



American Hospital Association®

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AHA Recognizes Hospitals with the Equity of Care Award

First year the award will be given to hospitals promoting diversity, reducing health disparities

WASHINGTON (July 8, 2014) – Massachusetts General Hospital (MGH) in Boston will receive the first-ever AHA Equity of Care Award, the American Hospital Association (AHA) announced today. The award recognizes hospitals for their efforts to reduce health care disparities and promote diversity within the organization’s leadership and staff. Henry Ford Health System in Detroit; Lutheran HealthCare in Brooklyn, N.Y.; and University Hospitals in Cleveland will be awarded as honorees. The award will be presented July 21 at the Health Forum/AHA Leadership Summit in San Diego.

“The work of these hospitals and health systems in promoting and improving equitable care is something the field can embrace and build on,” said AHA President and CEO Rich Umbdenstock. “They are leaders who are pushing us forward to ensure that all patients receive the highest quality of care and that hospitals reflect the communities they serve.”

MGH has been a leader in the health care field on efforts to increase diversity and reduce disparities in care. MGH has undertaken efforts to increase the diversity of its leadership and governance and developed hospital-wide cultural competency standards, as well as specific cultural competency education and training programs for physicians, nurses and caregivers. Its Disparities Solution Center serves as a national, regional and local resource for hospitals and other key health care stakeholders that want to move the issue of disparities beyond research and into policy and practice. In addition, MGH has implemented programs that have improved

patient experience and outcomes; eliminated racial and ethnic disparities related to diabetes management, colorectal and breast cancer screening; and enhanced quality of care for patients with limited English proficiency.

The AHA Equity of Care Award was created to recognize outstanding efforts among hospitals and care systems to advance equity of care to all patients and to spread lessons learned and progress toward achieving health equity. In 2011, the AHA joined four national health care organizations to issue a call to action to eliminate health care disparities by focusing on increasing the collection of race, ethnicity and language preference data; increasing cultural competency training; and increasing diversity in governance and leadership.

The Equity of Care Award will be presented annually by the AHA. Hospitals were required to complete an application describing their efforts to provide equitable care and had to participate in the Institute for Diversity in Health Management's most recent benchmarking survey on diversity and disparities.

Highlights of the Equity of Care Award honorees' programs

Henry Ford Health System – Detroit

Henry Ford Health System (HFHS) has undertaken many efforts to increase diversity in its leadership and governance, providing professional and personal growth opportunities for employees who help identify a diverse set of employees to serve on health system committees. In addition, at least 20 percent of employees in HFHS's leadership training academies and succession plans must be women and minorities, and candidates interviewed for director positions and above must reflect the diversity of the available applicant pool. Cultural competency training for physicians and leadership is a core function of HFHS's health care equity efforts. HFHS also works with faith-based and community partners to improve health, wellness and equity. The use of quantifiable goals and metrics promotes continued progress.

Lutheran HealthCare – Brooklyn, N.Y.

Lutheran HealthCare has partnered with community-based organizations, faith-based organizations and others on its many efforts to reduce health care disparities for the diverse

communities it serves. The health system also has led outreach efforts that have brought education and resources to community members to engage them in primary care and preventive services. Ensuring diversity in its leadership, governance and staff also is a priority for Lutheran HealthCare, where sixty-one percent of staff is bilingual, and all new employees receive cultural competency training during orientation.

University Hospitals – Cleveland

University Hospitals (UH) has undertaken many efforts to increase diversity in its leadership and governance. Currently, 25 percent of UH's board of trustees are minorities and UH has developed a number of internal programs and partnerships with the community that have helped increase diversity in the health system's staff and leadership ranks. UH has partnered with more than 100 community stakeholders on initiatives to reduce disparities in care. In addition, UH is implementing a strategic expansion plan that includes efforts to increase access to care and access to opportunity for historically excluded minority- and female-owned contractors, suppliers and laborers.

About the AHA

The AHA is a not-for-profit association of health care provider organizations and individuals that are committed to the improvement of health in their communities. The AHA is the national advocate for its members, which include nearly 5,000 hospitals, health care systems, networks and other providers of care. Founded in 1898, the AHA provides education for health care leaders and is a source of information on health care issues and trends. For more information, visit the website at www.aha.org.

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