



**Health Equity and
Anti-Racism report**

**HEAR
2022**

*Partnering for justice
in health and health care*



THE OHIO STATE UNIVERSITY

WEXNER MEDICAL CENTER AND
HEALTH SCIENCE COLLEGES

Changing the narrative for health inequity and racism



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Scientific evidence shows that significant disparities in health and in health care are based on socioeconomic factors.

These factors — the conditions in which people are born, grow, live, work and age — are known as “social determinants of health.” But these determinants aren’t just based on where someone lives and works. Racism plays a significant role in social determinants of health, as it is often the underlying foundation that breeds inequity in education, housing and income, among others.

At The Ohio State University Wexner Medical Center, we are moving with purpose and design to tackle health inequities and structural forms of racism in our patient care, our educational and workforce practices, our research and our communities.

Lasting change cannot begin without concerted effort.

With our expansive size, collective of impassioned leaders and an ability to mobilize ideas into action, few institutions are as uniquely positioned as Ohio State to make rapid and significant strides to advance initiatives that impact the health of the communities we serve at the Ohio State Wexner Medical Center, at The Ohio State University Comprehensive Cancer Center – Arthur G. James Cancer Hospital and Richard J. Solove Research Institute and in Ohio State’s health science colleges.

This work is important and we view it as an imperative.

This 2022 Health Equity and Anti-Racism Report highlights a small sample of the initiatives we have underway. Throughout this report, look for the QR codes that will take you to our Ohio State Health & Discovery website, where you can read about each program in more detail and also find additional initiatives underway. We invite you to join us in our pursuit of true health equity.

**ANTI
racism**

**ACTION
GROUPS**

**FACULTY AND STAFF TRAINING
AND DEVELOPMENT**

**DATA ANALYTICS AND
EVALUATION**

POLICY AND ADVOCACY

COMMUNICATIONS

**POPULATION HEALTH AND
COMMUNITY ENGAGEMENT**

**RESOURCES AND EXTERNAL
PARTNERSHIPS**

EDUCATION AND TRAINING

**EMPLOYEE ENGAGEMENT AND
ADVANCEMENT**

**PATIENT EXPERIENCES AND
CLINICAL SERVICES**

**Ohio State Wexner Medical Center
Anti-Racism Action Plan**

Improving health equity through anti-racism.

ELEVATE – EQUIP – EMPOWER – ENGAGE

To carry out the medical center’s ambitious goals for anti-racism, nine dedicated action groups of multidisciplinary faculty and staff — both clinical and nonclinical — meet regularly to ensure that these goals are achieved.

OVERSIGHT COMMITTEE

 Cheryl Lee, MD Chief Health Equity Officer	 Tracey Boggs, MBA	 Ricardo Carrau, MD, MBA	 Daniel Clinchot, MD	 Joshua Joseph, MD, MPH	 Kris Kipp, MSN, RN	 Kim Knight
 Leon McDougale, MD, MPH Co-Chair	 Lori McKenzie, Med, LPC	 Ryan Meadows, MPPM	 Julie Meddles, MS, RDN, LD	 Beth NeCamp, MHI	 Molly Peirano, MEd	 Andrea Pfeifle, EdD, PT, FNAP
 Raphael Pollock, MD, PhD	 Rachit Thariani, MBA	 Kristy Townsend, PhD	 Milly Valverde, MA	 Derrick Wyman, MBA	 Karla Zadnik, OD, PhD	

Partnering for justice in health and health care

2022 Health Equity and Anti-Racism report



Reducing disparities for Black men and women

Driven to change trends in Black men experiencing

disproportionately high rates of heart disease, a team of researchers from across The Ohio State University partnered with the African American Male Wellness Agency and other organizations to carry out "Black Impact 100." Bolstered by this program's success, similar efforts are expanding to Black women, who similarly see higher rates of chronic disease than their white counterparts.



Read the full story by scanning this QR code or visiting go.osu.edu/2022health-outcomes



Prioritizing community engagement to advance health equity

To ensure that central Ohioans have high-quality health care *and* better resources to address social determinants of health, The Ohio State University Wexner Medical Center is newly engaging the community and investing in programs to meet this goal:

- A Healthy Community Center, expected to open spring 2023 near Ohio State East Hospital.
- A revitalized future and new leader for the Near East Side's Partners Achieving Community Transformation (PACT).
- A partnership with SmartColumbus to provide free, in-home Wi-Fi to many residents in neighborhoods with limited internet access.
- Expansion of programs to reduce food insecurity, such as Ohio State's Mid-Ohio Pharmacy program and the James Mobile Education Kitchen.



Read the full story by scanning this QR code or visiting go.osu.edu/2022community



Stronger support for diversity, equity, inclusion and justice

Culture change doesn't happen overnight, but the Ohio State Wexner

Medical Center is working toward this through newly formed employee resource groups (ERGs) and new appointments of vice chairs of diversity, equity and inclusion (DEI) among faculty in each of health system's 28 medical units.

ERGs are composed of employees who identify as the core group, have an affinity for related issues, want to learn or would like to be an ally or sponsor. These staff members work toward specific yearlong goals.



