HQIC Community of Practice Call

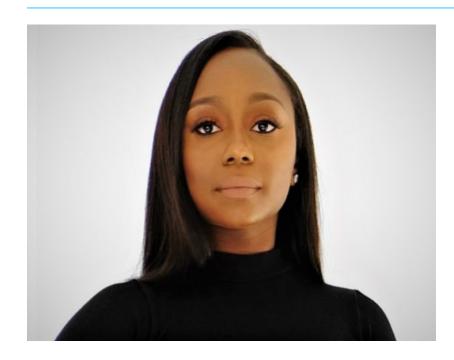
Innovative Approaches to Addressing Health Equity and Social Determinants in Rural Communities

July 13, 2023

This material was prepared by The Bizzell Group (Bizzell), the Data Validation and Administrative (DVA) contractor, under contract with the Centers for Medicare & Medicaid Services (CMS), an agency of the U.S. Department of Health and Human Services (HHS) specific. Iviews expressed in this material do not necessarily reflect the official views or policy of CMS or HHS, and any reference to a product or entity herein does not constitute endorsement of that product or entity by CMS or HHS. 12SOW/Bizzell/DVA-1085 06/06/2023



Introduction



Welcome!

Shaterra Smith Social Science Research Analyst Division of Quality Improvement Innovation Models Testing iQuality Improvement and Innovations Group Center for Clinical Standards and Quality Centers for Medicare & Medicaid Services



Agenda

- Introduction
- Today's topic: Innovative Approaches to Addressing Health Equity and Social Determinants in Rural Communities
- Presenters:
 - Luciana Rocha, Senior Research Scientist, NORC Walsh Center for Rural Analysis
 - Victoria Bhardwaj, MUSC Health Program Manager, Care Transitions
 - April Roscoe, Quality/Safety Manager for the Specialty Surgery and Spine ICCE and the Center for Telehealth, MUSC Health
 - Anne Timmerman, Director of Quality and Safety, Franciscan Healthcare
- Open discussion
- Closing remarks



As You Listen, Ponder...

- What impactful actions can you take as a result of the information shared today?
- How are you able to increase engagement within your facilities to ensure a true change in patient safety?
- Based on what you heard today, what activities do you currently have underway that can leverage immediate action over the next 30, 60 or 90 days?



Meet Your Speakers





Luciana Rocha, MPH Senior Research Scientist NORC Walsh Center for Rural Analysis

Victoria Bhardwaj, DNP, MSN, BSN, RN Program Manager, Care Transitions MUSC Health



April Roscoe, DNP, MSN, RN, CPPS Quality/Safety Manager for the Specialty Surgery and Spine ICCE and the Center for Telehealth MUSC Health



Anne Timmerman, CPHQ Director of Quality and Safety Franciscan Healthcare



Using Insights from the Rural Health Equity Toolkit

Hospital Quality Improvement Contractor (HQIC) Community of Practice

Luciana Rocha, MPH, Senior Research Scientist



Presentation Contents

01 About the Rural Health Equity Toolkit

02 Introduction to Rural Health Equity

03 Strategies to Advance Health Equity in Rural Communities

04 Implementation Considerations

05 Evaluation Considerations

06 Funding and Sustainability Considerations



About the Rural Health Equity Toolkit





Who We Are



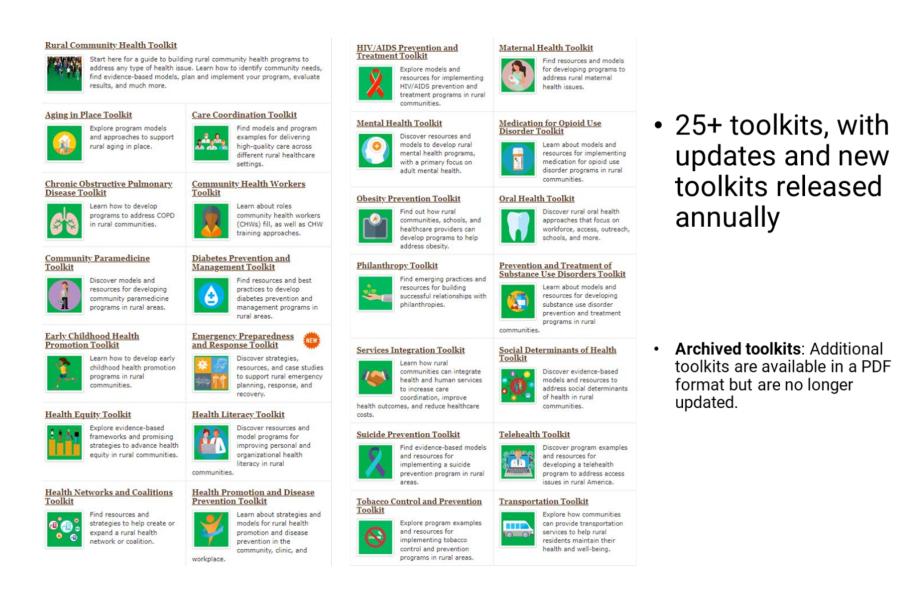
- Established in 1996 and now part of NORC at the University of Chicago
- Conducts timely policy analysis, research, and evaluation on issues that affect healthcare and public health in rural America



