Welcome to our virtual waiting room!

While you wait for the session to start, please take time to:

1. Familiarize yourself with BlueJeans
2. Check your name - update first and last if incorrect
   ➢ 1 in the picture
3. Visit the chat window
   ➢ 2 in the picture
4. Visit the question & answers window
   ➢ 3 in the picture
Lunch with Leaders LIVECast

ACT Strategic Roadmap: Next Steps for Addressing Racism and Equity at Penn Medicine

January 28, 2021

1 Nursing contact hour awarded.
Penn Medicine Nursing is an approved provider of continuing nursing education by the Pennsylvania State Nurses Association, an accredited approver by the American Nurses Credentialing Center’s Commission on Accreditation. Approval # 124-3-H-15.
Virtual Meeting Norms

Actively participate to make this engaging! You have several opportunities:

- Respond to all polls using your phone.
- Ask the facilitator questions in the Q&A window unless directed otherwise.
- Share your experience, add a comment, or ask for clarification using the Chat feature. A moderator will monitor the chat.

Please note that the session will be recorded
Welcome to Lunch with Leaders

- Welcome
- What is *Lunch with Leaders*?
What’s in the Mail?

Who ordered the helicopter? That was incredible! I got teary when he mentioned but turned hysterical when Bob V. called it out in the comments and wrote #pennproud.

It was so great!!

Emma Foley
Senior Executive Director,
Communications and External Affairs,
Penn Medicine Development

What did you enjoy about the last session?

“I loved hearing directly from Kevin in what felt like an intimate setting.”

One colleague told me that session stayed with her for several days. His message about it’s not enough to be “not racist”, he is “anti-racist.” That really resonated with them.

“This was the best one yet.
Kevin is an amazing leader- very open and honest, candid and empathetic. Cindy is incredibly effective in helping leaders to understand and articulate themselves, and together they communicated a very powerful message that helped to inspire and connect hundreds of leaders across Penn.

“Provide more time - felt like it was just getting started”

Anonymous comments from the evaluation survey
What’s New: The COVID-19 Vaccine

The Vaccine Experience in the Black and Brown Community Town Hall
Jan 15, 2021
Click here to watch the recording
2021 MARTIN LUTHER KING JR. HEALTH EQUITY SYMPOSIUM

"The History and Future of Race, Health and Justice."

RESCHEDULED DATE
FEBRUARY 3, 2021
12:00 - 1:30 PM

KEYNOTE SPEAKER

DOROTHY ROBERTS, JD
PENN INTEGRATES KNOWLEDGE PROFESSOR AND GEORGE A. WEISS UNIVERSITY PROFESSOR OF LAW & SOCIOLOGY AT THE UNIVERSITY OF PENNSYLVANIA

WE WILL ALSO BE ANNOUNCING THE RECIPIENT OF THE VERY FIRST "CHAMPION IN INCLUSION, DIVERSITY AND EQUITY AWARD"

For more information:
www.med.upenn.edu/inclusion-and-diversity

VIRTUAL MARTIN LUTHER KING JR. HEALTH EQUITY SYMPOSIUM

DATE: FEBRUARY 3, 2021
TIME: 12:00 – 1:30 PM

REGISTRATION NOW OPEN
https://www.eventbrite.com/e/2021-martin-luther-king-jr-health-equity-symposium-tickets-132281013071
Today’s Objectives

- Learn more about Action for Cultural Transformation (ACT) Roadmap
- Hear powerful stories from our leaders as they share their personal experiences and insights on racism and equity
- Get an update on how we are doing on the Unconscious Bias training goal
- Understand the COVID-19 vaccination of Penn Medicine employees
- Connect with others and share ideas on how we can eliminate racism, mitigate bias and build equity at Penn Medicine and in our community.
Participate in Poll Everywhere

#1

New iMessage

To: 22333

#2

What emotions are you feeling today?
Lunch with Leaders Guests

Dwaine Duckett  
SVP, Chief Human Resources Officer, UPHS

Eve Higginbotham, SM, MD, ML  
Vice Dean for Inclusion and Diversity, Perelman School of Medicine

Judith McKenzie, MD, MPH  
Division Chief, Residency Program Director, Division of Occupational Medicine

