



## **2023 EXECUTIVE SUMMARY ON EQUITY RELATED TO EMPLOYMENT, GOVERNANCE AND HEALTH CARE ACCESS**

Health equity is a journey without a final destination, one taken with empathy, attention and commitment. Throughout Bryan Health's nearly 100-year history, we have been committed to equity. In the 1946 20-year anniversary publication this call to action was given: "To contribute to the long list of sympathetic friends, who have undertaken, at much sacrifice and work, a perpetual service to the distressed and unfortunate in this unceasing profession to serve humanity." The care of our community has been unceasing and unwavering as we press *forward together*, providing every patient with an equitable opportunity to have their optimal outcome. Bryan Health is intentional about preparing the organization to reflect the communities it serves today, and for those that will need us tomorrow. It is explicitly represented in Bryan's Code of Conduct as a core action impacting all aspects of our work.

The reason is simple; we embrace being a place of belonging. We value and welcome every patient, provider, employee, volunteer and visitor regardless of their age, socioeconomic status, race, gender, ethnicity or sexual orientation.

The communities we serve are becoming increasingly diverse, as is our workforce. Our employees and patients represent many different races and nationalities, comprising individuals of every sexual orientation and political persuasion. This recognized and accepted reality demands that our team treats each colleague, visitor and patient with the utmost respect. To create environments that are attentive to belonging and inclusion, our designated organizational lead is Maria Isquierdo, Bryan Health System Vice President and Chief Human Resources Officer. However, we believe equity is everyone's role - the senior team, our trustees, front line caregivers and everyone who supports them.

Our efforts are represented through support, partnerships, programmatic development, recruitment of students and employees, mandatory education, supplemental opportunities for learning, our medical records and more. Data compiled reveals a respectable correlation between the demographics of our state and of our workforce. It also reveals that Nebraska is much more diverse in younger populations, and this shift magnifies the importance of this continuous work.

This does not mean we attach to every organization that solicits partnership or support. We have purposefully elected to narrow our visible and public partnerships with organizations that align with priorities in each medical center's community health needs assessment or meets criteria that projects meaningful impact on health related issues. This often precludes partnering with causes unrelated to our community health needs assessments, or with politically active organizations.

The contents of this executive summary will illustrate that we have work to do, but it also details a plethora of activity that reflects our commitment to continuously improve, learn, grow and connect with all constituents across Nebraska in meaningful and respectful ways – anchored in patient care and respect for the differing perspectives held by individual members of our team.

Forward. Together.

The Bryan Health Team



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## NEBRASKA DEMOGRAPHICS & TRENDS

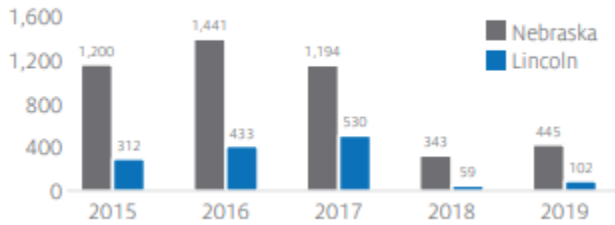
The included data from the U.S. Census Bureau’s 2018 American Community Survey and 2020 shows the increasing diversity in our communities and state. Projections show that the younger age demographics have greater diversity and will continue to trend in that direction. This data drives our health equity focus and strategy as we develop the workforce of today and tomorrow and prepare to care for future patients.

**Counties with Bryan Health medical centers  
by race & ethnicity by percentage, 2020 Census**

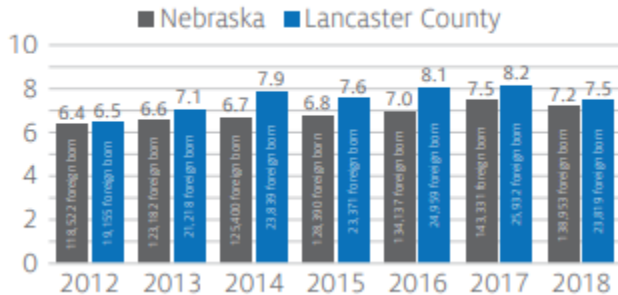
	White	Hispanic	Black	Asia	Mixed Race
State of Nebraska	76.9	12.3	5.4	2.8	2.5
Lancaster County	79.7	8.1	4.5	4.7	3.3
Hall County	62.9	31.4	3.9	1.4	1.7
Buffalo County	85.5	10.1	1.3	1.5	1.7
Saline County	66.6	28.0	1.8	2.9	1.5
Merrick County	90.9	5.8	0.8	1.0	1.2

