



# Duke Health

## *Moments to Movement* Town Hall

Duke University Health System spotlight  
October 19, 2020



# The Moment



Minneapolis



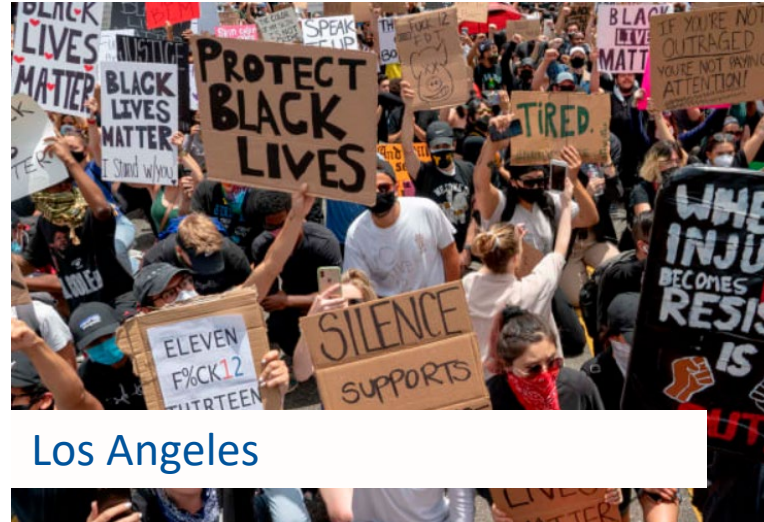
Boston



Washington, DC



Raleigh



Los Angeles



London



# How we started





Where we're going





## Advancing Health Together

### *Moments to Movement:* Advancing Racial, Social and Health Equity

<b>PEOPLE &amp; ENVIRONMENT</b> Sustain a place where everyone thrives and is valued	<b>PATIENT CARE</b> Deliver tomorrow's health care today	<b>RESEARCH</b> Accelerate research and its translation	<b>EDUCATION</b> Create education that is transforming	<b>COMMUNITY HEALTH</b> Build healthy communities
<b>Goals</b> <ul style="list-style-type: none"><li>• Establish a differentiating vision and ensure values align.</li><li>• Strengthen leadership capabilities to engage and connect with team members.</li><li>• Ensure systems, policies and procedures promote the desired culture.</li></ul>	<b>Goals</b> <ul style="list-style-type: none"><li>• Establish health equity as a “mission critical” element of our quality work.</li><li>• Eliminate inequities in clinical care.</li><li>• Reduce social barriers to a healthy life through population health management.</li></ul>	<b>Goals</b> <ul style="list-style-type: none"><li>• Engage community members as equitable partners in research.</li><li>• Build anti-racist and health equity processes into our research systems and enhance diversity in research participation.</li><li>• Promote translation of evidence-based scientific discoveries to improve minority health.</li></ul>	<b>Goals</b> <ul style="list-style-type: none"><li>• Implement holistic admissions process for all academic programs.</li><li>• Train current and future health professions workforce that is intentionally anti-racist and anti-bias.</li><li>• Advance future careers in science and technology among underrepresented groups.</li></ul>	<b>Goals</b> <ul style="list-style-type: none"><li>• Improve socioeconomic determinants of health through Healthy Durham and other partnerships.</li><li>• Advance health equity, racial equity and social justice through community engagement.</li><li>• Enhance behavioral health and well-being for all in the communities we serve.</li></ul>



# Duke University Health System Moments to Movement plans



## Advancing Health Together

*Moments to Movement: Advancing Racial, Social and Health Equity*

### PEOPLE & ENVIRONMENT

Sustain a place where everyone thrives and is valued

#### Goals

- Establish a differentiating vision and ensure values align.
- Strengthen leadership capabilities to engage and connect with team members.
- Ensure systems, policies and procedures promote the desired culture.

