**Improving health equity through anti-racism efforts**

### Elevate the cause

**Institutional initiatives**
- Organize Roundtables on Actions Against Racism (ROAAR) with institutional and community leaders led by the Health Equity Steering Committee
- Develop and share medical center anti-racism statement and acknowledgement of racism as a social determinant of health and include as part of our Mission, Vision, Values statement
- Screen consistently for social determinants of health questions in EMR and community hub referral (Healthcare Collaborative of Central Ohio)
- Lead city/county/state/federal policy work for policies and laws that contribute to anti-racism efforts
- Develop institutional policies and framework on diversity and anti-racist efforts in hiring, promotion and search committees
- Create annual anti-racism report

### Engage with opportunities

**Institutional initiatives**
- Develop series of anti-racism town halls and listening sessions
- Implement "Stop the Line" for racism initiative
- Develop a comprehensive mentoring pathway

**Individual initiatives**
- Expand access to resources, dialogue, events and communication through HealthBeat HUB channel
- Create anti-racism section with resources and tools on medical center external website
- Partner with and support community organizations that have taken actions against racism

### Equip with tools and resources

**Institutional initiatives**
- Develop manager guides and tool kits including template for listening sessions
- Invest additional money to scale long-standing initiatives and programs focused on equity such as Partners Achieving Community Transformation (PACT), Health Equity Steering Committee, implicit bias training and Diversity Council
- Create an anti-racist learning environment that embraces racism as a social determinant of health by enhancing curricula and racism mitigation, and fostering diversity, inclusion and equity
- Create and fund institute for Health Equity to lead and advise senior leaders
- Evaluate and review our efforts regularly

### Empower people

**Institutional initiatives**
- Apply to use University Hospital and East Hospital as voting and polling stations
- Investigate innovation lab concept and possible collaboration with counties
- Conduct institutional review of all anti-discrimination policies, protocol and reporting
- Invest in the expansion of successful models for teaching health equity, such as the Family Medicine health equity curriculum

**Individual initiatives**
- Develop a formal mechanism for medical students, residents and other trainees to provide direct input and feedback on learning climate and curriculum

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*We will elevate the cause, making anti-racism efforts our very foundation.*

*We will engage our faculty, staff, students, patients and communities with opportunities to learn and participate in anti-racism efforts.*

*We will equip our team members with tools, resources and channels to report issues, suggest ideas and move us forward.*

*We will empower our faculty, staff, students and patients to address racism and to understand that change does not happen without all of us.*

*We will evaluate and review our efforts regularly.*

*A complete list of action items is included in the comprehensive anti-racism action plan.*