\*Notable variations from state percentages

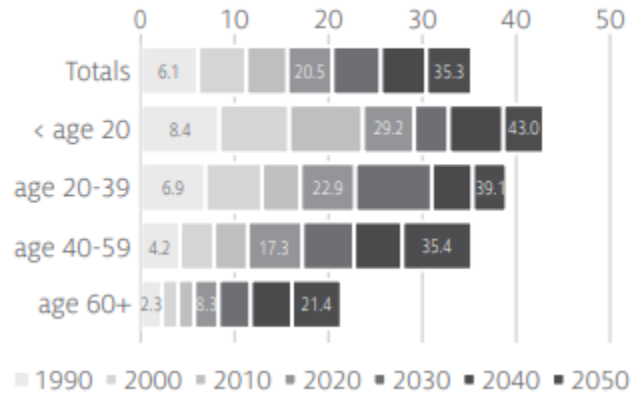
Number of Refugees Being Resettled in Nebraska and Lincoln



Foreign Born as a Percent of Total Population



Non-white or Latino as a percent of Lancaster County Population by Age





## TRUSTEE DEMOGRAPHICS

### Community Board Composition

#### Bryan Health

- Gender Diversity: 57% male, 43% female
- Racial Diversity: 86% white, 14% non-white

#### Bryan MEDICAL CENTER

- Gender Diversity: 60% male, 40% female
- Racial Diversity: 67% white, 33% non-white

#### Bryan CRETE AREA Medical Center

- Gender Diversity: 60% male, 40% female
- Racial Diversity: 80% white, 20% non-white

#### Bryan GRAND ISLAND Regional Medical Center

- Gender Diversity: 55% male, 45% female
- Racial Diversity: 100% white

#### Bryan COLLEGE OF HEALTH SCIENCES

- Gender Diversity: 34% male, 66% female
- Racial Diversity: 78% white, 22% non-white

#### Bryan MERRICK Medical Center

- Gender Diversity: 75% male, 25% female
- Racial Diversity: 100% white

#### Bryan KEARNEY REGIONAL Medical Center

- Gender Diversity: 77% male, 23% female
- Racial Diversity: 89% white, 11% non-white

#### Bryan PHYSICIAN NETWORK

- Gender Diversity: 50% male, 50% female
- Racial Diversity: 84% white, 16% non-white

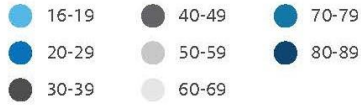
#### Bryan FOUNDATION

- Gender Diversity: 77% male, 23% female
- Racial Diversity: 91% white, 9% non-white

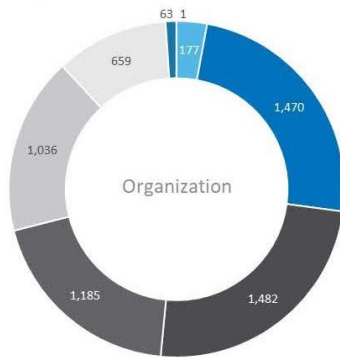


# Bryan Health Workforce

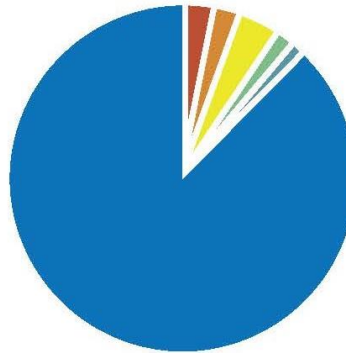
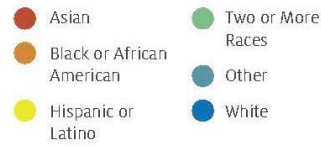
## Age



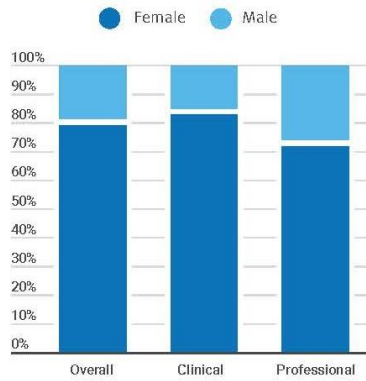
## Organization



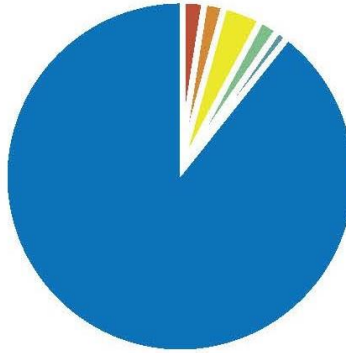
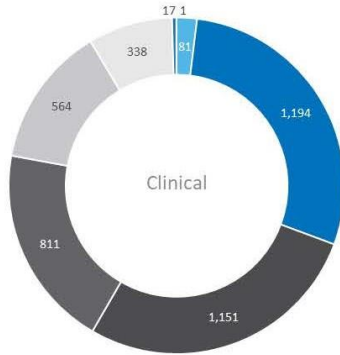
## Race and Ethnicity