- National clearinghouse on rural health issues
- Funded by the Federal Office of Rural Health Policy (FORHP)
- Committed to supporting healthcare and population health in rural communities

RURAL HEALTH TOOLKITS





https://www.ruralhealthinfo.org/toolkits





1: Introduction

- 2: Program Models
- 3: Program Clearinghouse
- 4: Implementation
- 5: Evaluation
- 6: Funding & Sustainability
- 7: Dissemination

About This Toolkit

Published: 10/13/2022

https://www.ruralhealthinf o.org/toolkits/health-equity

<u>Rural Health</u> > <u>Tools for Success</u> > <u>Evidence-based Toolkits</u>

Rural Health Equity Toolkit

Rural Health Equity Toolkit



Welcome to the Rural Health Equity Toolkit. The toolkit compiles evidence-based frameworks and promising strategies and resources to support organizations working toward health equity in rural communities across the United States.

The modules in the toolkit contain information and resources focused on developing, implementing, evaluating, and sustaining rural programs that focus on health equity. There are more resources on general community health strategies available in the <u>Rural Community Health Toolkit</u>.



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The Rural Health Equity Toolkit: Background

- Meet communities where they are
- Support rural programs with resources and examples
- Build the rural evidence base
- Continue to ensure usefulness over time



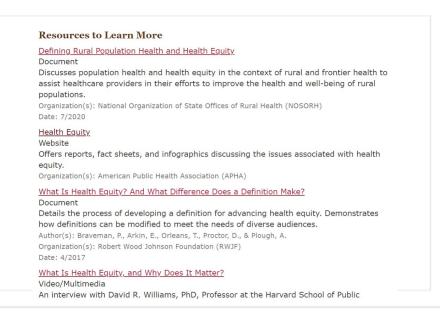
Rural Health Equity in Practice

Program examples

- Clearinghouse
- Other rural community health programs

Publicly available resources

- Guides
- Reports
- Videos
- Presentations
- Webpages



Introduction to Rural Health Equity







Getting Started

This module provides an overview of health equity and introduces some unique challenges that rural communities may face when addressing health equity. It provides important background information needed for implementing a program to incorporate strategies to advance health equity in a rural community.

For general information on what to consider when starting your program, see <u>Creating a</u> <u>Program: Where to Begin</u> in the Rural Community Health Toolkit.

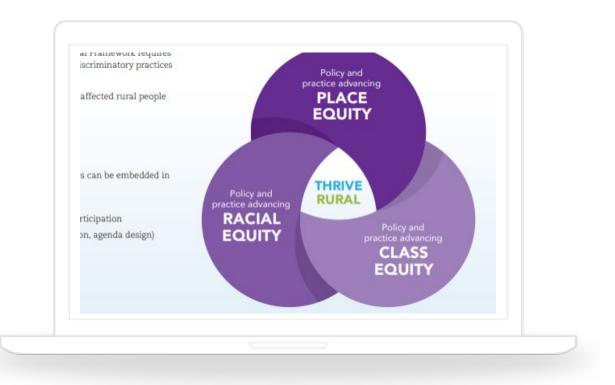
In this module:

- Defining Health Equity
- Root Causes of Health Inequities
- Use of Language in the Rural Health Equity Toolkit
- Need for Rural Health Equity Programs
- Population Considerations for Advancing Health Equity
- Facilitators and Barriers to Advancing Health Equity in Rural Areas
- Frameworks to Advance Health Equity



