Generate and Teach Health Equity Routinely (GATHER)

TOOLKIT • March 2021
In 2018, Seattle Children’s Maintenance of Certification (MOC) Program and Center for Diversity and Health Equity (CDHE) partnered to offer part 4 MOC credit to physicians that had completed prerequisite Equity, Diversity, and Inclusion (EDI) leader training through the EDI MOC Project.

To date, 35 physicians have received MOC credit through this effort.

EDI was recognized as the MOC project with “Greatest Impact” in 2019 and awarded “Best Project” in 2018 out of all projects within Seattle Children’s MOC project portfolio.

With the success of the project, plans are under way to expand physician participation to 200+ faculty in the Department of Pediatrics and Surgery over the next two years.
You are welcome to use these materials to move your EDI and anti-racism work forward. Please include the following citation:

Center for Diversity and Health Equity (CDHE) and Center for Quality and Safety, Seattle Children’s Hospital. Generate and Teach Health Equity Routinely (GATHER) project materials, 2021.
**Global Aim**

The ultimate goal is to reduce healthcare disparities as well as help advance a culture of equity at Seattle Children’s.

**Specific Aim**

- Improved EDI awareness and actions from baseline to attestation as measured by percent increase in top-box responses on EDI survey (goal for each question will depend on baseline).

**Primary Drivers**

- Increased efforts to reduce communication barriers with patients/families
- Increased awareness and education around individual needs of patients/families
- Recognition and increased efforts to establish strong, culturally-informed rapport with patients/families
- Expertise in identifying and becoming more comfortable with equity opportunities in day-to-day work.
- Application of equity lens to plans for patients/families
- Recognition of one’s own discomfort when critically applying EDI frameworks and tools

**Secondary Drivers**

- Familiar with foundational language of health equity.
- Attend education events at the organization such as lunch ’n learns and speaker series (which typically educate on various cultures) and EDI Learning Communities.
- Access CultureVision and use it as tool to ask appropriate questions when speaking with diverse patients/staff.
- Increase your awareness of any discomfort in applying the equity lens in all aspects of your work or receiving feedback about equitable care.
- Attend 3 small group discussions as part of MOC project

**Center for Diversity and Health Equity (CDHE) and Center for Quality and Safety, Seattle Children’s Hospital. Generate and Teach Health Equity Routinely (GATHER) project materials, 2021.**
In the last two weeks, indicate how frequently you have done the following:

1. When I experienced what I perceived as a cultural barrier, I took steps to break down the barrier.
2. Considered how the concepts of privilege and oppression may play into my relationship with a patient/family?
3. Modeled what I learned in EDI training with junior colleagues and/or trainees.
4. Thought about cultural and/or religious assumptions that I may be making about a patient/family?
5. Thought about the implications of my plan of care regarding burdens and benefits to a patient/family (e.g. social, economic, political, physical).

Abbreviations: GATHER, Generate and Teach Health Equity Routinely
Response options for all items: never, seldom, sometimes, often, always, not applicable
GATHER Self-assessment Tool - 2021

In the last two weeks, indicate how frequently you have done the following:

1. When I experienced what I perceived as a cultural barrier, I took steps to break down the barrier.
2. Considered how the concepts of privilege and oppression may play into my relationship with a patient/family?
3. Modeled what I learned in EDI training with junior colleagues and/or trainees.
4. Thought about cultural and/or religious assumptions that I may be making about a patient/family?
5. Thought about the implications of my plan of care regarding burdens and benefits to a patient/family (e.g. social, economic, political, physical).
6. Initiated conversations about equity, diversity and/or inclusion during meetings, huddles, presentations, etc.

Abbreviations: GATHER, Generate and Teach Health Equity Routinely
Response options for all items: never, seldom, sometimes, often, always, not applicable

Center for Diversity and Health Equity (CDHE) and Center for Quality and Safety, Seattle Children’s Hospital. Generate and Teach Health Equity Routinely (GATHER) project materials, 2021.
GATHER Sample Run Chart - 2018

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GATHER Sample Run Chart - 2021

Question 1
When I experienced what I perceived as a cultural barrier, I took steps to break down the barrier.

| Jan-Feb-Mar (n=15) | 13.33% | 86.67% |

% Top Two Box = Percentage of Respondents Answering ‘Always or Often’

- Jan 3: 100.00%
- Jan 10: 100.00%
- Jan 17: 100.00%
- Jan 24: 100.00%
- Jan 31: 100.00%
- Feb 7: 75.00%
- Feb 14: 100.00%
- Feb 21: 100.00%
- Feb 28: 66.67%
- Mar 7: 100.00%
- Mar 14: 100.00%

Reflection Meeting: 2/22

Last Updated: 3/11/2021

Center for Diversity and Health Equity (CDHE) and Center for Quality and Safety, Seattle Children’s Hospital. Generate and Teach Health Equity Routinely (GATHER) project materials, 2021.
GATHER Sample Run Chart - 2018

Question 2
Considered how the concepts of privilege and oppression may play into my relationship with a patient/family?