Read the full story by scanning this QR code or visiting go.osu.edu/2022diversity-recognition



Expanding LGBTQ+ inclusion and support

There's a pressing need for inclusive medical care for the lesbian, gay, bisexual, transgender and queer+

community, and filling that need is a central and growing priority at the Ohio State Wexner Medical Center.

The medical center's Lesbian, Gay, Bisexual, Transgender and Queer+ Employee Resource Group (LGBTQ+ ERG) has played a leading role in fostering a culture of LGBTQ+ inclusivity and awareness inside and outside the medical center through its 300+ members. Another major stride for the medical center has been the establishment of a Transgender Primary Care Clinic, which provides transition-related care and primary care in a supportive and affirming environment.



Read the full story by scanning this QR code or visiting go.osu.edu/2022inclusion



Fully integrating equity, anti-racism efforts into education and practice

With new advanced competency courses,

curriculum revisions and expanded interactions with diverse patient populations, The Ohio State University College of Medicine students in our MD program are learning to better understand patients' needs.

Ohio State is giving students the support and resources they need to be successful and innovative as they provide unbiased, high-quality health care.



Read the full story by scanning this QR code or visiting go.osu.edu/2022education



Narrowing gaps in health outcomes

The Ohio State Wexner Medical Center is dedicated to reducing disparities in health outcomes by

educating patients, building trust and making health care more accessible.

Our ongoing programs continue to make progress:

- Moms2B, a program to educate new moms, has lowered infant mortality rates through in-person classes and expanded services in at-risk neighborhoods.
- Naloxone and fentanyl testing kits are being distributed to prevent overdoses.
- Influenza vaccination has increased in racially minoritized communities.
- Colorectal cancer screening has improved in African American/Black patients.



Read the full story by scanning this QR code or visiting go.osu.edu/2022disparities



Building a stronger foundation of cultural competency through trainings

As employee demand for diversity information grows,

the Ohio State Wexner Medical Center and Health Sciences Diversity Council has provided more and more training modules about diversity, equity and inclusion. In the past year, we offered enhanced options along two tracks: "anti-racism and cultural awareness," and "equity and inclusion." To further encourage deeper learning, the council introduced a new Certificate of Inclusive Excellence recognition program for employees who complete at least six sessions.



Read the full story by scanning this QR code or visiting go.osu.edu/2022workforce



Responding to climate change as health care providers

We continue to appreciate the extent to which climate change

affects public health. As a large health care system, we have worked to curb our carbon footprint. In the past year, the curriculum in The Ohio State University College of Medicine has been revised to address the impact of climate change on patient health. As a result, enterprise-wide projects have been implemented including: diversion and recycling of food waste; reduction of waste in the operating room; utilization of renewable energy sources; and adoption of sustainable buying practices.



Read the full story by scanning this QR code or visiting go.osu.edu/2022environment



Building an increasingly anti-racist health care system

In summer 2020, the Ohio State Wexner Medical Center developed its Anti-Racism Action Plan (ARAP), designed to build a foundation for systemic change and carry out advancements in equity through dedicated action plan workgroups. In its second year, progress includes:

- An Anti-Racism Community Advisory Board of central Ohioans from myriad racial, ethnic, socioeconomic and geographic backgrounds, tasked with providing feedback for equity and anti-racism initiatives.
- A Buckeye Diversity Summer Internship giving five diverse, undergraduate students the opportunity to participate in high-level hospital operations projects.
- Hiring initiatives aimed at underrepresented populations, and new artificial intelligence software that can correct unconscious gender-biased language in postings.
- New tools to de-escalate incidents of discrimination among patients, visitors and staff.



Read the full story by scanning this QR code or visiting go.osu.edu/2022action-plan



Reducing disparities in COVID-19 immunization

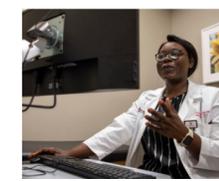
When COVID-19 vaccines first became

available through the Ohio State Wexner Medical Center's mass vaccination clinics, a small team reviewing data came upon a finding: Vaccines were not making it into the arms of people living in several areas in our local community.

In response, we created Community Vaccine Partners to cut red tape and link neighbors to the vaccine. Through CVP, we have partnered with community organizations to provide direct access to appointments for underserved populations.



Read the full story by scanning this QR code or visiting go.osu.edu/2022vaccinations



Making care at home even easier

As part of an effort already underway to increase availability of virtual health visits,

the Ohio State Wexner Medical Center offered 800 telehealth appointments between July 2019 and March 2020. Since March 2020, that number has increased dramatically to about 700,00 telehealth visits.

In the past year, we've also given patients a new health care option, allowing them to arrange for a health care provider to come to their home to deliver urgent care services and COVID-19 testing through DispatchHealth. These programs allow patients to avoid the hurdles of transportation, parking costs and time off work — and when they can be seen for urgent health needs in their homes, that reduces preventable emergency department visits and hospital admissions.



Read the full story by scanning this QR code or visiting go.osu.edu/2022home-care



New chief health equity officer joins The Ohio State University Wexner Medical Center

Chyke Doubeni, MD, MPH, comes to Ohio State from Mayo Clinic.

Read about Dr. Doubeni and his plans to advance health equity and anti-racism efforts at Ohio State.



Scan this code or visit go.osu.edu/health-equity-officer to read more.