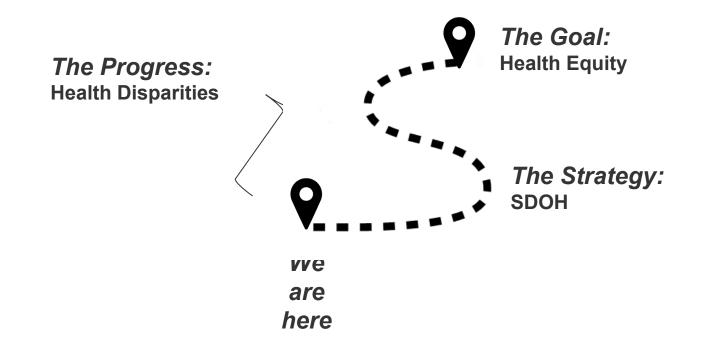
Multiple concepts involved in health equity

- Ability to achieve the best possible level of health or live one's healthiest life
- Absence of health and healthcare disparities
- Elimination of challenges that cause inequities, such as poverty and discrimination
- Access to opportunities that promote health, including healthcare and fair employment



Thrive Rural Framework: Foundational Element <u>https://www.aspeninstitute.org/publications/the-</u> <u>thrive-rural-framework-foundational-element/</u>







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Social Determinants of Health in Rural Communities Toolkit



Strategies to Advance Health Equity in Rural Communities





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Program Models

- 1. Framing health equity
- 2. Creating a shared vision and definition for health equity
- 3. Using inclusive, non-stigmatizing language to communicate
- 4. Understanding the community context and identifying health equity priorities
- 5. Fostering multi-sector collaboration to advance health equity
- 6. Building organizational capacity to advance health equity
- 7. Building community capacity to shape outcomes of health equity work

Framing Health Equity and Creating a Shared Vision





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Finding Common Ground

- Understanding what terms resonate with audiences
 - "Equity"
 - "Social determinants of health"
- Finding messages that work for specific communities

ner	
n Rural America	ractices
	burnes
	her ts of Health: Messaging Best Pr n Rural America Learned

A New Way to Talk about Social Determinants of Health: https://societyforhealthpsychology.org/wp-content/uploads/2016/08/rwjf63023.pdf

Talking About the Social Determinants of Health <u>https://www.naccho.org/uploads/card-images/public-health-infrastructure-and-</u> <u>systems/Talking-About-the-Social-Determinants-of-Health-FINAL.pdf</u>



Framing Messages

- Being mindful attributing the problem and the solution
 - Avoid common rural refrain: "older, sicker, poorer"
- Focusing on solutions
- Creating different messages based on readiness to have conversations about health equity



Framing Health Equity: Communication Strategies that Work:

https://dialogue4health.org/web-forums/framing-health-equity-communicationstrategies-that-work

Communicating in Conservative Contexts: Strategies for Raising Health Equity Issues Effectively <u>https://dialogue4health.org/web-forums/communicating-in-</u> conservative-contexts-strategies-for-raising-health-equity-issues-effectively



Creating a Shared Vision and Definition for Health Equity

- Establishing common goals, sense of urgency for change
- Seeking many perspectives on preferred definition and vision

Tribes	 Addition of "political relationship"
Community Advisory Councils	Clarify meaning of terms used such as : "all sectors" Consider geographic diversity Consider housing status Consider literacy level of the definition Consider economic status
Community Based Organizations	General sentiment definition is welcomed and gives a positive signal Consider "Intersectionality" Consider focus on racial equity
OHPB/Committees of the Board	Consider using the Community Advisory Councils (CACs) as a source for feedback. Consider engaging other OHPB subcommittees Consider addressing rurality/geography Address intersectionality of list of inequities and geographic isolation, community building and power differences
CCOs	Consider literacy and readability Definition should be accessible and understandable Consider concern between too prescriptive and leaving areas to interpretation

Health Equity Definition, Oregon Health Authority, Office of Equity and Inclusion https://www.oregon.gov/oha/HPA/HP/TFUHC%20Meeting%20Documents/Health

-Equity-Definition-October-2019-HEC-Presentation-to-OHPB.pdf

West Marion, Inc.

- Creates a space for community members to share their stories, voice ideas, and build collective power to advance real and lasting changes
- Hosted over 150 community forums
- Emphasizes authentic, intentional, and equitable approaches to community building: <u>https://www.shifthappenstoolkit.org</u>

County: McDowell County, NC





Health Equity in Rural America, with Alana Knudson, Luciana Rocha, and Paula Swepson https://www.ruralhealthinfo.org/podcast/health-equity-jan-2023



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Our vision is for a healthy and equitable West Marion. A place where residents are engaged to become leaders to create change through new businesses, empowered youth, affordable housing, teaching gardens, and a community center that honors our ancestors and creates opportunities for our future.

- Vision statement, West Marion, Inc.

