MHA DEI Progress Report

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Outline

• Background
• Progress Update
  – Feel free to place questions in the chat.
• Discussion and Feedback
Diversity, Equity, and Inclusion (DEI) Efforts

- DEI as a strategic priority within our 2020-2024 plan
- DEI MHA Faculty workgroup formed in April 2020
- Efforts accelerated in early summer 2020 with student critique and recommendations
- MHA Faculty workgroup and students developed and released a roadmap in September 2020
- Working to implement tactics across domains
  - Accessibility
  - Training and Professional Development
  - Curriculum and Competency Development
  - Climate and Culture
  - Faculty and Staff Diversity
Admissions & Accessibility

• **Accomplishments**
  - Holistic admissions review
  - Data collection and reporting process to track applicant and matriculated student diversity
  - Twice nominated and been awarded a Provost’s Professional Education Diversity Fellowship
  - Articulated a philanthropic priority to SPH Advancement to raise 4, $5000 per year scholarships fully dedicated to cohort diversification.

• **In-Progress**
  - Refine admissions application and interview processes, including virtual interviewing
  - Ensure broader representation of students and alumni engaged in interview process
  - Create and implement strategies for HBCU outreach; explore Bluford Healthcare Leadership Institute sponsorship
  - Enhance information on website to better inform prospective students
  - Review and enhance engagement strategy of admitted students to connect with alumni who represent diverse points of view and experiences
Training & Prof Development - Students

• **Accomplishments**
  - 2 young alumni panels on fellowship/employment searches (8/2020)
  - Professional Development course offerings on “Identity” and “Being an Anti-racist Leader”
  - Young alumni panel with 3 AA/F DEI volunteers focused on “DEI in the Workplace” (4/2021)
  - Expanded pre-work for incoming cohort that provides foundational reading and skill-building

• **In-Progress**
  - Additional programming to develop related to bias and crucial conversations
  - Revise orientation programming
  - Explore how to incorporate DEI competency development into summer residencies
  - Support student-driven initiatives (e.g., Book Club)
  - Stand up student-alumni engagement opportunities
Training & Prof Development - Faculty

• Accomplishments
  – MHA faculty training “Learning from this Moment: Understanding Privilege and Advancing Racial Equity.”
  – Faculty participation in anti-racist pedagogy training via SPH and university offerings
  – Mandatory university training for employees related to sexual harassment, discrimination, and retaliation

• In-Progress
  – Engage in formulating recommendations for required training by faculty/staff
  – Advocate for additional programming around navigating challenging conversations in the classroom
Curriculum & Competency Development

• Accomplishments
  – Completed audit of 8 required courses to establish baseline content coverage
  – 4 dialogues with the newly created MHA AA/F DEI committee to shape competency development and curricular changes
  – Incorporated question to solicit feedback on DEI coverage within the Program
  – Initiated request of SPH Educational Policy Committee for course evaluations to include a question about how well faculty foster an inclusive learning environment

• In-Progress
  – Revise our competency framework language to be more explicit related to DEI (root causes of health and healthcare disparities as well as actions to address them)
  – Review and incorporate recommendations of AA/F DEI committee and student input for how to improve in presentation of content (e.g., foundational coursework and discussion)
AA/F DEI Committee: Competency Development - Foundational Knowledge

• Understanding of core concepts
  – Equity vs. Equality
  – Individual vs. institutional vs. structural racism
  – Medical racism
  – Anti-racism
  – Identity and Intersectionality
  – Implicit Bias
  – Microaggressions

• Understanding linkages between racism, income inequality, and other dimensions of diversity with access to care, healthcare disparities, and disparities in health outcomes
  – Historical root causes and current state
AA/F DEI Committee: Competency Development - Skills

• Measurement, Analysis, and Interpretation
  – Defining and stratifying populations on various dimensions
  – Measurement of race, ethnicity, sexual orientation, gender identity, religious preference, or other identities for analyzing disparities in health care and health
  – Analyze and interpret data for informing initiatives

• Engagement and Communication Skills
  – Listening to and engaging with diverse individuals (e.g., classmates; patients and community members)
  – Facilitation skills (e.g., community forums to connect with underrepresented populations)
  – Ability to collaborate effectively on teams, leveraging diverse thoughts and perspectives
  – Managing and leading diverse teams and workforces
  – Creating a culture that supports crucial conversations within one’s workforce and patient population
• Moving from information to action
  - Patient-facing
    • Formulating community health improvement strategies
    • Developing and implementing organizational and community-based actions to address disparities in health, healthcare, and insurance outcomes, and evaluating such initiatives
  - Organization or Workforce-facing (HR)
    • Recruitment, retention, and workforce development that results in leadership reflecting the populations the organization serves
    • Measuring and articulating the value proposition of DEI investments
    • Developing and implementing strategies and tactics to demonstrate organizational commitment to DEI and an inclusive culture
AA/F DEI Committee: Competency Development - Values

- Empathy
- Compassion
- Humility
- Self-awareness
- Intellectual curiosity
- Personal accountability
- Commitment to diversity, equity, and inclusion and anti-racism
- Community orientation
- Forward-thinking: moving beyond the industry status quo
AA/F DEI Committee: Examples of Areas of Opportunity

• Common reading or film used in first semester, first year to promote discussion of topics around racism and income inequality and how they affect patients and employees

• Narrative-like articles that illustrate independent effects of race and income on healthcare disparities (e.g., high income individual of color who suffered racism during hospitalization)

• Use of an A3 health equity checklist within quality, operations, or problem-solving coursework
AA/F DEI Committee: Examples of Areas of Opportunity

• Strategy formulation
  – Data collection to examine race/ethnicity and gender for leadership and job categories; healthcare access; quality and experience; and health outcomes
  – Upstream analysis to understand HR processes, internal culture and perception of organization; leadership accountability; community perceptions of the organization
  – Developing strategic goals and tactics regarding DEI

• Leadership
  – Communication skills: Deep listening and creating safe spaces for conversation with employees, patients, and community members; learning how to articulate mistakes and shortcomings
  – Driving change in organizational culture to be more inclusive
MHA Faculty and Staff Diversity

• Accomplishments
  – Modified our faculty/academic search practices to promote more diverse applicant pools and to better gauge candidates’ views of the importance of DEI issues
  – Created registry of guest lecturers and alumni volunteers
    • 51% female & 20% BIPOC

• In-Progress
  – Actively searching for a diverse, part-time career coach to assist residential students
  – Program leadership will assess potential future faculty needs and funding models (Dean and Division Head determine our ability to hire).
Program Climate & Culture

• **Accomplishments**
  – Facilitated guiding principles
  – Clarified language related to public references
    • Community vs. Mafia
  – Completed the DEI work plan gap analysis and identified items for future

• **In-Progress**
  – Coordinate with HPM and SPH to finalize incident reporting and accountability structures
  – Strengthen our frequency and transparency in communication
  – Develop a program-specific statement of commitment to DEI
  – Determine future organizational structure for DEI work (e.g., committee that encompasses student government role, faculty, and alumni)
Discussion and Feedback