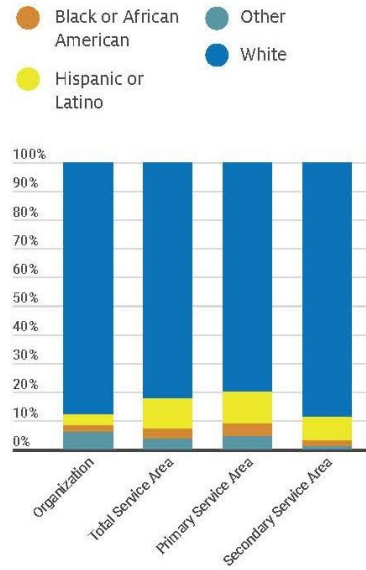
## Gender



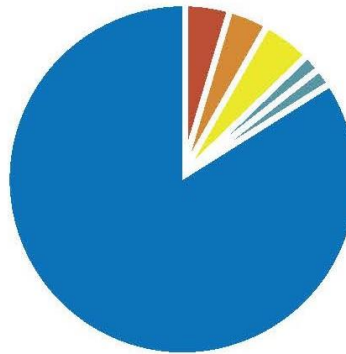
## Clinical



## Workforce by Race and Ethnicity in Service Area



## Professional





## LEADERSHIP

### ***The Executive and Senior Teams***

Bryan strives to have a leadership team that is reflective of the communities we serve. At present the executive and senior teams within the system include a Hispanic female as our *Chief Human Resources Officer*, a mixed-race *Chief Legal Officer* and a mixed-race *Chief Executive Officer*.

### ***Administrative Fellow Program***

The Bryan Health administrative fellowship was established eight years ago. This is a role for students who have recently completed their graduate degree in business, health care administration or public health. The individual becomes a member of the Bryan executive team for one year. They complete rotations with every member of the executive team, provide leadership to myriad projects throughout the system based on organizational need and personal interest, and may serve as an interim leader as needed. Fellows are selected on merit, not race or gender. To date there have been two African American women, two women of Indian descent, two Caucasian males and two Caucasian females. We hired five of the seven upon completion of their fellowship - the ones not hired moved to Atlanta and Los Angeles to be closer to family.

## BRYAN COLLEGE OF HEALTH SCIENCES

The Bryan College of Health Sciences (BCHS) has focused on increasing the diversity of its student body for many years. Since 2016, BCHS has seen a 14% increase in its global majority students, going from 10% to 24% in the 2022 class. They aim to be at 30% global majority students by 2030. Recruiting diverse students is only half of the puzzle; retaining students is of equal importance. BCHS retention rates for the 2022 school year were 91% for Asian, 100% for Black or African American, 100% for Hispanic/Latino, 95% for mixed race and 92% for white/non-Hispanic students.

The theme of the 2022-2023 academic year at BCHS was belonging. The Student Affairs team designed their co-curricular events and support services to fit within this theme. Throughout the year there were 52 different learning sessions offered for students and faculty addressing diversity, equity and inclusion. The college also saw students engaging academic and mental health support at an increased rate, as asking for help became more normalized. Additionally, belonging and inclusion are fostered at BCHS through peer tutoring and mentoring programs for students, diversity-related book discussion groups, campus activities promoted by the diversity club, and a focus on equity during the policy and decision-making processes. Through support from the Pace Woods Foundation, BCHS faculty and staff participated in an ACUE course on *Inclusive Teaching for Equitable Learning*.

Lincoln Public Schools approached Bryan several years ago about focused programs and suggested two high schools in affluent and homogeneous areas of the city. Bryan was clear it was only interested in partnering if the program was offered at Lincoln High, Lincoln Northeast or the new Lincoln Northwest High School, which are in socio-economic and racially diverse regions. During this first year it is proving everything hoped for – a remarkably diverse cohort, increased interest in health care careers, and, with funding the Bryan Foundation is securing, improved opportunities for these students to attend Bryan College of Health Sciences. The first cohort of students that began their coursework in fall 2022 was 71% female, 29% male, 57% white, and 43% non-white, and 64% of students were on free and reduced lunch.



Focused philanthropy also has been imperative to increasing student body diversity. Many of the scholarships offered to prospective Blue Healers are focused on non-traditional students, students of lower socioeconomic status and students of the global majority. Removing financial barriers to health care education and careers is another way Bryan and its generous donors show their commitment to equity.

## OUTREACH & RESPONSE

During the pandemic we tailored communication to diverse cultures, faith communities and languages. Two of our African American medical providers did presentations for the Black community on the importance of COVID vaccination and answered community questions, dispelling misinformation and fear. Dr. Robert Percell, Bryan Heart electrophysiologist, a graduate of a Historical Black College (HBC) was the vaccine content expert for a live broadcast. Dr. Dayana Patera, Bryan Physician Network internist, provided a vaccine awareness conversation in Spanish, hosted by one of our trustees, who also is Hispanic. It was broadcast in 13 states through social media. The Advancement division also worked closely with the Bryan Health executive team to produce both videos and letters to employees in response to the increased violence against Asian individuals during the pandemic as well as the killings of Ahmaud Arbery, Breonna Taylor, and George Floyd.

