

#123forEquity Case Study



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INSTITUTE FOR DIVERSITY
in Health Management
An affiliate of the American Hospital Association

RENOWN HEALTH

EQUITY OF CARE INITIATIVES

Renown Health is a not-for-profit integrated health network and accountable care organization serving a 17-county region that includes northern Nevada and northeast California. Renown's specialties include a children's hospital; institutes for cancer, neurosciences, and heart and vascular health care; and the region's only Level II Trauma Center.

RENOWN HEALTH

EQUITY OF CARE INITIATIVES

In 2014, Renown developed a diversity and inclusion committee that is leading diversity and health care initiatives throughout the organization. The committee, composed of clinical and nonclinical staff, partners with local organizations that support diversity and inclusion within the community. The diversity and inclusion committee's efforts increase the awareness of Renown Health's health equity initiatives. The committee's initiatives and activities include sponsoring the Reno Pride Festival, the Northern Black Cultural Awareness Society and a Martin Luther King dinner celebration. The committee also provides support to Eddy House, a center for homeless youth in northern Nevada. The most successful initiative to date is Renown's annual Diversity Day.

Diversity Day

Each year, the committee hosts a Diversity Day fair, a celebration that has been a tremendous success at Renown Health. All Renown Health employees are invited to this event and more than 800 attend. The fair hosts vendors that support diversity efforts in the community and features entertainment and food prepared by Renown's nutrition department. Entertainment headliners have included the Note-Ables, a musical group of individuals with disabilities.

Diversity and Inclusion Committee Impact and Highlights

- Renown Health has introduced a voluntary designation form to gain a better understanding of the demographics of its employees. Employee demographics are then compared to the community population.
- In 2016, Renown Health developed an [interactive map](#) to show all employees' heritage, by city and/or country.
- In 2015, the committee launched the "[Diversity Heals](#)" video at Diversity Day to highlight the diverse backgrounds and languages of employees in the health network. The video is also used by the human resources department for recruitment efforts.

Lessons Learned

- Implementing successful diversity and health care equity initiatives is an organization-wide effort.

EQUITY OF CARE FOCUS AREAS

Increasing the collection and use of race, ethnicity, language preference and other socio-demographic data

Increasing cultural competency training

Increasing diversity in leadership and governance

For more information about the #123forEquity Pledge:

EquityofCare.org

(312) 422-2630

- The diversity and inclusion committee's ability to network within the community is key to establishing strong partnerships.

What's Next?

- Renown Health will continue staff education on cultural competency and the importance of a diverse workforce.



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