Using Inclusive, Non-Stigmatizing Language





Using Inclusive, Non-Stigmatizing Language

- Centering the person instead of the condition
 - Self-determination, own preferred terms
- Using plain language
- Identifying translation considerations
 - E.g., connotations in different languages



Rural Health Literacy Toolkit https://www.ruralhealthinfo.org/toolkits/health-literacy

Understanding the Community Context





Understanding the Community Context

- Using data to identify priorities and health inequities
- Engaging community members affected by health inequities
 - Authentic vs. tokenistic engagement
 - Shared leadership structure
- Assessing the historical and policy context when addressing health equity



Health Departments and Authentic Community Engagement
 <u>https://phaboard.org/wp-content/uploads/4.30.20.Georgia-Southern.Health-Departments-and-Authentic-Community-Engagement-002.pdf</u>

Health Equity and Access in Rural Regions (HEARR): Water Quality Project

- Builds community capacity to advance environmental justice and health equity
- Conducted a situation assessment
- Piloted program using water testing kits to sample levels of contaminants in private well water

- Rural steering committee

• Hired local high school and community college students to recruit participants





Fostering Multi-Sector Collaboration





Fostering Multi-Sector Collaboration

- Promoting equitable practices in existing partnerships (in addition to building new collaborations)
- Identifying groups and coalitions that are organizing around similar issues, but may not have a seat at the table



A Primer for Multi-Sector Health Partnerships in Rural Areas and Small Cities https://buildhealthyplaces.org/tools-resources/rural-primer/

WalshCenter

Healthcare Georgia Foundation: The Two Georgias Initiative

- Funded 11 rural coalitions with the ultimate goal of achieving greater health equity among rural Georgians (e.g., one in Clay County)
- Planning year: governance structure, community health partnerships, Community Health Improvement Plan
- Implementation years: technical assistance in health equity, capacity building, sustainability, evaluation
 - TA providers worked with community ambassadors







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Five years ago, we were 159 [in county health rankings in Georgia]. Today we're 154. So we have moved the needle a point up each year...Within five years, we've got a drug store, we've got behavioral health, we have green spaces for exercise, we have walking trails, we have a food pantry. We have several opportunities now for access to care. We have a new bank. We're looking at transportation. We're looking at housing.

> - Tara Gardner, Two Georgias coalition in Clay County, Georgia RHIhub Exploring Rural Health Podcast: Health Equity in Rural America, Part 2



Building Organizational Capacity





Building Organizational Capacity

- Training staff on different aspects of health equity
- Developing permanent infrastructure for equity
 - E.g., through policies and formal partnerships
- Building and retaining a representative workforce
- Leveraging position as anchor institution

At the local government level, the <u>National Association of Counties lists examples</u> of counties that have issued county declarations and resolutions or instituted county committees and initiatives to advance diversity, equity, and inclusion. These policies and programs can keep local governments and elected officials accountable for addressing equity in all aspects of their work. Examples include commitments to:

- Increasing diversity throughout local government, such as county boards and commissions
- Building or expanding community partnerships
- Allocating resources to address racism and disparities, such as by aligning a strategic plan for equity with the county's annual budget process
- Working across government agencies to promote equity in policymaking (see <u>Health</u> <u>in all Policies</u>)
- Providing training on topics like disparities and racial equity for county departments, agencies, and staff
- Changing the county's recruitment practices

Developing Permanent Organizational Infrastructure for Health Equity <u>https://www.ruralhealthinfo.org/toolkits/health-equity/2/organizationalcapacity/infrastructure</u>



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Rice County Public Health: Health Equity Plan

- Received training and coaching on health equity
- Conducted a Health Equity Data Analysis (HEDA) as part of the Statewide Health Improvement Partnership (SHIP) grant program
- Developed a health equity plan to guide efforts to achieve health equity

County: Rice County, MN





RICE COUNTY PUBLIC HEALTH - HEALTH EQUITY PLAN JUNE 2018

Background:

The mission of Rice County Public Health reflects improving the health of ALL individuals, with a stated value of "equity." Building awareness of how health opportunities may be different for people in our community and evaluating practice in order to improve health for ALL is an important role for our department.

The Minnesota Department of Health defines health equity as "the opportunity for every person to realize their health potential—the highest level of health possible for that person—without limits imposed by structural inequities."¹

Purpose:

The purpose of this plan is to provide guidance to help strengthen staff understanding and build organizational capacity to address health equities. This includes ensuring that internal work institutionalizes health equity into public health policies, programs and services.

Goal: Implement practices to build internal infrastructure around health equity.