Crete Area Medical Center is an essential piece of the city of Crete's Welcoming Community plan - providing resources in English and Spanish to new residents of Crete on care options at CAMC. CAMC leaders and staff also are heavily connected with Crete Public Schools to encourage students to explore all aspects of health care including radiology, nursing and administration. CAMC also has responded to the needs and demographics of its community by adjusting its clinical workflows to optimize each patient visit to the facility, filling care gaps at every opportunity.

At Bryan Medical Center, the community relations team has engaged with over 40 non-profit organizations in the last year to strengthen Bryan's roots in the community. Health is so much more than what happens within the facilities walls; it also includes their lives before, during and after they engage with Bryan Health. To highlight the fruits of this work, the team met with Project Pink'd in spring 2023 to learn more about the work they do to support patients with breast cancer. They shared that they are working to get more of their materials in Spanish. This was a perfect entry point for Bryan to step in to get these uplifting resources into the hands of more Nebraskans facing breast cancer. The Project Pink'd Bryan Health Spanish *Box of Hope* launches in August 2023. The Bryan Health Advancement division has hired and retained two bilingual employees since May 2022. Spanish speaking fluency is chief to effectively communicating with the second largest and fastest growing demographic in Nebraska. As a health system, Bryan continues to diversify its workforce to be reflective of the communities they serve.

Lincoln Literacy has been a longstanding Bryan partner. During a spring 2023 meeting, the Lincoln Literacy team shared changes they have seen in the populations they are serving – now engaging with students within weeks of their arrival in Lincoln from their home country. They spoke of a recent session where students were learning the English words for family members. When they got to the word mother, the room erupted in tears. Many of the students would never see their mothers again or had witnessed the traumatic loss of their mother. The volunteer teacher was at a loss for how to proceed, while providing comfort and support to the class. These teachers needed resiliency training, so Bryan, a premier behavioral provider, stepped up to fill this need. Training will take place in October 2023 led by Dr. Ahsan Naseem. These are but a few examples of the strength and creativity of partnerships Bryan is engaged in to *elevate quality of life through better health*.



At Bryan Medical Center our Nutrition and Dining team is among the most diverse in the organization. Chef Nazim Kahn prepares dishes from around the world and exposes employees to food from a variety of cultures. Each month he and his team set up the “Faux’d Truck”, which is a faux food truck that travels to our Lincoln locations and provides a special, themed meal. Throughout the year the community relations team has teamed up with chef Nazim to provide education alongside his food, such as during Hispanic Heritage month. During Ramadan, a month of fasting, prayer and reflection in the Muslim faith, the NDS team leaves small snacks and other provisions out for employees breaking their fast at sundown. This small act of care demonstrates respect and acknowledgement for our employees of differing religious traditions. The Bryan pastoral care team also provides a variety of supports to our patients and their families, honoring their different faith traditions. This includes providing a multi-faith environment in our chapel, supplying prayer mats during Ramadan, and ensuring different faith texts or scriptures are available to patients and families. The chaplains also reach out to faith leaders in the community to provide support to patients who practice a faith that the onsite chaplain is not credentialed in such as seeking aid from the Islamic Foundation for a patient of Islamic faith; Christo Rey Catholic Church for a Spanish speaking Catholic patient; or a local ward of the Church of Jesus Christ of Latter Day Saints for our LDS patients. The chaplains do not come with a mission to proselytize but rather provide the unique spiritual support that each patient and family needs.

The Malone Center has been a pillar of the Lincoln community since its establishment in 1955. They serve all members of the Lincoln community with an intentional focus on Black Indigenous People of Color (BIPOC). Malone Maternal Wellness, a program focused on decreasing black infant and maternal morbidity and mortality rates, offers support for women and families through birthing classes, doula support, doula training, breastfeeding support and a milk share. Leadership from the Bryan Medical Center Women’s & Children’s division has worked closely with the Malone Maternal Wellness team to get feedback on the BIPOC patient experience, to enhance the medical staff’s relationship with doulas, and gain knowledge of how doula support leads to better patient outcomes. The Women’s and Children’s team also connects families with Malone Center resources and supports postpartum. In addition to our partnership on maternal wellness, Bryan has partnered with the Malone Center for their annual celebration of Juneteenth since 2016. The Back to School Bash hosted by Malone Center and Visionary Youth provides school supplies, new socks and underwear, free haircuts and a new pair of shoes to youth heading back to school. Bryan has provided significant financial support each year to ensure that kids have new shoes to start each school year.

