How we started
Where we’re going
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.

**RESEARCH**
Accelerate research and its translation

**Goals**
- Engage community members as equitable partners in research.
- Build anti-racist and health equity processes into our research systems and enhance diversity in research participation.
- Promote translation of evidence-based scientific discoveries to improve minority health.

**EDUCATION**
Create education that is transforming

**Goals**
- Implement holistic admissions process for all academic programs.
- Train current and future health professions workforce that is intentionally anti-racist and anti-bias.
- Advance future careers in science and technology among underrepresented groups.

**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.
Duke University Health System
Moments to Movement plans
Advancing Health Together

Moments to Movement: Advancing Racial, Social and Health Equity

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

Health Outcomes
Quality of Life
Length of Life

Policies & Programs
Physical Environment (10%)
- Air & Water Quality
- Housing & Transit

Social & Economic Factors (40%)
- Education
- Employment
- Income
- Family & Social Support
- Community Safety

Clinical Care (20%)
- Access to Care
- Quality of Care

Health Behaviors (30%)
- Tobacco Use
- Diet & Exercise
- Alcohol & Drug Use
- Sexual Activity
Patient Care

EQUALITY

EQUITY
People of color have been the most impacted by COVID-19.
I feel like I belong at Duke
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
QUESTIONS & ANSWERS

To submit your questions:

Q&A function at the bottom of the Zoom
or
Email 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.**