### PATIENT CARE

Deliver tomorrow's health care today

#### Goals

- Establish health equity as a “mission critical” element of our quality work.
- Eliminate inequities in clinical care.
- Reduce social barriers to a healthy life through population health management.

### COMMUNITY HEALTH

Build healthy communities

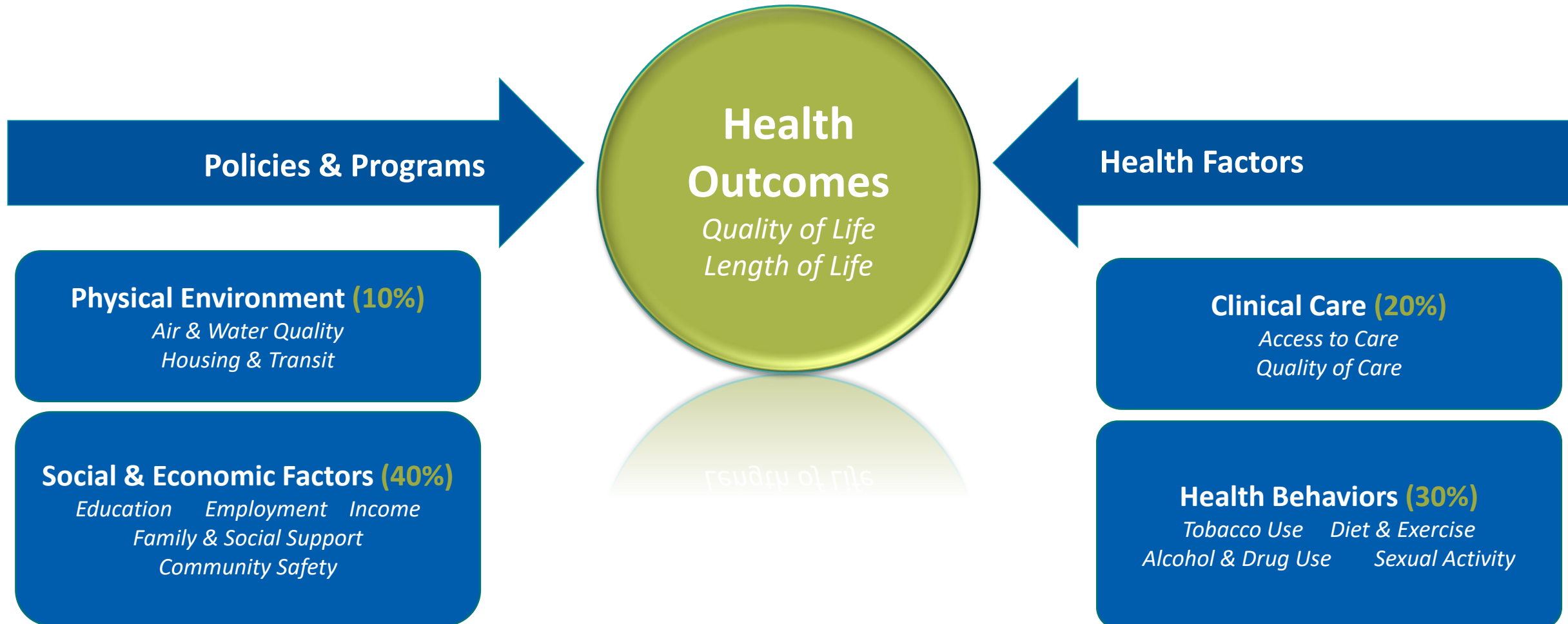
#### Goals

- Improve socioeconomic determinants of health through Healthy Durham and other partnerships.
- Advance health equity, racial equity and social justice through community engagement.
- Enhance behavioral health and well-being for all in the communities we serve.