The Bryan Physician Network (BPN) has clinics in Lincoln, Seward, Waverly, Grand Island and soon, Ashland. They serve patients who speak many languages, and with many different identities. BPN providers and all medical staff believe that all patients deserve respect and a safe environment to receive care. To highlight this commitment, Dr. Jessica Heckman was featured in the spring 2020 Journeys magazine. Dr. Heckman shared that she has over 200 Arabic patients who came to Lincoln as refugees. She works closely with the both the immigrant and refugee community but also those who identify as LGBTQ+, ensuring all who need care have a listening ear and a trusted place to access treatment.





## STRATEGIC PLAN – IMPROVE COMMUNITY HEALTH

The Elevate 2023 Bryan Health Strategic plan has five strategies, one of which is Improve Community Health. Within the strategy are four focus areas: data, health outcomes, workforce and education. This plan spans 202-2023. Encompassed here is the progress of the health equity strategy.

### **Data**

Knowing the race and ethnicity of our patients, employees and providers helps Bryan provide the highest level of care. It allows for stratification of outcomes to ensure equity and that medical providers are reflective of the community. Numerous studies show that outcomes are better when patients are served by a team who looks like them. With an intentional focus on patients, employees and providers, this tactic became operational in October 2022. Patient race and ethnicity demographics are collected on 93-95% of patients, putting us in the top decile of all Epic users for data 'completeness'. The team overhauled the demographic collection process and began using the Data Verification team as a safety net to ensure a high percentage of completeness.

Employee race and ethnicity is a requirement of the Equal Employment Opportunity Commission, putting this metric at 100%. This allows the workforce team to dig into the data and see where there are areas of opportunity and where the areas of greatest diversity are. Among providers there was no reporting required during privileging, credentialing and licensing processes. Bryan Medical Staff Services added race, ethnicity and languages spoken to the credentialing application in August 2022. As of June 2023, we have collected this information on 42% of the providers credentialed at Bryan. The process will be complete in April 2024, giving Bryan a full picture of its provider population and allowing us to connect patients and providers in a more meaningful way.

### **Health Outcomes**

Data begets Bryan's ability to stratify health outcomes. The 2023 strategic plan's Improve Community Health tactic is focused on behavioral health, cancer screening and hypertension. Bryan already focuses on these areas from a quality and performance improvement perspective, so this tactic places the lens of equity over the existing work. The cancer program has been at organizations such as the *Center for People in Need* providing information on cancer screening in Spanish, English, Vietnamese and Karen along with sunscreen packets for skin cancer prevention. A grant has been submitted to host a mammography event for underserved women in the community, removing barriers to screening. Bryan is also working in partnership with local gastroenterology groups to bring two female gastroenterologists to the community.

The behavioral health team developed a Men & Mental Health PSA in fall 2022, delivering a mental health message from five diverse community leaders. In reviewing the data from the screening tool after the PSA was run, we found a statistically significant increase in men taking a mental health screening on Bryan's website and an increase, though not statistically significant, in diverse individuals taking the screening. The team wrote a journal article and submitted for publication in the August 2023 Journal of Healthcare Management.

The behavioral health team has also engaged with several community non-profits such as *El Centro de las Americas* and Karen Society of Nebraska to strengthen programmatic relationships and resource sharing. Hypertension control is an organizational goal and health indicator. The team has utilized grant funding and collaborated with the American Heart Association to get more blood pressure cuffs to community members and to spread awareness." When stratifying their outcomes, they have discovered disparities by payor source and race. There has been an intentional focus on reducing these disparities in 2023. This intentional organizational focus on hypertension has also reduced or entirely eliminated



disparities in some demographics. In 2023 the team added a focus on maternal health outcomes, looking at the social determinants of health for this patient population and its impact on health outcomes. Vizient provides a health equity scorecard that looks at a variety of health outcomes stratified by race, gender, and socioeconomic status. This score card can be found on page 14 of this report.

### **Workforce Development**

A reflective workforce and leadership team is a cornerstone of health equity. Members of our executive team and a board trustee are engaged with HBCs to build pipelines for graduates, specifically physicians, to consider practicing at Bryan Health. The team has engaged with medical school programs to increase the number of students rotating at Bryan and providing residency opportunities within the system. This tactic is also focused on hiring diverse providers in behavioral health, primary care, OBGYN and pediatrics. To date they have secured two of four diverse providers as part of their goal - a Lincoln native of Vietnamese background providing primary care and a pediatrician of Southeast Asian descent.

System leaders are meeting to discuss innovative approaches to develop diverse leaders' system wide. Part of developing and recruiting a diverse workforce is looking internally at the hiring, development and promotion process. The Bryan Organizational Development team has been working to revamp the *Emerging Leader Program* to meet the changing needs of the workforce and will relaunch the program fall 2023.

