

Diversity, Equity and Inclusion (DE&I)

Our Journey...Our Progress

Presenter:
Jackie Thomas-Hall, Director (DE&I)



Agenda

Our Journey...Our Progress

- Describe Allina Health's diversity, equity and inclusion journey
- Describe the community impact
- Whole Way to Better



Our Why

Our Reality

While Minnesota ranks high in terms of general health status compared to other states, the health disparities that exist in Minnesota are among the worst in the nation. Such disparities have meant that, compared to whites, Minnesota's populations of color and American Indians experience:

- shorter life spans
- higher rates of infant mortality
- higher incidences of diabetes
- heart disease
- Cancer
- poorer general health
- higher COVID-19 death rates

[MN Dept of Health March 2019 Report to the MN Legislature]

Our Response

We recognize that systemic racism needs to be eliminated to ensure ALL are supported in our collective caring mission.

We seek to further understand the complexity of racism and will find opportunities to bridge the differences that make up our community fabric.


We believe and are committed to the inherent truth that our diversity makes us a stronger organization and collective community.

Our Impact

Our DE&I principles and practices will create:

A diverse and inclusive workforce drives innovation, fosters creativity and guides business strategies.

- Multiple voices lead to new ideas, services, products, and encourage innovative out-of-the-box thinking. Best outcomes for all of our patients, communities and employees
- A care model where we consistently demonstrate behaviors that are culturally appropriate and serve our mission
- A diverse workplace and workforce where everyone experiences belonging which can drive innovative business strategies
- Investments will offset structural inequities for our community members




Definitions

Allina Health

- **Diversity:** Embracing and investing in our differences to create a better us
- **Inclusion:** Cultivating a safe environment where you always bring your whole self, contribute, and thrive

Other definitions

- **Equity:** Eliminating barriers to receiving resources, both professionally and personally, to support reaching one's full potential. Understanding the unique needs of individuals and groups and appropriately provide access to resources.
- **Health Equity:** "Health equity means that everyone has a fair and just opportunity to be as healthy as possible. This requires removing obstacles to health such as poverty, discrimination, and their consequences, including powerlessness and lack of access to good jobs with fair pay, quality education and housing, safe environments, and health care." *Robert Wood Johnson Foundation*



Defining Community Recovery

Improve the health of *all* people in our communities by leveraging the collective strength of Allina Health as a care provider, employer, purchaser and community partner to eliminate systemic inequities and racism.

Definition of Community

Patients, employees, and people who live in the communities we serve of all races, ethnicities, gender identities, sexualities, abilities and economic means.

Allina Health

DE&I: Accomplishments and Priorities

<div>2020 Accomplishments</div> <ul style="list-style-type: none">• System<ul style="list-style-type: none">• Board /ELT Engagement• CEO DE& I Council• DE&I Ops. Committee (MOR ops)• ERGs (4)• Operations:<ul style="list-style-type: none">• BU Committees (H.E-Covid19-ANW)• Emotional Harm• BCBS Initiative• RAPPSC Health Equity• Mother Baby Rebrand• Brand Council• Cultural Competence<ul style="list-style-type: none">• Bias-3-E-learnings (2021)• IDI (ELT & Board)• Courageous Conversations (4)/Tool kit• Listening Sessions (3)• Board Presentations (3)• DE&I Quarterly Updates (25+) <div>Allina Health</div>	<div>2021 Priorities</div> <ul style="list-style-type: none">• System<ul style="list-style-type: none">• Structure and Reporting• New! Shared goals (TA/T&OD/Business Partners)• Health Equity Strategy (alignment/integration)• ERG development and growth• Department restructure• Operations<ul style="list-style-type: none">• BU-DE&I Committee (framework)<ul style="list-style-type: none">• ANW-Mother/Baby-Mercy-St. Francis• Increase internal/external DE&I Presence• Develop New Diverse Community Engagement• Internal Operations Committees<ul style="list-style-type: none">• HRO-BCBS-Health Equity-Mother/Baby-Brand Council• Cultural Competence<ul style="list-style-type: none">• Bias Education rollout• IDI –LF (others)• Listening Sessions• Courageous Conversations• Board/Executive Presentation and Engagement• New! DE&I Town Halls/LF• New! Allina Health DE&I Champions Certification Program <div>Allina Health</div>
---	---

Traditional Plan...Innovative Approach

From Community Recovery to our DE&I Commitments

As a health care PROVIDER, we commit to:

- Improve access to and consumer experience for all needed care services- primary, specialty care, and hospital care
- Continue to build care models that support our patients in addressing their health-related social needs and provide connections to community resources.
- Advocate for investments that create innovative solutions to achieve enduring improvements in access, quality and health outcomes for the communities we serve.
- Eliminate health disparities and unnecessary variations in quality of care.