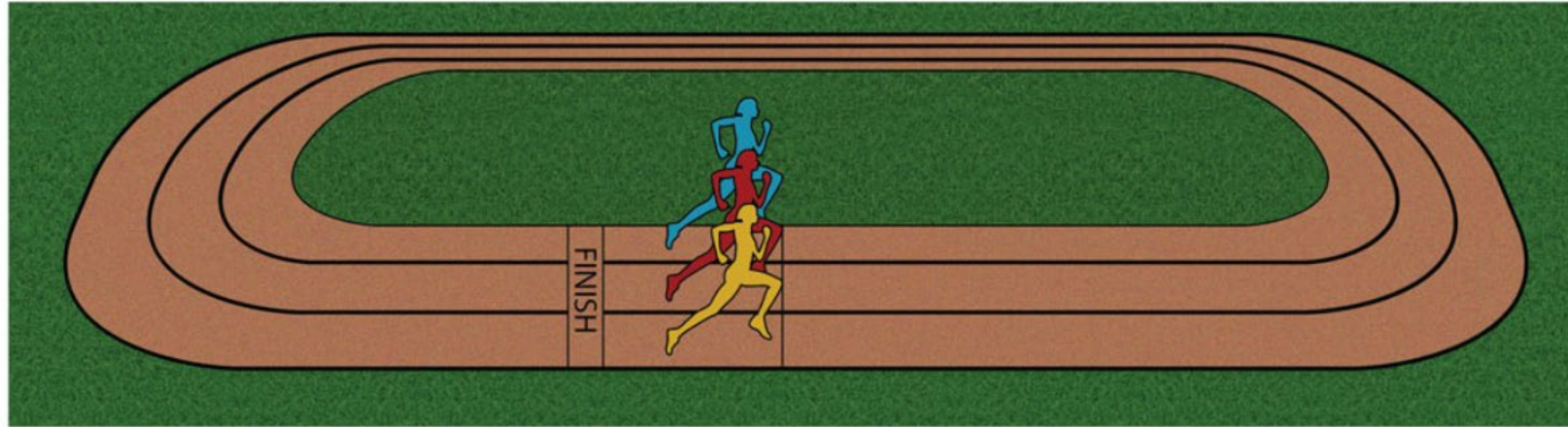




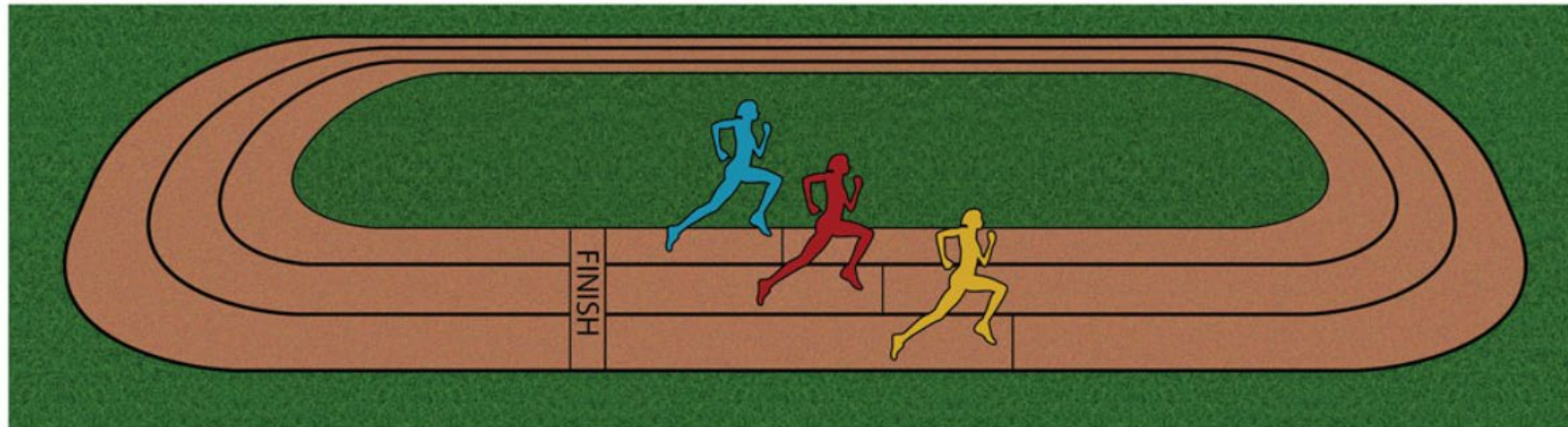
Outcomes depend on social and physical environment  
**as much as** behavior or clinical care.