### **Education**

Health equity is a journey each person in the organization is starting at a different place. As Bryan moves forward, education creates a shared understanding to give every patient an equitable opportunity to have a great outcome. Since the inception of the Improve Community Health strategy in June 2022 the team has hosted five affinity group meetings to get feedback from employees on the patient and employee experience at Bryan. The affinity groups are held bi-monthly and have covered the identities of English as a second language, religious diversity, LGBTQIA+, racial diversity and disability & neurodivergence. These groups are scheduled through 2023. The team has also been collaborating with women's & children's leadership to host a health equity education event for staff and providers across the Bryan Health system by the end of 2023. Catalyst, the education platform for employees, has a variety of health equity trainings that are under review for inclusion in annual training. Bryan's Education and Organizational Development team provides implicit bias training to leaders twice a year; this is currently an optional course.

## **ORGANIZATIONAL DEVELOPMENT & EDUCATION**

The Bryan Health Organizational Development and Education department provides in person and online opportunities to expand expertise and knowledge for both front line staff and leaders. In-person classes include unconscious bias and Leading at the Speed of Trust. Both of these courses help leaders build trust in their departments and understanding biases they may have that may impede a cohesive work group. With over 400 diversity training options available in Catalyst, Bryan Health's online education platform, employees and leaders have a variety of options to enhance their understanding of diversity. Annual diversity training is required for all employees.



## TRANSLATION

Bryan is accelerating its translation capabilities that currently includes on-site, contracted interpreters, employed translators such as Juanita Herrera, who helps countless women at Bryan Women's Care Physicians, and professionally translated collateral, shared system wide. Crete Area Medical Center has three dedicated interpreters along with other bilingual staff who can help patients who speak Spanish as their primary language. Community relations works closely with the marketing team to translate appropriate materials for community outreach events. Most recently, the cancer screening checklist was translated into Spanish, Vietnamese and Karen. The Bryan Performance Excellence team has conducted an analysis of the translation services offered and identified areas for improvement. Plans are being developed to fill these gaps for our patients and their families. NRC Health is the patient experience survey vendor for Bryan Health. The patient experience survey is provided to patients in their preferred language. Right now, NRC supports the survey in English and Spanish for Bryan Health patients. The patient experience team is working to expand the number of languages in which the survey is offered. Mindwise is the online behavioral health screening vendor for Bryan Health; at present the screening is available in English and Spanish. Additional languages are under consideration.

## GRANTS

Grants are another way for Bryan to provide opportunities, connect with communities and improve health outcomes.

### ***NIFA Healthy Housing Health Communities Grant***

Bryan is engaged in a planning grant administered by the National Council of State Housing Agencies through Nebraska Investment Finance Association (NIFA) to develop affordable housing for immigrants and refugees in Lincoln. The development would be on land owned by Bryan on the west side of Bryan West Campus. The intention would be to provide employment opportunities for those living in the development. Agencies engaged in plan development include Community Health Endowment, Lincoln Literacy, Family Services of Lincoln, Speedway and the Cultural Centers of Lincoln Collaborative. A plan will be brought to the board for consideration in late 2023 or early 2024.

### ***Immigrant & Refugee Job Training Grant***

In April 2023, the Nebraska Department of Economic Development awarded \$320,000 to Bryan College of Health Sciences to administer a grant for health care workforce training for refugees. The grant covers the tuition for students seeking training at Southeast Community College to become a CMA, surgical technologist, radiology technologist, respiratory therapist, pharmacy technician or LPN. If the individual was a nurse in their country of origin, the grant will cover the cost of verifying their credentials, taking the NCLEX prep course at BCHS and the NCLEX exam. Employment at Bryan is guaranteed for grant participants, who then must work at the organization for three years after completing their program. Lincoln Literacy is Bryan's partner in this grant, identifying students who are eligible and interested, and providing the necessary English classes for them to be successful in completing their health care training.

### ***City of Lincoln ARPA CNA Phlebotomy Grant***

The American Rescue Plan Act (ARPA) originated out of the COVID-19 pandemic and afforded money to cities and states to disperse to support individuals. Bryan College of Health Sciences applied for ARPA funds through the city of Lincoln to support low-income students to become CNAs and phlebotomists. The grant not only covers their tuition, it also provides a \$1,000 stipend to cover expenses such as lost wages due to attending the class, finding childcare, or securing transportation. Students have the flexibility to take the class at BCHS, Madonna or Southeast Community College.



### ***Bryan Health Rural Division OB Simulation Grant***

In 2020, 71% of counties in Nebraska were maternity care deserts according to the March of Dimes. A maternity care desert is defined as “any county without a hospital or birth center offering obstetric care and without any obstetric providers.” The rural division secured a grant to take obstetric simulation training to communities across the state, training providers to care for women in their communities and save lives. They have already seen the impact of this grant. A week after training, one provider had a patient experiencing post-partum hemorrhage and was able to successfully care for the patient due to recent simulation training. Health equity is not focused solely on race and ethnicity, rather it is the aim to provide every patient an equitable opportunity to have a great outcome regardless of socioeconomic status, location (rural vs. metro), belief system, race, ethnicity, language or other identifying factor.