Lea Rubini  
Director, Change Management, PMA
What emotions are you feeling today?
13 Team Members
PSOM & UPHS represented

170 Volunteer
focus group facilitators

6 Steering Committee
members

122 focus groups

631 survey responses

1,750 focus group participants

3,200 community dialogue participants

over 5,500 voices heard

160 recommended
actions and initiatives

8 key insights
from data gathering
informed roadmap priorities

64* Just Do Its
across UPHS, PSOM and entities
Penn Medicine is united as an anti-racist, equitable, diverse, and inclusive organization.
Strategic Priorities to Accomplish the ACT Vision

**Clinical**
- Quantified disparities and achieved health equity
- Equitable access to care
- Respectful environment

**Research**
- Equitable access to research funding
- Robust research on health equity
- Community as our engaged partner

**Education**
- Bias-free curricula
- Diverse student bodies
- Graduates prepared to advance equity
- Support and guidance for all students

**Community**
- Strong, sustainable relationships with community leaders
- Fair policing and security
- Partnerships with the community
- Enriched community in health and wealth

**Culture**
- Shared understanding of the vision
- Bias-free policies and practices
- Behavioral standards and policies
- Clear leadership and sufficient infrastructure and resources
- Culture of continuous learning

**People**
- Diversity at all levels
- Education, training and advancement
- Consistent expectations and fair recognition
- Staff and leader education

**People**

- Review hiring and promotion processes and job criteria for bias
- Analyze impact of promoting anti-racism principles in employee relations outcomes
- Work with Development to increase available funding for faculty and student recruitment and retention initiatives that promote diversity and equity **
- Expand unconscious bias training to all levels and explore periodic refresh **
- Leverage COBALT platform to provide resources for inclusion and diversity **
- Revise course on managing discriminatory patients with the ERASE framework **
- Expanded monthly professionalism training sessions with Vice Chairs for Diversity and other leadership roles on how to manage faculty with micro aggressions **
- Creation of six (6) new presidential professorships **

**Culture**

- Develop a comprehensive communications plan emphasizing commitment to change and executive support
- Execute on communications plan; revise over time, as needed
- Design forums to engage in ongoing group/team conversations about anti-racism
- Establish, prepare and enable Vice Chairs and Leadership Councils to drive inclusion and diversity at the system and local level; including central line of sight to all initiatives
- System for Bias Reporting with committee to review and address reports **
- Independent review of Penn Dept. of Public Safety by the Quattrone Center for the Fair Administration of Justice at Penn Carey Law School **
- Assert Common Purpose related to ACT commitment **
- Establish a CPUP Board of Directors committee on anti-racism **
- Propose annual review of inclusion and diversity scorecard with the Penn Medicine Board **
- Ensure that Penn Medicine’s commitment to diversity and equity is reflected in the Penn Board **
- Expand the OID Advisory Council to include representation from the Health System**

Community
- Provide input into the ongoing review of campus police
- Further invest in the community through job creation, wealth building opportunities and mortgage programs targeted towards black and Latinx
  - Independent review of Penn Dept. of Public Safety by the Quattrone Center for the Fair Administration of Justice at Penn Carey Law School**
  - Invest in primary school education**

Research
- Establish plan to hire faculty across academic ranks in clusters with a commitment to research in areas impacting BIPOC from basic to clinical research
  - Develop database for standing faculty demographic**

Education
- Increase available funding for recruitment and retention of diverse faculty and student **
- Restructure the “difficult patient” standardized patient (SP) session; implement a patient bias preparation program for students of color**
- Review/revise admissions policies and process for bias**
- Affirm that the process of bias reporting for University faculty, staff and students is safe and responsive**

Clinical
- Expand access to primary care and ambulatory care (Mercy acquisition)
- eGFR removed as race corrective clinical factor**
- Identify specialty-specific disparities in health outcomes and access to care to as quality goals for the department and Penn Medicine**

**Just Do It (JDI)
Launching the ACT Strategic Plan

1. organize
   - Establish workgroups and plan work
   - Develop communication materials

2. mobilize
   - Managers cascade communication materials
   - Workgroups carry out work

3. energize
   - Measure progress
   - Communicate updates on progress
   - Deploy outputs of workgroups

Ongoing: Unconscious Bias Training
Goal: All Penn Medicine faculty, staff and students complete Unconscious Bias training by April 1, 2021.

