16.75 %
Hispanic or Latino	543	15.13 %
(Empty)	108	3.01 %
Other Race	93	2.59 %
American Indian...	22	0.61 %
Choose Not To A...	16	0.45 %
Native Hawaiian...	7	0.20 %

Information Filter Index Cases A Cases B LOS LOS by Group Patient Satisfaction Patient Sat by Group Readmissions Readmissions by Gr

Hospital Disparity



Race



DATA DISPLAY OPTIONS:

- Language
- Race
- Payor

Patient Group:

- Med Surg
- OB Delivery
- MH Discharge Unit
- Newborn/Neonate
- Rehab Discharge Unit

CURRENT FILTERS:

Facility: REGIONS HOSPITAL

Race: More than 5 Selected

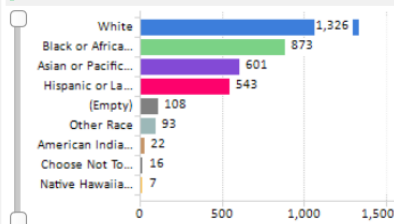
Filter Index

Facility:

- (All) 6 values
- AMERY MEDICAL CENTER
- HUDSON HOSPITAL
- LAKEVIEW HOSPITAL
- METHODIST HOSPITAL
- REGIONS HOSPITAL
- WESTFIELDS HOSPITAL

Discharge Period:

Race - Cases



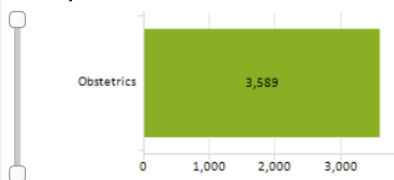
Trend of Cases by...

Mark items above to view details here.

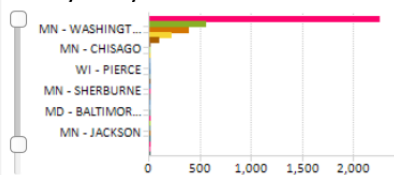
Discharge Date (Quarter)

Race	Cases
White	1,326
Black or African ...	873
Asian or Pacific I...	601
Hispanic or Latino	543
(Empty)	108
Other Race	93
American Indian...	22
Choose Not To A...	16
Native Hawaiian...	7
Grand total	3,600

Cases by Service Line



Cases by County



Trend of Case Mix Index



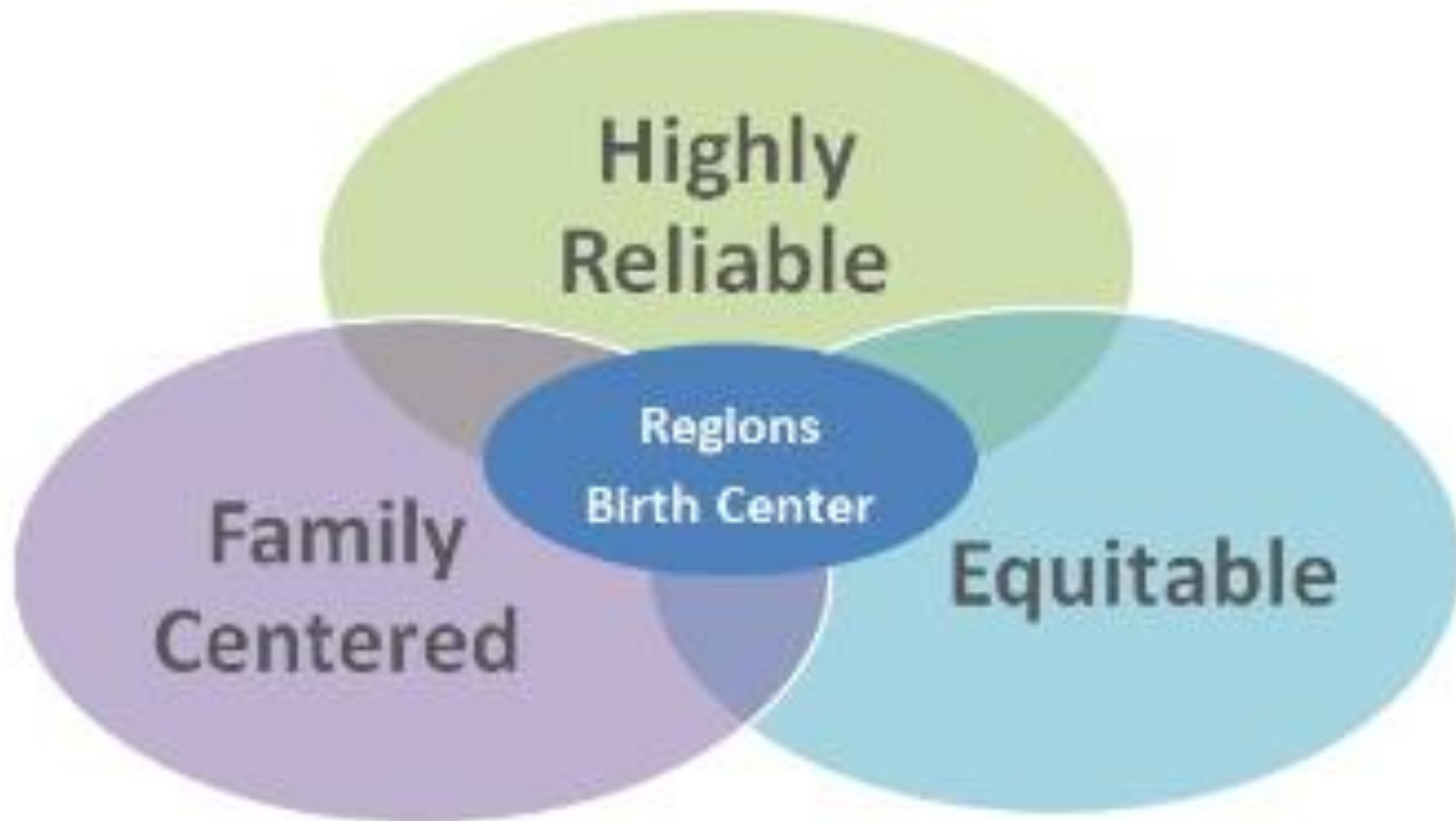
Discharge Date (Quarter)