### ***Lincoln Literacy Bryan Employee Classes***

Historically, Bryan has offered English classes for its employees through partnership with Lincoln Literacy. This was an unpaid opportunity and classes were paused during the pandemic. In spring 2023, Bryan and Lincoln Literacy secured a grant to reestablish onsite English courses for employees, and pay them for their time. Basic computer skills courses have been added, along with meetings with human resources staff to do career mapping to help employees reach their goals.



## COMMUNITY COLLABORATION AND BENEFIT

Connecting with community organizations to provide resources and support for patients before, during and after their time at Bryan Health contributes to better health outcomes. Strengthening relationships with these organizations helps Bryan reach untapped communities and provide information to improve the health of these communities. These relationships included programmatic support, presence at events including offering different screenings, sponsorship support, and/or partnerships.

Asian Community & Cultural Center\*  
 The Blake 5k\*  
 Boy Scouts of America\*  
 Camp Kesem \*  
 BikeLNK\*  
 CASA for Lancaster County  
 Center for Legal Immigration Assistance  
 Center for People in Need  
 BraveBeChild Advocacy Center\*  
 Clinic with a Heart\*  
 EduCare Lincoln\*  
 El Centro de las Americas\*  
 ECHO Collective  
 First Plymouth Congregational Church  
 Good Neighbor Community Center  
 Heartland Cancer Foundation\*  
 HopeSpoke\*  
 Indian Center\*  
 Karen Society of Nebraska\*  
 Las Voces  
 Lighthouse\*  
 Lincoln Arts Council\*  
 Lincoln Chinese Cultural Association  
 Lincoln Commission on Human Rights  
 Lutheran Family Service\*  
 Lincoln Lancaster County Health Department  
 Lincoln Literacy\*  
 LOSS\*

Malone Community Center\*  
 Matt Talbot Kitchen\*  
 Memories for Kids  
 MLK Youth Rally\*  
 Madonna\*  
 Make a Wish\*  
 Mourning Hope\*  
 NAMI Nebraska\*  
 Nebraska Appleseed  
 Nebraska Commission on Latino Americans  
 Nebraska DHHS Office of Health Disparities Health Equity  
 Nebraska Folklife\*  
 Nebraska Trails Foundation\*  
 Nebraska Stroke Association\*  
 No Footprint Too Small\*  
 Nuer Community Development Services in U.S.A.  
 Nebraska Folklife\*  
 Our Dream Achievers  
 Partnership for a Health Lincoln\*  
 Project Pink'd\*  
 Ponca Tribe of Nebraska  
 Proyecto Cultural  
 Seniors Foundation\*  
 United Way of Lincoln Lancaster County\*  
 Visionary Youth  
 We Care Foundation\*  
 YWCA Lincoln

\*denotes organizations that have received financial support through Bryan’s community benefit fund 2022/2023.



# HEALTH EQUITY SCORECARD

Bryan Medical Center Vizient Scorecard – 2022

- Equity										
Measure Set	Q&A Year	Gender			Race			Socio economic status (SES)		
		Males	Females	Significance	White	Black, Asian, Native American/Alaska Native, Pacific Islander/Native Hawaiian, Other, Unknown, Declined, Unavailable	Significance	Non-low SES	Low SES	Significance
Sepsis Lactate Timing	2020	2.66 hr (n=439)	2.46 hr (n=405)	Unequal	2.51 hr (n=773)	3.11 hr (n=71)	Equal	2.81 hr (n=614)	1.91 hr (n=230)	Equal
	2021	2.01 hr (n=530)	2.78 hr (n=394)	Equal	2.42 hr (n=838)	1.59 hr (n=86)	Equal	2.58 hr (n=694)	1.61 hr (n=230)	Equal
	2022	1.57 hr (n=504)	2.11 hr (n=386)	Caution	1.85 hr (n=805)	1.36 hr (n=85)	Equal	1.93 hr (n=637)	1.48 hr (n=253)	Equal
Sepsis Mortality O/E	2020	1.17 (n=439)	1.34 (n=405)	Equal	1.27 (n=773)	1.00 (n=71)	Equal	1.32 (n=614)	1.04 (n=230)	Equal
	2021	1.00 (n=530)	1.12 (n=394)	Equal	1.06 (n=838)	0.98 (n=86)	Equal	0.99 (n=694)	1.28 (n=230)	Equal
	2022	0.87 (n=504)	0.85 (n=386)	Equal	0.78 (n=805)	1.41 (n=85)	Caution	0.79 (n=637)	1.06 (n=253)	Equal
NSTEM/Troponin Timing	2020	0.20 hr (n=184)	0.61 hr (n=91)	Equal	0.36 hr (n=253)	0.02 hr (n=22)	Equal	0.40 hr (n=229)	0.01 hr (n=46)	Equal
	2021	0.38 hr (n=189)	2.27 hr (n=102)	Equal	LV	LV		1.04 hr (n=243)	1.08 hr (n=48)	Equal
	2022	1.02 hr (n=145)	1.02 hr (n=121)	Equal	0.94 hr (n=239)	1.73 hr (n=27)	Equal	1.01 hr (n=221)	1.06 hr (n=45)	Equal
NSTEM Mortality O/E	2020	1.11 (n=184)	0.82 (n=91)	Equal	0.90 (n=253)	1.43 (n=22)	Equal	0.99 (n=229)	0.94 (n=46)	Equal
	2021	1.11 (n=189)	0.96 (n=102)	Equal	LV	LV		0.94 (n=243)	2.20 (n=48)	Equal
	2022	0.92 (n=145)	0.77 (n=121)	Equal	0.94 (n=239)	0.58 (n=27)	Equal	0.87 (n=221)	0.65 (n=45)	Equal
Maternal Hemoglobin Change	2020				1.10 g/dL (n=1122)	1.27 g/dL (n=216)	Caution	1.17 g/dL (n=966)	1.02 g/dL (n=372)	Unequal
	2021				1.06 g/dL (n=1038)	1.25 g/dL (n=233)	Equal	1.10 g/dL (n=887)	1.07 g/dL (n=384)	Equal
	2022				1.09 g/dL (n=1063)	1.07 g/dL (n=235)	Equal	1.14 g/dL (n=921)	0.96 g/dL (n=377)	Unequal

