

A

ASSESS

Opportunity

Our System has a great opportunity to establish itself as a leader in optimizing the healthcare environment & experience through incorporating principles and practices of inclusion.

Challenges

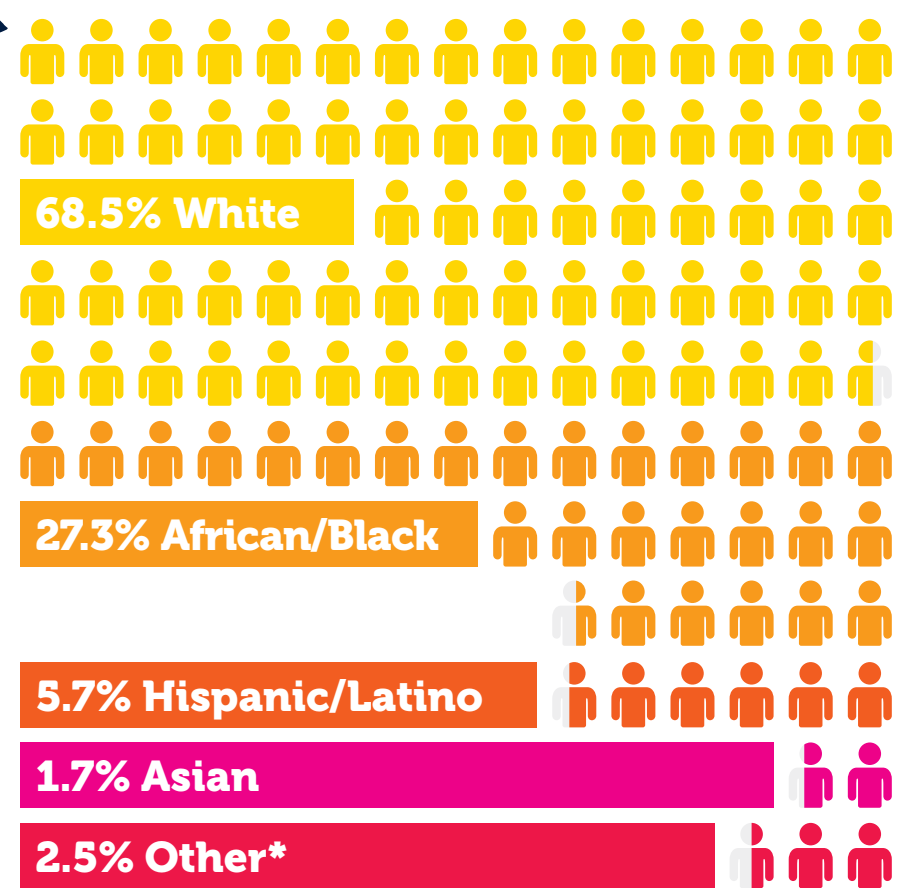
- Cognitive dissonance
- Change
- Application & Implementation
- Fear
- Value
- Success
- Duplication of Effort

Our Story & Successes

We are a large health system serving 10 counties in the Upstate of South Carolina.



South Carolina 2017 ESTIMATED Total Populations



Our Past and On-going activities that provide opportunities to grow:

