

Addressing Stigma & Bias Workgroup Meeting
Thursday, July 16, 2020

Meeting location:

Video: <https://us02web.zoom.us/j/9695332832>

Call: 346 248 7799 ID: 969 533 2832

MATERIALS

June Minutes, July Agenda, Action Plan Worksheet

AGENDA

- 4:00 Approve June Minutes | *Anita Sulaiman*
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- 4:05 Recap of Action Items | *Kinsey Gray*
 - Webinar Updates
 - Decided to partner with WSMA on a Health Equity Mini-Series to engage the most participants and provide the best content.
 - First webinar will be Cultural Agility: Creating Sustained Systemic Change in Health Care on September 1
 - Kind of a general topic- is there a reason for this?
 - Concept is general principles to be applied to ensure cultural agility
 - Key principles to follow to ensure this is happening and not letting bias show, patient centered approach to understanding
 - 3 key this: raise awareness and definite equity, make it a priority- add to strategic plan, mission statement
 - What causes systemic change?
 - Second webinar will be on LGBTQ Health Care on October 9
 - Jessica has been looking at the human rights website to help determine potential speakers- looking at health equity leader awards
 - Virginia Mason will be one speaker Dr. Davee (spelling?)
 - Jefferson- recognized as leader in LGBTQ health equity
 - Really great because it's smaller community
 - Legacy in Salmon Creek-not responding, possibly furloughed right now
 - Sharing report from Bree Collaborative with speakers
 - Grid w/ 3 key areas to be addressed
 - Will frame presentation around that
 - It's been found that there is a lot of information around taking a history and physical

- Possibly take a deeper into this topic for future webinar
- [Webinar Information Can be Found Here:](#)
- Seattle Children's Health Equity conversation
 - Really great and productive conversation with Seattle Children's and their center for Diversity and Health Equity
 - Neena from the center is on the call with us
 - Their work is mainly around helping departments determine how to measure health equity in the data they are capturing as well as health equity research
 - Through them I became connected with centers at MultiCare, Valley Medical and CHI Franciscan
 - I'm thinking that it could be great to add a panel discussion in November as a third webinar series on health equity with WSMA
 - My thought is that each center can discuss their experience in implementing this work; what challenges they faced in getting started, where they are now, what impact has it had on patient care and where they are going
 - UW - Pat Dawson
 - MD for Healthcare Equity
 - It could be good to have each organization share what they're excelling or what work they're doing that's unique from others
- 4:20 Project Plan Updates & Discussion | *Anita Sulaiman*
 - Purpose: Refined (a) added "system level" (b) LGBT to LGBTQIA+
 - Discussion around LGBTQIA+ language and usage
 - Human rights campaign website uses LGBTQ; the IA+ is an emerging term to use than we can change and use
 - Bree didn't add IA+ plus in recommendations due to medical relevance
 - Do we need to include IA+ in our definition and work?
 - We should keep it in the interest of being inclusive
 - There could be multiple levels
 - Include IA+ in the workgroups plan and overall work but then the webinar content is specific to LGBTQ community
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 - Goal #1: Create Awareness Campaign around stigma & bias
 - 2 webinars planned in partnership with WSMA (September & October)
 - Potential 3rd webinar as a panel discussion with representatives from various Health Equity, Diversity and Inclusion centers (November or December)
 - Great job on progress
 - Nothing to update
 - 1 blog post for August
 - Task: Determine Existing Knowledge on care to reduce stigma bias
 - *Postpone until Bree/Amy is ready (possibly Fall/Winter 2020)*
 - Goal #2: Identify behavioral health sub-topics: target communities (in addition to LGBTQIA+)
 - *Proposal: Select 1 sub-topic*
 - *Recommendation: Mental Health*

- Narrow further- focus on suicide care or suicidality can make more impact than just mental health
- Do we have the right people at the table?
 - Part of Bree recommendations; along with a webinar topic from February
- State behavioral health report says the Fall is when we will see highest rise in suicidality
- Dig deeper, late Fall early winter
 - We have resources and a network of experts to assist
- Webinar deck for recommendations?
 - Just began implementation arm of Bree
 - Can we get the recommendations put into a webinar form?
 - We can absolutely share out webinar
 - Implementation checklist “cliff notes version of report”
 - Explanation of checklist work
 - Actionable items written into guidelines and report
- We need to be specific to have an actionable plan
- Likes the idea of having a panel with a broader topic and then zeroing in on specifics later
 - Trying to determine 2 focus areas: LGBTQIA+ and mental health
 - Should we add suicidality to the mental health focus
- Goal #3: Determine areas where already developed BREE tools & resources can be implemented
 - Amy sending LGBTQ report, recommendations, and checklist
 - Amy expanding to include others
 - Amy/Kinsey to send out information to workgroup
- Goal #4: Create training for providers that will address stigma & provider bias, particularly towards people within the target communities
 - Training in 2020 will fall under webinars
 - Webinars are less training and more creating awareness on topics
 - Trainings are long educational programs over multiple days
 - Define Training
 - Maybe it's “promote “training and not “create” training
 - We can promote via centers and organizations doing this work
 - Include systemic racism
 - Slide Deck from the State- plan to target higher risk populations
 - reflect on this work
 - In a few months maybe we can have them share their experience and process for doing this
- 4:50 Next Steps and Action Items
 - Kinsey to have calls with additional health equity centers and report back to group
 - Kinsey to update action plan
 - Amy/Kinsey to send our Bree information to workgroup

Next Meeting: August 20, 4:00-5:00PM