



# ZUCKERBERG SAN FRANCISCO GENERAL Hospital and Trauma Center

## Advancing Equity.

In this quarterly staff newsletter, we hope to educate, advocate, and inspire efforts to advance equity across our organization.



**EQUALITY**



**EQUITY**

***"Health equity means everyone has a fair opportunity to live a long and healthy life. Those with the greatest needs and least resources require more efforts to equalize opportunities."***

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## Re-Introducing the Equity Council

*Learn More About the Council's Structure and Priorities*

In 2017, ZSFG established an Equity Council with hospital leaders and front-line staff to empower our community to eliminate disparities and promote inclusion.

With the recent departure of our Director of Equity Strategies, we have re-structured our Equity Council in order to ensure the work continues, now more than ever. We also revisited our priorities, responsibilities, governance and structure.

[Read More](#)

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## An Equitable Approach to Workforce Priorities

*Meet Dante King, Our New SFDPH Director of Workforce Equity Strategies*

For many years, Dante King has focused professionally and personally on the advancement of justice and equity for the underserved, under-acknowledged, and under-privileged communities and populations.

Recently, he was appointed to the position of the SFDPH Director of Workforce Equity Strategies and Programs.

"I like making meaningful change, and I like results," he said.

We connected with him to learn more about his approach, his experiences, and his priorities while at SFDPH.



*Dante King, SFDPH Director of Workforce Equity Strategies and Programs*

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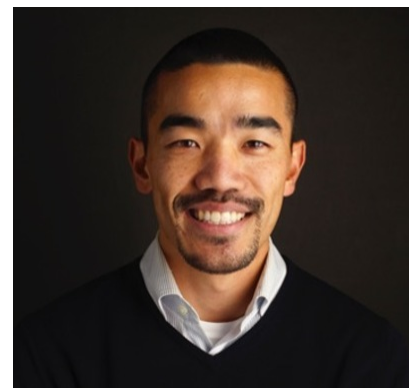
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## Meet our Newest Equity Council Member

*Get to Know Will Huen, MD*

Will Huen, MD serves as Associate Chief Medical Officer for quality and lean at ZSFG, and he recently joined the Equity Council so he can bring his deep expertise and experience to the work of the team.

"We can't provide truly high-quality care until we have also resolved inequities in care," he says. "We need an organizational commitment for vigilance and improvement."



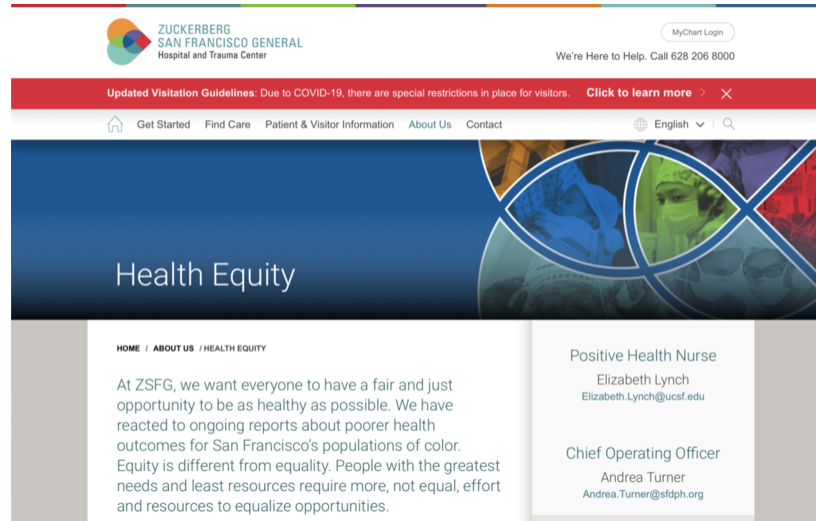
*Will Huen, MD, Equity Council Member*

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# A Window Into Our Equity Work

## Public Website Live!



For many years, we have been approaching inequities in our organization from multiple angles – from addressing them in our own workforce, to systematically identifying health disparities among our patients. As of this week, we now have an online space to highlight that work to the world.

This week we launched a new page on our public website featuring the work we do and our commitment to advance equity at ZSFG. We hope this space will reinforce to the communities that we serve that we are dedicated to delivering the most equitable and compassionate health care.

[Visit Website](#)

## The Journey to Equity for the Rehabilitation Services Department

### *Staff Training and A Racial Equity Committee*

When it comes to addressing equity within a team, it's necessary to have a collective effort and commitment so individuals can learn and grow together.

For the Rehabilitation Department, they have found success in their equity journey through extensive staff training, being vulnerable to have difficult conversations together, and ultimately developing a Racial Equity Committee to understand how to create an equitable environment.

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# Equity Research

## **CARING FOR EMERGENCY DEPARTMENT PATIENTS WITH COMPLEX MEDICAL, BEHAVIORAL HEALTH, AND SOCIAL NEEDS**

*The Journal of the American Medical Association*

Patients presenting to the Emergency Department with complex medical and psychosocial needs are often unable to pursue conventional outpatient care. Unaddressed social needs result in poor patient outcomes, repeated visits to the Emergency Department, and frequent hospital readmissions. Patients with complex social needs require an approach to care that transcends the usual dichotomy of the standard discharge versus hospitalization.