As an EMPLOYER, we commit to:

- Eliminate decisions that negatively impact underrepresented and underserved populations.
- Re-examine our organizational policies with an equity lens and commit to make any policy changes needed to continue to endorse EEO and promote equity.
- Increase visibility and brand commitment through communication (internal/external).
- Continue to foster inclusion through the engagement process and the creation and development of Employee Resource Groups.
- Build knowledge and skills to advance cultural competency for all staff at all levels of our organization and address issues around organizational and structural racism.

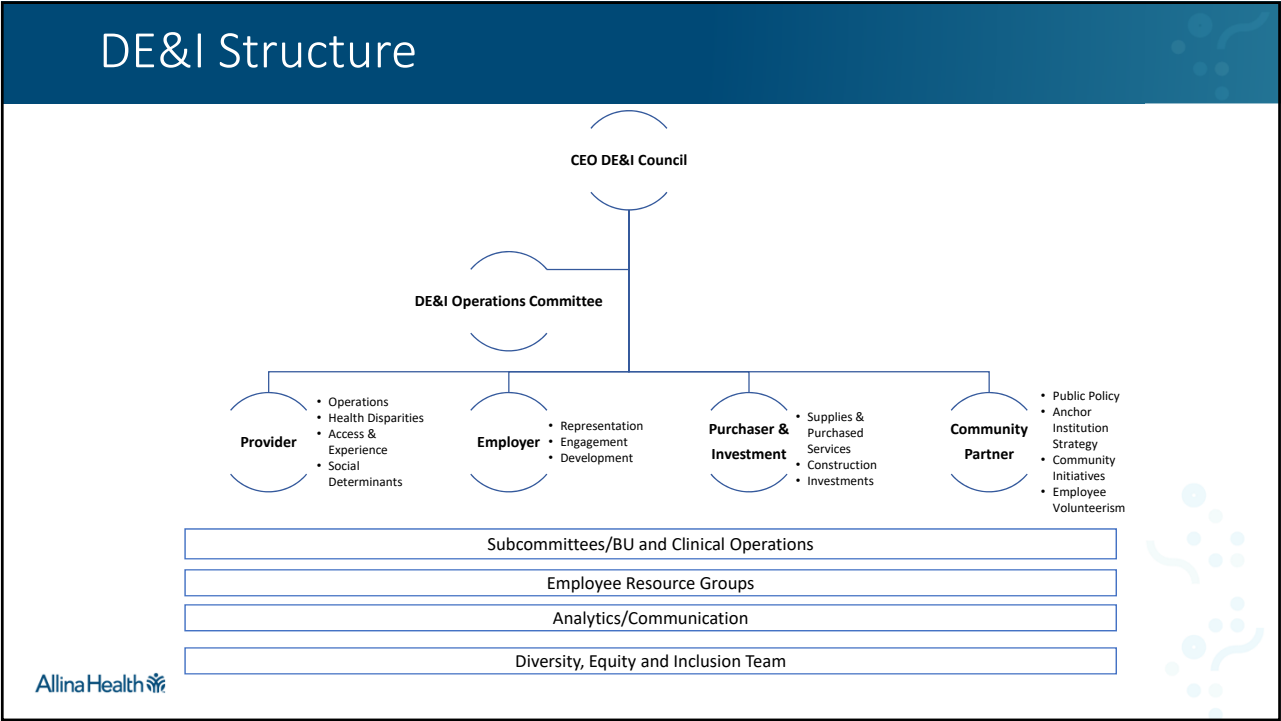
As a PURCHASER of goods and services, we commit to:

- Promote the inclusion of businesses, small and of all sizes, owned by Black, Indigenous, people of color and other underrepresented and underserved people when purchasing goods or services.
- Review any investment (or investment commitment) within Allina's investment portfolio, assuring these investments are aligned to our equity principles and values.
- Seize the opportunity to work with suppliers who are interested in working with health systems on formalized programs to look at inequities in BIPOC and care with the goal to develop actions, responses.

As a COMMUNITY leader and partner, we commit to:

- Advocate for public policies that address social justice needs.
- Partner with policymakers, employers, and community advocates to remove barriers to health equity.
- Support the physical and social recovery of South Minneapolis.
- Engage our leaders and employees in support of communities and community organizations.
- Focus community health improvement initiatives and investments to improve health equity.
- Engage in collective action with other organizations and people in communities to reduce health disparities.

Allina Health





In closing

Allina Heath’s Journey:

- Strategic and actionable
- Focused on goals and engagement
 - Patients
 - Employees
 - Communities
- Evolve overtime (sustainable)