Practices:

- 1. Develop staff core competencies to help achieve health equity by providing staff education and dialogue.
 - a. Core competencies:
 - i. Understand the evidence around health inequities.
 - ii. Explore the root causes of health inequities oppression & power and how to address them.

Building Community Capacity





Promoting Civic Engagement

 Looking at representation and involvement of rural communities in decisionmaking

Developing Rural Leaders

 Increasing representation of communities that experience inequities



Strengthening Leadership to Transform Rural Communities

Leaders are the head and heart of vibrant, strong rural communities. Leadership, in fact, may be the difference in why some communities thrive while others struggle.

RuraLead is a learning initiative. We want to understand impactful leadership qualities and leadership development practices.

RuraLead https://ruralead.org/three-imperatives-for-a-better-rural-future/ Southeast Arizona Area Health Education Center: Healthy Farms Program

- Provided training and capacity building assistance to community members serving as promotores de salud
- Promotores collected information about priority health issues, began mobilizing residents
- Supported community in building a community center (permanent infrastructure)
- Community developed their own 501(c)(3) organization



NORC



Center

Implementation Considerations







Implementation

For a broad overview of rural program implementation, see <u>Implementing a Rural</u> <u>Community Health Program</u> in the Rural Community Health Toolkit. The Social Determinants of Health Toolkit provides <u>additional implementation considerations</u> that may be relevant to programs seeking to advance health equity.

In this module:

- Considerations for Selecting and Implementing Strategies to Advance Health Equity
- Data Sharing and Equitable Ownership of Data
- Technical Assistance to Advance Health Equity
- Implementation Resources for Health Equity Programs and Initiatives
- Implementation Challenges for Health Equity Programs and Initiatives
- <u>Considerations for Specific Populations when Implementing Health Equity Programs</u> and Initiatives



Technical Assistance

 Many programs we interviewed needed some type of technical assistance or training

Resources

- Legal assistance for formalizing partnerships, coalitions
- Resources and space to support meetings
- Funding for engaging, compensating community members

Health Equity Technical Assistance



Are you looking for a way to promote health equity, but aren' sure where to start? CMS OMH offers health equity technical assistance resources, aimed to help health care organizations take action against health disparities.

If your organization is looking fo assistance, please email:

HealthEquityTA@cms.hhs.gov

About the Health Equity Technical Assistance Program

The CMS OMH Health Equity Technical Assistance Program offers:

Health Equity Technical Assistance
 Health Equity Technical Assistance
 CMS

Evaluation Considerations





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Evaluation

Evaluation is a tool for measuring a program's impact and providing information on where to make improvements. Careful evaluation of programs designed to improve health equity is critical to ensuring that the programs are achieving their goals.

This module provides methods and considerations for conducting evaluations of programs designed to improve health equity. Find more detailed information about <u>program</u> <u>evaluation</u> in the Rural Community Health Toolkit.

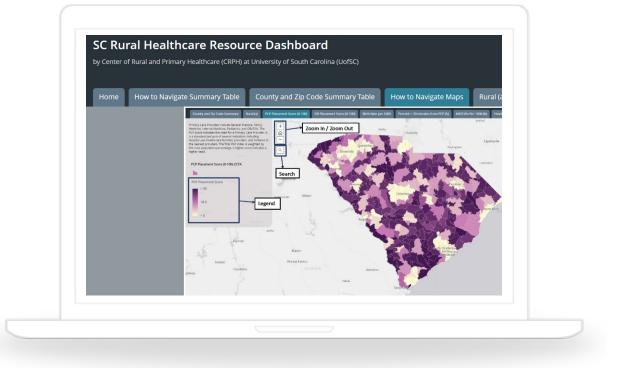
In this module:

- Importance of Evaluation for Health Equity Programs and Initiative
- Evaluation Strategies and Considerations for Health Equity Programs and Initiatives
- <u>Considerations for Health Equity Evaluation Measures</u>
- Sources for Health Equity Evaluation Measures



Health Equity and Data

- Who has ownership of and can access the data?
- What are opportunities for community members to build capacity in evaluation?
- How is the evaluation team sharing the results and findings back with the community?
- How will the community be involved in interpreting and framing these results?
- How will the evaluation benefit community members?



SC Rural Healthcare Resource Dashboard

https://uscgeography.maps.arcgis.com/apps/MapSeries/index.html?appid=0904d6b dbb52476faf2fd42fb04a43d1

Funding and Sustainability Considerations







Funding & Sustainability

It is important to consider sustainability early in the planning stages of programs that advance health equity and to incorporate sustainability strategies throughout implementation. This module discusses key issues in planning for sustainability and highlights several sustainability strategies.