<table>
<thead>
<tr>
<th>Baseline (n=13)</th>
<th>Progress (n=16)</th>
<th>Attainment (n=20)</th>
</tr>
</thead>
<tbody>
<tr>
<td>7.69%</td>
<td>23.08%</td>
<td>23.08%</td>
</tr>
<tr>
<td>46.15%</td>
<td>68.75%</td>
<td>95.00%</td>
</tr>
</tbody>
</table>

% Top Two Box = Percentage of Respondents Answering 'Always or Often'

Center for Diversity and Health Equity (CDHE) and Center for Quality and Safety, Seattle Children’s Hospital. Generate and Teach Health Equity Routinely (GATHER) project materials, 2021.
Considered how the concepts of privilege and oppression may play into my relationship with a patient/family?

% Top Two Box = Percentage of Respondents Answering ‘Always or Often’

Last Updated: 3/11/2021
Question 3
Modeled what I learned in EDI training with junior colleagues and/or trainees.

<table>
<thead>
<tr>
<th>Baseline (n=13)</th>
<th>Progress (n=15)</th>
<th>Attention (n=20)</th>
</tr>
</thead>
<tbody>
<tr>
<td>7.69%</td>
<td>30.77%</td>
<td>61.54%</td>
</tr>
<tr>
<td>12.50%</td>
<td>87.50%</td>
<td>95.00%</td>
</tr>
<tr>
<td>0.00%</td>
<td></td>
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</tbody>
</table>

% Top Two Box = Percentage of Respondents Answering ‘Always or Often’

Last Updated: 10/26/2018

Center for Diversity and Health Equity (CDHE) and Center for Quality and Safety, Seattle Children’s Hospital. Generate and Teach Health Equity Routinely (GATHER) project materials, 2021.
GATHER Sample Run Chart - 2021

Question 3

Modeled what I learned in EDI training with junior colleagues and/or trainees.

Jan-Feb-Mar (n=15)  
26.67%  
73.33%

% Top Two Box = Percentage of Respondents Answering ‘Always or Often’

Reflection Meeting: 2/22

Last Updated: 3/11/2021

Center for Diversity and Health Equity (CDHE) and Center for Quality and Safety, Seattle Children’s Hospital. Generate and Teach Health Equity Routinely (GATHER) project materials, 2021.
GATHER Sample Run Chart - 2018

Question 4

Thought about cultural and/or religious assumptions that I may be making about a patient/family?

<table>
<thead>
<tr>
<th></th>
<th>baseline</th>
<th>progress</th>
<th>attestation</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(n=13)</td>
<td>7.69%</td>
<td>18.38%</td>
<td>38.46%</td>
</tr>
<tr>
<td>(n=15)</td>
<td>12.50%</td>
<td></td>
<td>87.50%</td>
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<tr>
<td>(n=20)</td>
<td>5.00%</td>
<td>5.00%</td>
<td>90.00%</td>
</tr>
</tbody>
</table>

Always or Often
Sometimes
Seldom or Never
Not applicable

% Top Two Box = Percentage of Respondents Answering ‘Always or Often’

Last Updated: 10/26/2018

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GATHER Sample Run Chart - 2021

Question 4
Thought about cultural and/or religious assumptions that I may be making about a patient/family?

Jan-Feb-Mar (n=15)
33.33% 66.67%

% Top Two Box = Percentage of Respondents Answering ‘Always or Often’

Center for Diversity and Health Equity (CDHE) and Center for Quality and Safety, Seattle Children’s Hospital. Generate and Teach Health Equity Routinely (GATHER) project materials, 2021.
Question 5

Thought about the benefits and burdens of a plan for a patient/family?

<table>
<thead>
<tr>
<th></th>
<th>Baseline (n=13)</th>
<th>Progress (n=16)</th>
<th>Attestation (n=20)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Always or Often</td>
<td>7.69%</td>
<td>18.75%</td>
<td>6.00%</td>
</tr>
<tr>
<td>Sometimes</td>
<td>21.54%</td>
<td>11.25%</td>
<td>99.00%</td>
</tr>
<tr>
<td>Seldom or Never</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
</tr>
<tr>
<td>Not applicable</td>
<td>70.76%</td>
<td>66.67%</td>
<td>0.00%</td>
</tr>
</tbody>
</table>

% Top Two Box = Percentage of Respondents Answering ‘Always or Often’

Center for Diversity and Health Equity (CDHE) and Center for Quality and Safety, Seattle Children’s Hospital. Generate and Teach Health Equity Routinely (GATHER) project materials, 2021.
Question 5

Thought about the implications of my plan of care regarding burdens and benefits to a patient/family (e.g. social, economic, political, physical).

% Top Two Box = Percentage of Respondents Answering ‘Always or Often’
GATHER Sample Run Chart - 2021

Question 6

Initiated conversations about equity, diversity and/or inclusion during meetings, huddles, presentations, etc.

<table>
<thead>
<tr>
<th>Jan-Feb-Mar</th>
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</thead>
<tbody>
<tr>
<td>Always or Often</td>
</tr>
<tr>
<td>Sometimes</td>
</tr>
<tr>
<td>Seldom or Never</td>
</tr>
</tbody>
</table>

% Top Two Box = Percentage of Respondents Answering ‘Always or Often’

Last Updated: 3/11/2021
Aggregate Response to all Five Questions
% Top Two Box = Percentage of Respondents Answering 'Always or Often'

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Aggregate Response to all Six Questions

% Top Two Box = Percentage of Respondents Answering ‘Always or Often’ to all survey questions

Note that responses are counted in the aggregate only if a respondent answers ‘always’ or ‘often’ to every question on the survey.

Target = 60%

Reflection Meeting: 2/22

Last updated: 3/11/2021

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