



BLUEPRINT

HEALTH EQUITY AND INCLUSION

Penn Medicine will provide high quality patient and family - centered care to ALL patients.

VALUE

Reduce Unnecessary Variations in Care by Personal Characteristics

ENGAGEMENT

Provide Patient and Family Centered, Culturally Effective Care

INCLUSION

Ensure a Diverse and Inclusive Clinical Learning Environment

IMPERATIVE

PRIORITY ACTIONS

Reduce Unnecessary Variations in Care by Personal Characteristics



1. Stratify institutional quality metrics by personal characteristics
2. Establish a customizable dashboard for ongoing reporting of equity metrics by department
3. Enhance systems to ensure accuracy and consistency of data collection of race/ethnicity, gender, and sexual orientation
4. Integrate equity into existing quality improvement efforts
5. Establish a multidisciplinary health equity taskforce of key stakeholders to guide strategic solutions

Provide Patient and Family Centered, Culturally Effective Care



1. Establish educational curricula for house staff and faculty on cultural humility and implicit bias
2. Require online training for employees that interface with patients on cultural humility and implicit bias
3. Include patient stakeholders on health equity taskforce

Ensure a Diverse and Inclusive Clinical Learning Environment



1. Establish training methods designed to improve recruitment, selection, evaluation, and promotions of a diverse body of house staff and faculty
2. Institute leadership training in holistic review and implicit bias for organizational change
3. Integrate inclusion and diversity efforts into wellness initiatives and professionalism standards
4. Collaborate with staff training initiatives that promote culturally effective and equitable care
5. Coordinate with and highlight efforts of the Office of Inclusion and Diversity (OID) and its graduate and undergraduate medical education anchor programs