For an overview of how to plan for sustainability and how to create a sustainability plan, see <u>Planning for Sustainability</u> in the Rural Community Health Toolkit.

This module discusses key sustainability strategies to consider for rural health equity programs.

In this module:

- Planning for Sustainability of Health Equity Programs
- Making the Case for Health Equity
- Building Community Partnerships to Sustain Health Equity Programs
- Exploring Alternative Payment Models to Fund Health Equity Programs
- Grant Funding for Programs that Advance Health Equity



Planning for Sustainability: Two Georgias Initiative and Georgia Health Decisions

- Adaptive stewardship
 - How do we share responsibility and ownership for achieving health equity in our community?
- Enduring structures
 - How do we build our organization for a positive and lasting impact?
- Sustainable resources
 - How do we generate monetary and human resources?



→ Funding by Topic: Health Disparities <u>https://www.ruralhealthinfo.org/funding/topics/health-disparities</u>

Thank you.

Luci Rocha Rocha-Luciana@norc.org

Research You Can Trust



Promoting Health Equity Through Innovation and Intervention



Victoria Bhardwaj, DNP, MSN, RN Program Manager II, Care Transitions Readmission Reduction Sustainability Operations Co-Chair **April Roscoe**, DNP, MSN, RN System Quality & Safety Manager Specialty Surgery and Spine ICCE and Center for Telehealth



Changing What's Possible | MUSChealth.org

2018 Study Released by National Institute on Minority Health and Health Disparities (part of the National Institutes of Health)

- The study is the first to estimate the total fiscal/economic burden of health disparities for five racial and ethnic minority groups nationally, all 50 states, including the District of Columbia using a health equity approach
- The cost of racial and ethnic health disparities cost the U.S. \$451 Billion
- An increase in fiscal implications of 41% from 2014
- Education-related health disparity burden for having less than a college degree was \$978 Billion for adults 25 years and older



South Carolina had one of the largest health disparity burden costs per capita (based on education level) for

High school diploma = \$25,555

Most of the U.S. economic burden of racial and ethnic health inequities =

Black population (74%)

Source: JAMA. (2023). The economic burden of racial, ethnic, and educational health inequities in the US.



MUSC HEALTH

Uniquely positioned as the state's only comprehensive academic health system to make a transformational impact for the health of the state and region

MUSC HEALTH

MUSC Health, the clinical enterprise of the Medical University of South Carolina, is dedicated to the pursuit of changing what's possible in health care.

This innovative integrated health care system includes four hospitals in downtown Charleston, more than 100 outreach locations, clinical affiliations with other hospitals and health systems and a robust telehealth network.

The MUSC Health University Medical Center has been named South Carolina's #1 hospital by U.S. News & World Report for six years in a row and most preferred hospital by the National Research Corporation.

In 2020, U.S. News & World Report ranked three MUSC Health Charleston specialties among the best in the country: ear, nose and throat; gynecology; and cancer. Six programs at MUSC Health Charleston and two each at MUSC Health Florence and MUSC Health Lancaster medical centers were designated as high performing.



South Carolina's only transplant program



100 Outreach locations



Beds throughout the health system

1 Million+

Patient encounters each year



Patients from outside the Tri-county area



900+ Attending physicians

•	

100+ Services offered via

telehealth throughout South Carolina

54,000+ Annual patient admissions

Addressing the growing rural health care access and care delivery disparities in South Carolina; presence and connectivity

Rural hospitals in South Carolina are under significant financial pressure with some facing closure, worsening the challenge of health care access/disparities

MUSC is investing and innovating in numerous smaller and rural South Carolina hospitals through partnership or presence, providing underrepresented minority and rural populations better access to the highest level of patient care

MUSC Center for Telehealth

The Center is one of only two National Telehealth Centers of Excellence in the country. The Center is also the headquarters of the South Carolina Telehealth Alliance (SCTA)



MUSC Health Road Map for Health Equity

Equality isn't the Equity

- Programs/Collaboration
- Measurement
- Advocacy

Programs/ Collaboratior

Successful health equity strategies through evidencebased practices Measurement Data practices to support advancement of health equity

Advocacy

Raise awareness of health equity among stakeholders and share missions and outcomes



MUSC Collaboration : Co-branded Primary Care Clinics

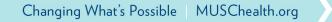


- Both MUSC Health and Clemson Rural Health have common interest in helping to improve access to high quality health care in an effort toward health equity
- Improve health outcomes in underserved and rural communities of South Carolina.
- Both organizations have a passion to serve patients in communities with historically poor health outcomes and numerous social determinant barriers to health.