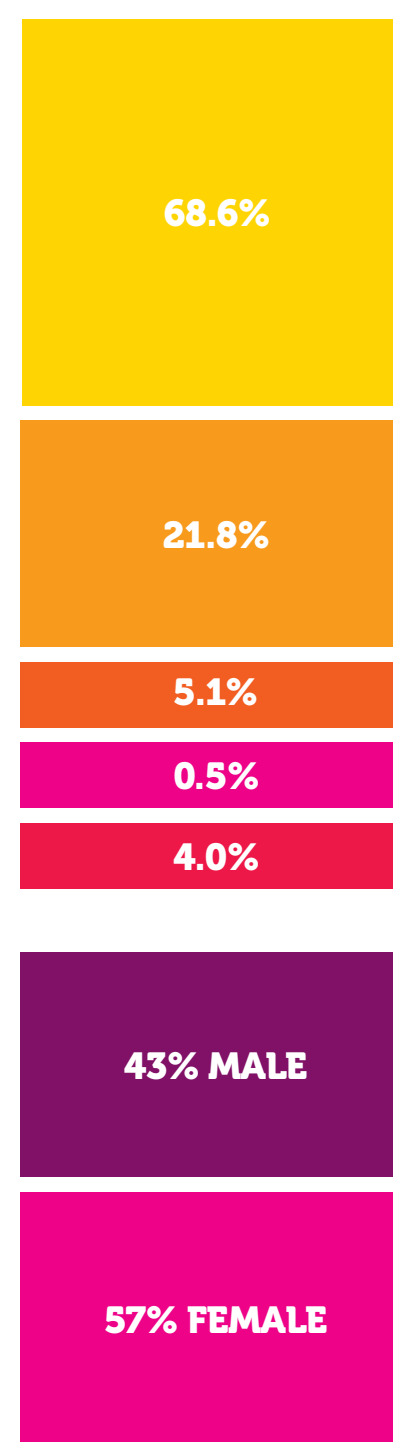
- Various groups and committees in the health science center, in the hospital, and in the ambulatory settings
- Community Health Summit
- Culture and Inclusion Luncheons
- Culture and Inclusion Orientations and Presentations
- Collections of limited Diversity data
- Cultural and Inclusion CBT's
- Press Ganey Provider surveys

Limited scope, access, distribution, resources, community awareness, parameters, and penetrance.

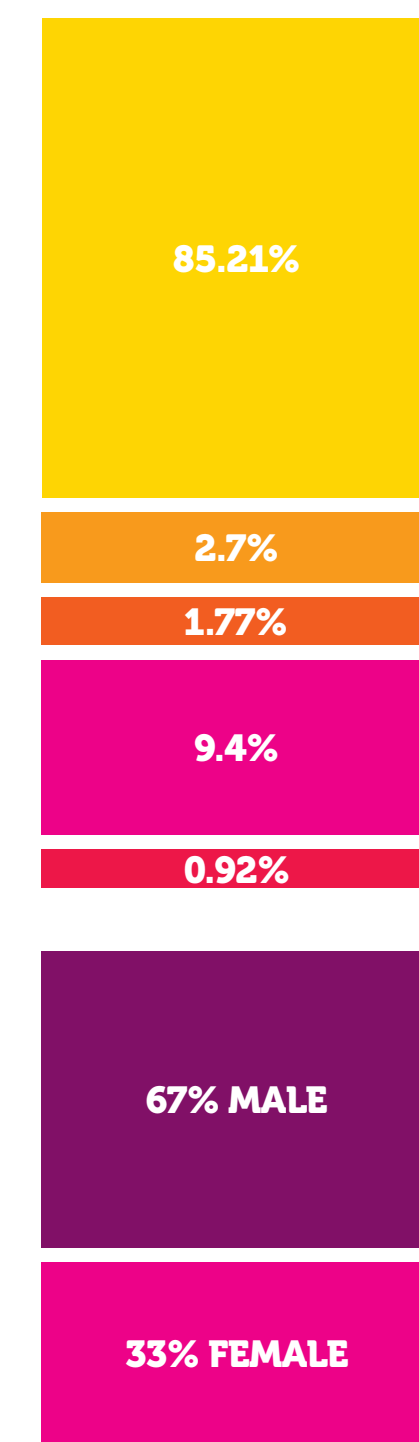


\*Other is comprised of American Indian/Alaskan Native, Pacific Islander and People of 2 or more races.