**EQUALITY**



**EQUITY**





**People of color have been the most impacted by COVID-19.**





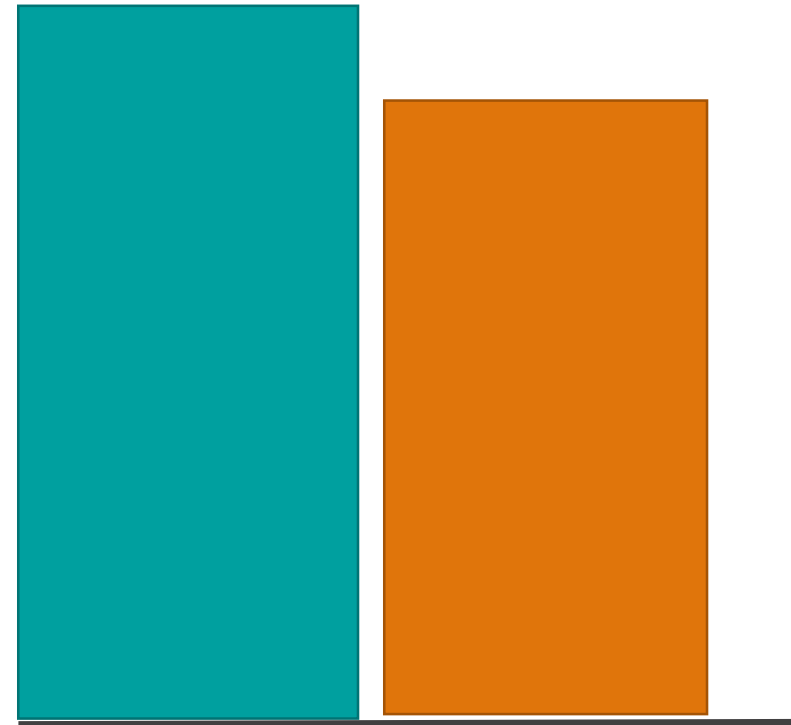
# People and the Environment



I feel like I  
belong at Duke

**CulturePulse**  
Your Voice. Our Duke.

White staff  
Black or African American staff



# People and the Environment



## Learning From Our Data

- Collecting quantitative data and qualitative stories from our people to assess DUHS's DNA to identify the opportunities and levers to drive focused and measurable results



## Ensuring Policies and Practices Promote Desired Culture

- Examining our methodologies for recruiting, promoting, developing and rewarding our people to ensure fairness and equity



## Strengthening Leadership Capabilities

- Developing our leaders at all levels to effectively engage and connect with team members to advance cultural transformation



# People and the Environment



Black Men @Duke and In America



Black Women @ Duke and In America



Stand by Me: Allies on Racism and Social Injustice

## Strengthening Leadership Capabilities

We initiated a series of leadership conversations to open the important dialogue about race and social justice.

These discussions are designed to strengthen leaders' understanding, learn more and lead effectively.

Learn more at  
**[M2M.dukehealth.org](https://M2M.dukehealth.org)**

# QUESTIONS & ANSWERS

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To submit your questions:

**Q&A function at the bottom of the Zoom**

or

**Email [M2M@duke.edu](mailto:M2M@duke.edu)**





Let's define **what we believe in**

Let's put those **beliefs into action**

Let's **take a stand**

That's how we create a community that is  
**stronger, healthier, and more just.**