- Conducted 40 virtual synchronous leadership sessions in 2020.
- On 12/1, introduced a self paced course in KnowledgeLink for all faculty, staff and students to complete the training.
- As of 1/27, Penn Medicine has 33% (17,325) of employees trained.

Penn Medicine Team Goal Performance Metrics:
- Threshold: 80% of all Penn Medicine faculty, students and staff
- Target: 85%
- High Performance: 90%

Leadership Training Statistics as of January 27
(Note: numbers may be 24-48 hours behind current status in KnowledgeLink)

<table>
<thead>
<tr>
<th>Total Trained</th>
<th>Total Not Enrolled (or incomplete)</th>
<th>Total To Be Trained</th>
</tr>
</thead>
<tbody>
<tr>
<td>17,325</td>
<td>35,613</td>
<td>52,938</td>
</tr>
</tbody>
</table>
Leadership Actions to Affect Change

- Plan a listening tour of the unit, listen to the narratives

- Convene senior leaders of your department and talk candidly about vision, mission and values of ACT

- Optimize your department’s response to institutional educational, research, and survey initiatives
  - Unconscious Bias Training – To be completed by the end of March
  - Cultural humility training – available
  - Health equity research support – CHEA

- Plan accordingly
  - What future state goals have you contributed to in FY21
  - What will your department focus on in FY22
Penn Medicine COVID-19 Mass Vaccination of Employees

NUMBER OF VACCINES ADMINISTERED
12/16/20 - 1/18/21

<table>
<thead>
<tr>
<th></th>
<th>HUP</th>
<th>All ENTITIES*</th>
</tr>
</thead>
<tbody>
<tr>
<td>1ST DOSE</td>
<td>11,098</td>
<td>33,934</td>
</tr>
<tr>
<td>2ND DOSE</td>
<td>2,625</td>
<td>9,219</td>
</tr>
<tr>
<td>TOTAL GIVEN</td>
<td>13,723</td>
<td>43,153</td>
</tr>
</tbody>
</table>

* HUP, PAH, PPMC, PHPH, LGH, CCH
### HUP/CHOP Survey 12/2020

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>Would Accept Vaccine if Offered</th>
<th>Would NOT accept vaccine if Offered</th>
</tr>
</thead>
<tbody>
<tr>
<td>Asian</td>
<td>74.9%</td>
<td>3.7%</td>
</tr>
<tr>
<td>White</td>
<td>71.6%</td>
<td>6.1%</td>
</tr>
<tr>
<td>Hispanic/ Latino</td>
<td>64.3%</td>
<td>8.9%</td>
</tr>
<tr>
<td>Black</td>
<td>36.1%</td>
<td>34.4%</td>
</tr>
</tbody>
</table>

### Vaccine Acceptance Data 1/2021

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>UPHS (except LGH)</th>
<th>LGH</th>
</tr>
</thead>
<tbody>
<tr>
<td>Asian</td>
<td>75.8%</td>
<td>67.8%</td>
</tr>
<tr>
<td>White</td>
<td>74.6%</td>
<td>61.6%</td>
</tr>
<tr>
<td>Hispanic/ Latino</td>
<td>58.3%</td>
<td>34.0%</td>
</tr>
<tr>
<td>Black</td>
<td>37.4%</td>
<td>34.1%</td>
</tr>
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Upcoming Lunch with Leaders LIVECast

The Blueprint to One Penn Medicine

February 11, 2021 at 12pm

Our guests:

- PJ Brennan, MD, Chief Medical Officer and SVP, UPHS
- Jim Ballinghoff, RN, MSN Chief Nursing Officer, PPMC
- Theresa Larivee, Chief Executive Officer, PAH
- Karen Pinsky, MD, Chief Medical Officer, CCH
- Pat Sullivan, PhD, Chief Quality Officer, UPHS
Add the Series to your Outlook!

Upcoming Lunch with Leaders LIVECasts

Feb 11  The Blueprint to One Penn Medicine
Feb 25  Self-Care Strategies for Managing Through 2021
March 11 Elegant Off-Boarding and Transition Planning Essentials

Stay tuned for more!

Click here or visit Lead Strong Site to add the event series to your Outlook calendar.
Exit Poll Everywhere

To: 22333

leave