MUSC Health

• It is our belief that the combined reach of these two organizations will strengthen the health outcomes in these communities





MUSC Collaboration : Co-branded Primary Care Clinics

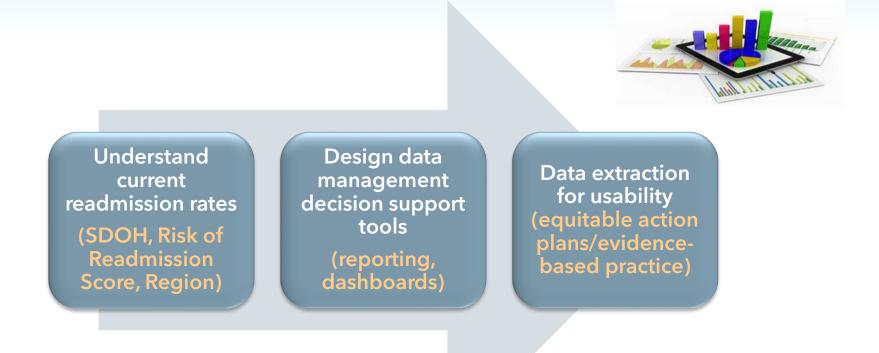


LOI Construct

- Brick and mortar clinics in underserved areas meeting the CMS Rural Health Clinic requirements
- Provider support by Nurse Practitioners
- Community support by Community Health Workers
- Capitalize on mobile health units supported by each brick-and-mortar clinic
- Facilitate student clinic experiences (clinic and mobile health unit(s) for students from Clemson, MUSC, and other undergraduate students from HBCUs and communities served
- Both organizations value and support Historically Black Colleges and Universities (HBCUs), and desire to enhance and lift those students with a focus on those opportunities.



Equitable Readmission Reduction Efforts and Sustainability







Changing What's Possible MUSChealth.org

MUSC Measurement: Readmission Reduction Sustainability Operations

Discharge Planning Dashboard

Using predictive modeling and data analytics to support sustainable readmission reduction work throughout the MUSC footprint

*Hospitals that serve a high proportion of minority patients tend to have high readmission rates

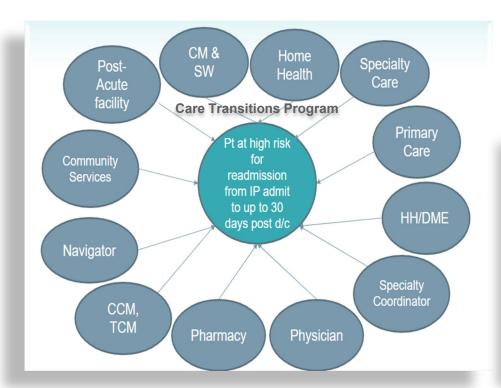
- 30-day, all-cause readmissions
- Risk of readmission score
- ICCE, discharge provider, MS and APR-DRGs
- 7, 14, and 30-day post-discharge follow up appointments made and completed
- Discharge summaries sent by Regions/Divisions





MUSC Programs/Collaboration, Measurement, and Advocacy: Care Transitions Program

Using predictive modeling, data analytics, and the Care Transitions Framework to support sustainable readmission reduction work throughout the MUSC footprint



Interdisciplinary care approaches with Care Transitions as 'oversight' to support reduction in avoidable readmissions



Epic EMR Risk of Unplanned Readmission Score-Care Transitions follows HIGH risk-scored patients



Equitable Readmission Reduction Efforts and Sustainability



Future State

What are South Carolina's unmet healthcare needs [SDOH]?



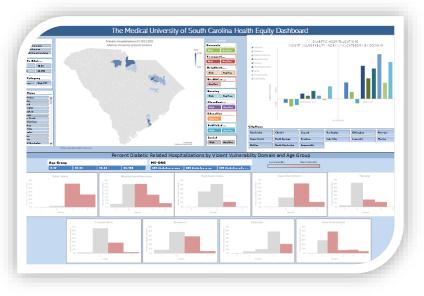
- > How can we increase primary care capacity across our rural state?
- Which agencies, organizations, and/or specialist teams will take initiative to launch, recruit, sustain and grow essential programs impacting SDOH?

Ensuring communities have the right knowledge, at the right place, at the right time!



MUSC Virtual Care Ecosystem: FY24

Dashboard for Health Equity Assessment



Objective: To better understand and address these disparities across the MUSC community so that we drive targeted interventions, such as, improving patient engagement and providing more comprehensive and coordinated care.