Each year Vizient prepares a scorecard for the organization. In 2022 Bryan Medical Center performed well, having an unequal outcome only in Maternal Hemoglobin Change. The change was greater for patients of non-low socioeconomic status - meaning patients of lower socioeconomic status had lesser change in maternal hemoglobin, which is the desired outcome. Areas of caution for 2022 did include Sepsis Lactate testing by gender and Sepsis Mortality O/E in white versus non-white patients.

## REGULATORY REQUIREMENTS & ELECTRONIC MEDICAL RECORD

### CMS

Hospital Commitment to Health Equity is a new structural measure instituted in CY 2023 by CMS. It requires attestation in five areas: equity is a strategic priority; data collection; data analysis; quality improvement; and leadership engagement. CMS Inpatient Quality Reporting has placed two new screening measures for social drivers of health and for the social driver screen-positive rate for every adult hospital admission. This is voluntary in 2023 and required in 2024. The quality team is working to develop processes and procedures to ensure all measures are met, collaborating closely with the Epic team to assess the current state and transition workflows.



## **Joint Commission**

Effective January 1, 2023, the Joint Commission instituted the following health equity standards. “Reducing health care disparities for the organization’s patients is a quality and safety priority” underneath which sit the following requirements: “The organization designates an individual(s) to lead activities to reduce health care disparities for the organization’s patients, the organization assesses the patient’s health-related social needs and provides information about community resources and support services, the organization identifies health care disparities in its patient population by stratifying quality and safety data using the sociodemographic characteristics of the organization’s patients, the organization develops a written action plan that describes how it will address at least one of the health care disparities identified in its patient population, the organization acts when it does not achieve or sustains the goal(s) in its action plan to reduce health care disparities and at least annually, the organization informs key stakeholders, including leaders, licensed practitioners, and staff, about its progress to reduce identified health care disparities.” The medical center must also collect the patient’s race and ethnicity in the medical record. Joint Commission National Patient Safety Goals, effective July 1, 2023, include “Improving health care equity for the hospital’s patients is a quality and safety priority”. This goal includes the same provisions and requirements of the standards.

## **Epic**

Bryan Health moved to the Epic electronic medical record in spring 2018. After many months of preparation, Sexual Orientation and Gender Identity (SOGI) modules were launched in Epic. This initiative includes provider and staff education on SOGI, how to ask patients SOGI questions, and the importance of having this information when caring for patients. Since then, SOGI education and training is included in the annual diversity CBL for all employees and employed providers.

Within Epic are the Social Determinants of Health (SDoH) Dashboard and the Maternal Equity Dashboard. The SDoH wheel follows 11 factors with the ability to trend answers over time. It is color coded to indicate where patients fall within each factor and allows staff and providers to tailor referrals appropriately. The Maternal Equity Dashboard looks at severe maternal morbidity incidence for deliveries, postpartum 30-day admission rate for deliveries, blood loss greater than 1000ml rate for deliveries, hypertensive emergency rate for deliveries, average time to treatment for hypertensive deliveries, perinatal Edinburgh postpartum depression screening rate for deliveries, postpartum visit attendance rate for deliveries, MyChart activation rate for deliveries, C-Section rate for NTSV (nulliparous, term, singleton, vertex) deliveries, preterm delivery rate for births, low birth weight rate for births, and fetal death rate for births by race, ethnicity and preferred language. This dashboard is implemented across the Bryan Health System and allows the Women’s & Children’s leadership team to identify disparities in care and create action plans to address them. An additional Epic feature that promotes equity is availability of the MyChart app in Spanish.