Trend of Excess & Total Days



Disch

Regions Birth Center Vision



GUIDING PRINCIPLES

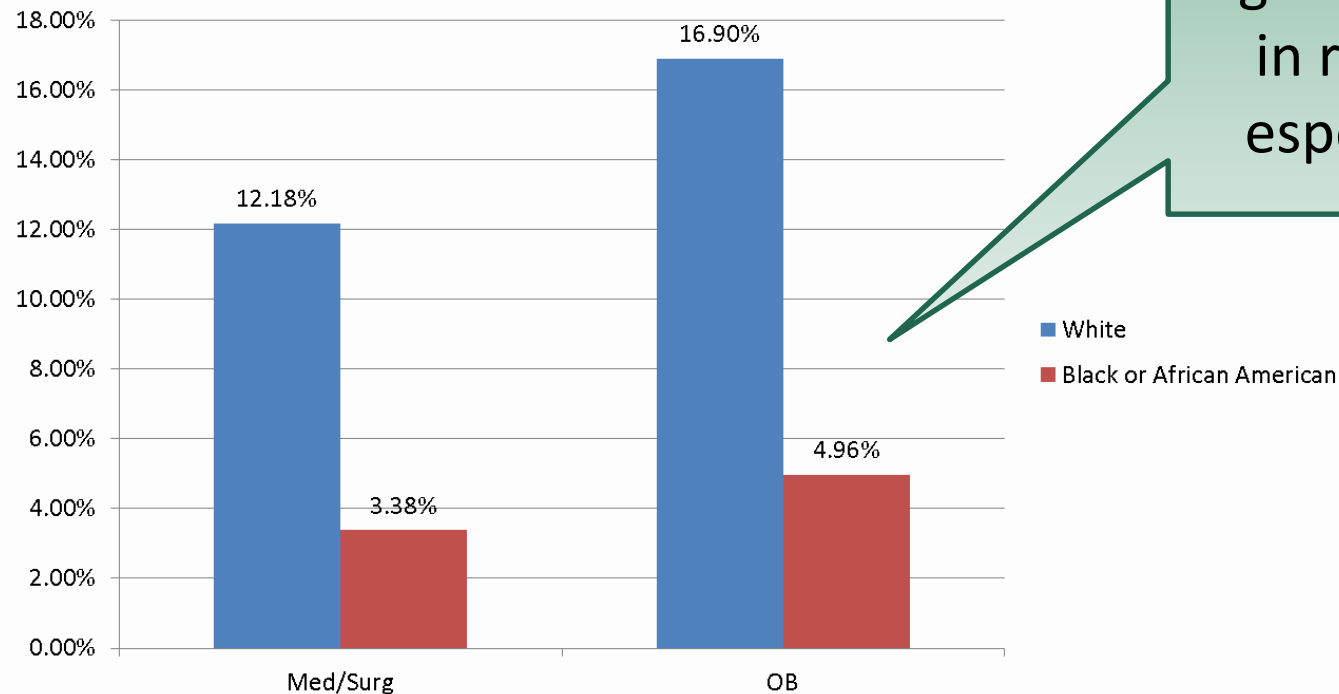
Excellence – Honor – Empower – Warm Welcome – Family Centered Environment – Teamwork

Regions Birth Center Equity Plan

Data	Community Partnerships	Staff Development
<p>Perinatal Quality Data and Outcomes:</p> <ul style="list-style-type: none"> Stratified by Race, Ethnicity and Language 	<p>Hmong Healthcare Professionals Organization</p> <p>Ramsey County: Birth Equity Community Council</p>	<p>Equity Training:</p> <ul style="list-style-type: none"> 5 sessions over 1 year 50 Birth Center leaders Action learning to focus on development of equitable policies, procedures and guidelines
<p>Patient Experience Feedback</p> <ul style="list-style-type: none"> MN Community Care iPads Daily Rounding (DIVA Moms, Patient experience team) 	<p>City of St. Paul: College Savings Account</p>	
	<p>MN Community Care: DIVA Moms program</p>	<p>Implicit Bias Training: All staff</p>
	<p>Everyday Miracles: Prenatal Education</p>	
	<p>The Links MN Chapter</p>	<p>“Warm Welcome” Training: All staff</p>
<p>Penumbra Theatre</p>		

Patient Satisfaction Survey

Regions Hospital 2018 - Percent of Discharged Patients
in Med/Surg and OB who Returned Satisfaction Surveys:
Comparing *White* and *Black or African American*



Significant disparity
in return rates,
especially in OB

Numerator = # of surveys received Denominator = # of discharges

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Table work

Reflect on what you've heard so far. . .

Consider:

- Do you already have a vision for this work in your organization?
- Who could you engage in your system, hospital, department to advance health equity ?
- What data do you need to get started?

Questions?



Lessons Learned/Key Takeaways

- **Organizational buy-in is key**
- **Robust data will help scope your priorities**
- **Engage key stakeholders early**
- **Create a vision and lean toward action**