Overview

- Identify priority populations by MSDRGs
- Further stratify geocoded VVI vulnerability levels by sociodemographic characteristics in association with quality outcomes

Validation and Definitions

• Transparent definitions to understand the data

Impact:

- Develop proactive interventions for high-risk and underserved populations.
- Increase capture of SDOH risk variables for expected LOS /Mortality while advancing the use of coding to identify social risk factors and unmet needs.
- Drive innovation to address complex problems.
- Meet regulatory requirements and accreditation standards.



IMPLEMENTATION OF A PATIENT AND FAMILY ADVISORY COUNCIL

Franciscan Healthcare

Anne Timmerman, Director of Quality and Safety



THE BEGINNING

- Identify a willing employee to lead the committee
- Use HRET/HIIN resources to educate ourselves about the importance of PFAC, membership, activities, policies, procedures and best practices. Educate Leadership team as to why we should start a PFAC
 - After obtaining Leadership support, began selecting possible PFAC members using suggestions from Providers and Leadership team.
 - Tried to obtain a diverse group of patients

Franciscan Healthcare

THE FIRST MEETING

- Invited potential members to an evening meeting and meal to learn about PFAC, what they do, and what our expectations would be.
- Then took them on a tour of the hospital asking 3 questions:
 - What do we do well?
 - What do we do not so well?
 - What services would you like to see Franciscan Healthcare provide that we are not currently?
- Reconvened as a group to discuss findings.



SELECTION OF PFAC MEMBERS

- First meeting was our interview process.
 - Sister and I were able to determine who would be a good fit for this committee based on their comments and interactions.
 - Not only looking for positive feedback, but a respectful, useful way of sharing negative feedback or experiences.
 - Before members left, they were asked to complete a form that included their demographics, preferred way to contact them, if they would be interested in serving on the PFAC and which hospital committee they were most likely to be interested in serving on.



SELECTION OF PFAC MEMBERS

- Contacted members following the meeting and formally asked them to join the PFAC.
 - HIPAA training provided for them at the next meeting
 - Spoke with hospital committee team leads and provided them with a PFAC member's contact information so they could invite them to their next committee meeting.



HOW TO MAINTAIN PFAC

- Hold Quarterly meetings in addition to the committee meetings the PFAC members attend
 - Meetings include a feedback activity for example reviewing OB literature given to patients, new website, tour of the ED remodel.
 - PFAC members share what is happening on their hospital committees
 - Suggestions from walk-arounds/tours are placed in a stop light style excel spreadsheet and reviewed at the following meeting.
 - Three columns: Green- suggestions that were addressed by Franciscan Healthcare, Yellow- suggestion that is in progress, Red- suggestion that cannot be accomplished at this time and explain reason.



LESSONS LEARNED

- Some committees take time to learn the language (QPI), consider at least a 2-year term for those members.
- Easy to find willing members over age 65- retired, difficult to find younger members with so many dual income households.
 - Evening meetings are not preferred by this group either as it is their family time.
 - Most members choose to come over their lunch period.



LESSONS LEARNED

- Finding a meeting time that works for everyone is difficult, even if it is only quarterly.
- Not all staff are excited to have a PFAC member serve on their hospital committee.
- Some staff will need additional education about the purpose of a PFAC and Leadership support to make this happen. Letting members know their feedback is taken seriously and forwarded to leadership is a key to PFAC members feeling valued.
 - Our CEO attends the meetings



BREAKTHROUGH

- Hired new employees with a Hispanic background
 - They shared ideas they had to make our organization more culturally friendly to the Hispanic population.
 - Sister Joy spoke to them about barriers
 - Hispanic employees reached out their family and friends and convinced them to attend a meeting.



HISPANIC PFAC

- These meetings are held in the evenings to better accommodate their schedules.
- Meeting agenda is different, more educational based on what their needs are.
- Different group of people in attendance every time.



STARTING...AGAIN







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Discussion

- What impactful actions can you take as a result of the information shared today?
- How are you able to increase engagement within your facilities to ensure a true change in patient safety?
- Based on what you heard today, what activities do you currently have underway that can leverage immediate action over the next 30, 60 or 90 days?



Final Thoughts



Join Us for the Next Community of Practice Call!

Join us for the next Community of Practice Call on August 10, 2023 from 1:00 – 2:00 p.m. ET

We invite you to register at the following link: <u>https://zoom.us/webinar/register/WN_ASI_I3p_TEyx_VY_YYFFeA</u>

You will receive a confirmation email with login details.



Thank You!



Your opinion is valuable to us. Please take 4 minutes to complete the post assessment.

We will use the information you provide to improve future events.