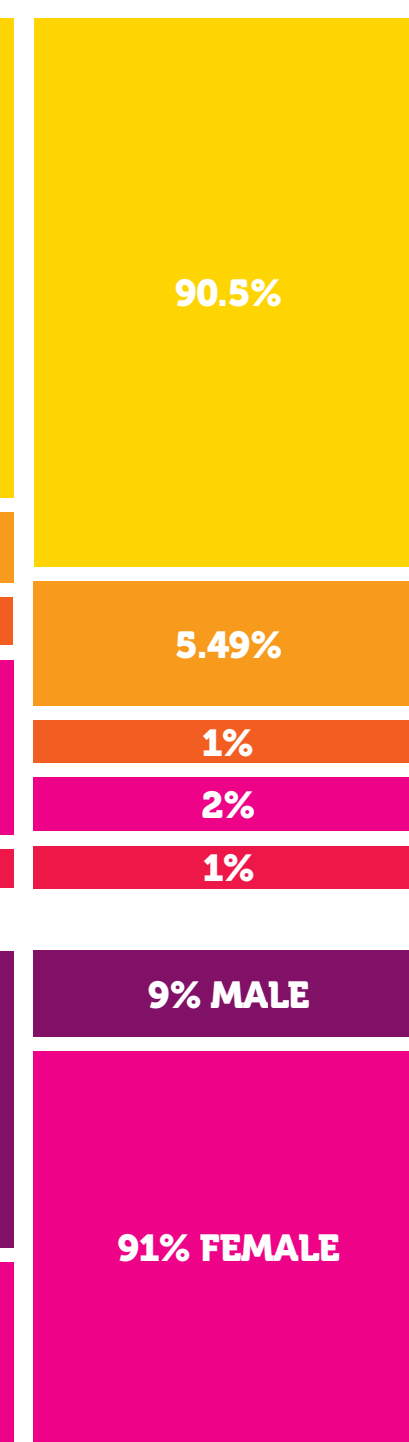
OUR PATIENTS



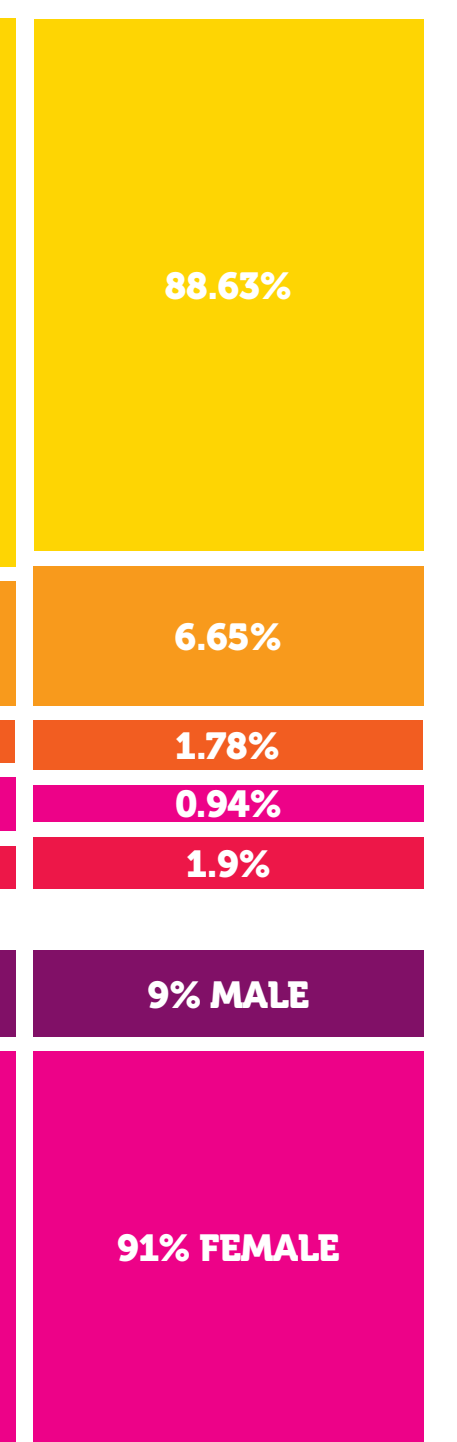
PHYSICIANS



ADVANCED PRACTICE PROVIDERS

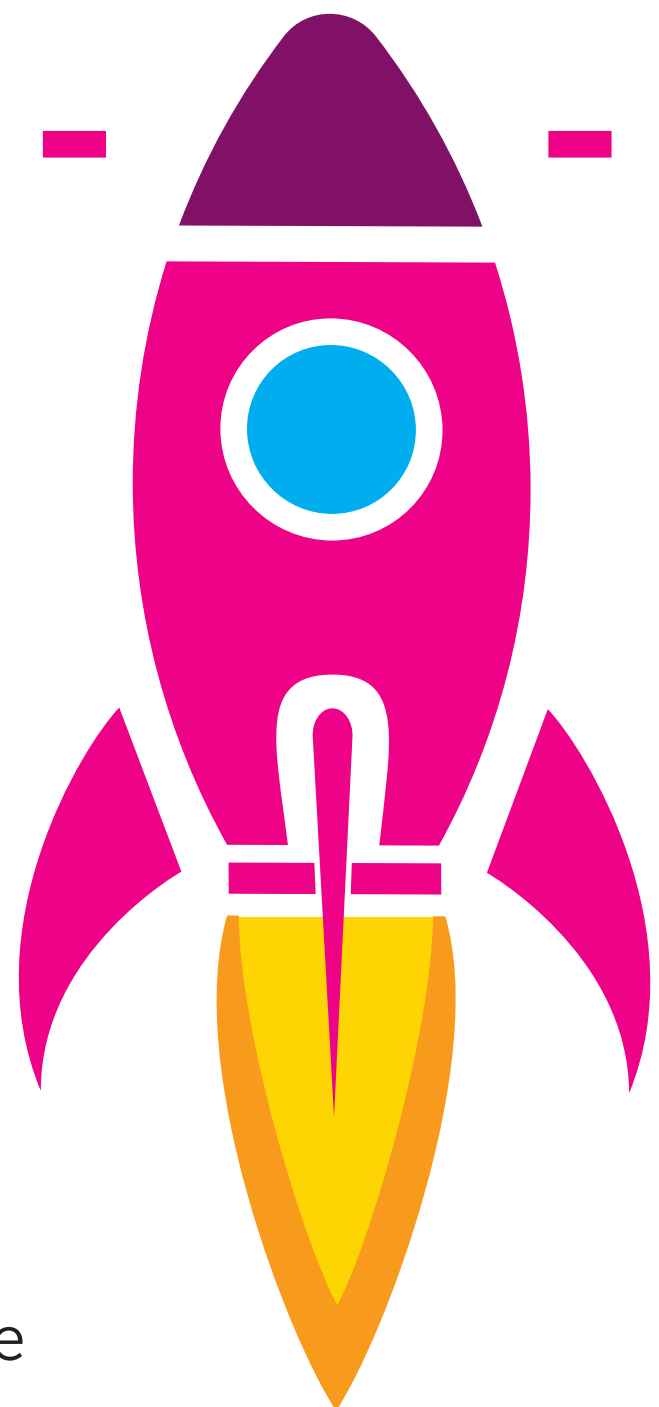


NURSES



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IMPROVE



Some activities to date

- Office and Vice President of Organizational Equity
- Established Steering Committee
- Partnered with the Enhancing the Practice Medicine
- Curiosity Presentation at the Leadership Development Retreat (LDR)
- Administered a diversity survey with diversity dimensions (87% participation)
- Meet with leaders and stakeholders such as education affiliates
- Established a Culture and Inclusion Committee of 25+

Future interventions

- Analyzing survey data from within the system.
- Strategic planning among Culture and Inclusion Committee
- Launch CI website for the Health Science Center and Health System
- Host inaugural Culture and Inclusion Symposium
- Develop and implement baseline assessment of the workforce and communities' culture, attitudes, and practices with respect to CI
- Develop education campaigns to enhance curiosity/ speaker bureau
- Developing new parameters for assessing Culture and Inclusion
- Launch a Culture and Inclusion Dashboard
- Develop methods for sharing our story
- Implement evidence-based approach to advance and inclusive and welcoming culture for all

Interventions

The goal of our interventions are to inspire and maintain a healthy culture around diversity that improves the well-being of the clinicians and ultimately, the patients, and communities that we serve. PRISMA wants to know how well we are doing. We will provide resources and thought leadership for the communities and the public.

ARE YOU CURIOUS?



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MOTIVATE

Move the Needle

We are motivating change by raising curiosity of the community and patients by increasing access to care, improving quality and safety of care, and ultimately improving health outcomes. We are equipping and inspiring the workforce to reach these goals via Culture and Inclusion principles.

- Celebrating accomplishments
- Sharing knowledge, principles, and practices with others
- Evaluate interventions and programs
- Maintain and update Culture and Inclusion dashboard

- Improve the value proposition of the health system
- Illuminate and connect Culture and Inclusion resources within the system
- Partnering with Human Resources, Health Science Center, and Provider Groups
- Re-telling our story