"By focusing on patients' self-identified needs— housing, food, social services, etc.—health care teams can successfully build rapport with patients who have often experienced difficulty navigating health care," reported the study completed by Dr. Jack Chase and Dr. Jenna Bilinski from the Social Medicine Team and Dr. Hemal Kanzaria, ZSFG Medical Director.

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## **THE PATHOGENESIS OF RACE AND ETHNIC DISPARITIES**

*Clinical Journal of the American Society of Nephrology*

Kidney disease is not immune to health care disparities. Kidney failure rates are improving but remain up to two times higher for Black individuals and other minorities, with kidney failure occurring up to 5 years earlier. Studies show Black individuals have a steeper decline in kidney function starting at an earlier age. When Black individuals and other minorities acquire kidney failure, they are often less likely to have knowledge of different therapies prior to dialysis initiation.

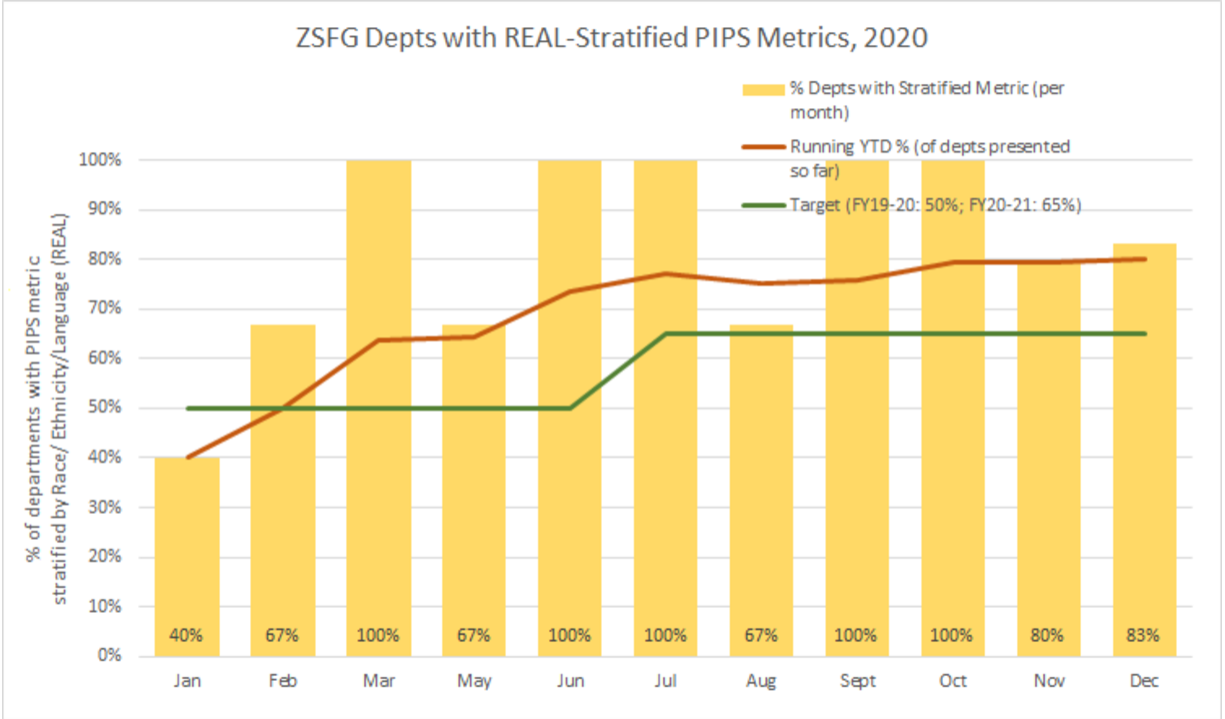
"Providing everyone the same threshold for initiating interventions to address health challenges may represent equality, but giving everyone interventions that they need (i.e., equity) will be far more effective," reported the study completed by Dr. Neil Powe, Chief of Medicine at ZSFG.

[Read More](#)

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## **PIPS Equity Efforts at ZSFG**

*January-December 2020*



*Percentage of Departments that Stratified by REAL.  
The orange line represents actual performance, compared to our goal in green.*

The chart shows the percentage of departments who reported to PIPS and stratified at least one metric by Race, Ethnicity, and Language (REAL) in 2021. Our target goal was 50% in the first half of the year and 65% on the second half. We were able to reach 80%.

The PIPS standard work is one tool that our organization uses to measure our success using metrics. One objective within our equity goals is to gather more REAL data across our departments to help us identify any potential disparities that we can work together to bridge the gap.

## CONTACT US

Contact the ZSFG Equity Council:  
[ZSFGEquityCouncil@sfdph.org](mailto:ZSFGEquityCouncil@sfdph.org)

To access Equity tools and resources visit:  
[The ZSFG Equity Resource Page](#)

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