

Impact4Health, LLC, is dedicated to helping hospitals and healthcare systems develop systemic solutions that reduce healthcare inequities and to foster inclusive workplace cultures that better support the communities they serve.



# Health Equity As Strategy™

## 4 Integrated Areas Of Focus

### Strategic Commitment

Beliefs and priorities established at the executive level and reflected in leadership decision-making have a direct connection to a high quality of patient care.

### Workforce Commitment

An inclusive mindset in a workforce that reflects patient and community demographics and who share a commitment to equity are key influencers to fostering responsive patient care.

**We recognize that healthcare leaders are focused on many issues - paramount of these are resolving inequities, reducing the total cost of care, retaining their team members, and engaging their community. We provide perspective and solutions to assess capabilities, establish direction, and align best practices that deliver equitable health outcomes.**

### Patient Experience

Individuals have specific needs in order to achieve optimum health and well-being. Organizations are obligated to consider peoples' whole lives as they provide health services in their communities.

### Accountability

Improving health outcomes in an organization is reflected in its programs, people, practices, and community investments, and demonstrates a commitment to improving health equity.



# Our Primary Focus: Aligning Vision, Strategy, and People



## **EXECUTIVE ADVISORY: ESTABLISHING THE VISION FOR TRANSFORMATION**

Leading an organization to make fundamental changes in organizational values and decision-making practices can be simultaneously daunting and delicate. We partner with executives to work through challenging situations, to navigate politics and perceptions, and to develop confidence in leading key initiatives necessary to achieve a culture shift.



## **HEALTH EQUITY STRATEGY: SETTING EXPECTATIONS FOR THE FUTURE**

Decisions about financial stability, employee engagement, and patient experience have far reaching implications. An organization's ability to define, deliver, and measure equity as a strategy is comprised of many facets. We provide strategic planning and operational assessment services in alignment with best practices and requirements from leading healthcare groups, e.g., American Hospital Association, The Joint Commission, Centers for Medicaid and Medicare, and the Institute for Healthcare Improvement.



## **ORGANIZATIONAL DEVELOPMENT: ENSURING CAPABILITY TO DELIVER EXCEPTIONAL CARE**

People deliver the strategy. Changing people's beliefs and actions to develop a culture of inclusion requires direction, focus, and commitment. We provide solutions that help organizations integrate their staff engagement, functional capabilities, talent development, and communication practices to promote delivery of exceptional patient care and always mindful of the wellbeing of all staff.



## Consulting Services and Technical Assistance

**No two hospitals or health systems are alike. We begin our work with a desire to understand the unique factors that a health system must address in serving its patients and being an employer of choice. Our work centers on creating strong commitments and actionable plans for critical priorities that result in high quality and equitable care.**



### EXECUTIVE ADVISORY

- Executive Coaching
- Board Development
- Inclusive Leadership Development
- Strategy Alignment
- Overcoming Systemic Racism



### HEALTH EQUITY STRATEGY

- Current State Analysis
- Assessment Against Industry Best Practices
- Addressing Unconscious Bias In Clinical Settings
- Community and Patient Engagement



### ORGANIZATIONAL DEVELOPMENT

- Health Equity And Diversity Council Development
- Employee Surveys, Stakeholder Interviews, Focus Groups
- Inclusive Behavior Assessment and Development
- Wellbeing In The Workplace

# Programs

INNOVATIONS TO ADVANCE HEALTH EQUITY



## EXECUTIVE ADVISORY

### Inclusive Leadership 360

Making the Unconscious,  
Conscious

## HEALTH EQUITY STRATEGY

### Inclusion Scorecard For Population Health™

Current State Assessment and  
Future State Roadmap

## ORGANIZATIONAL DEVELOPMENT

### ChoicePoints4Health™

Wellbeing in the Workplace

# Workshops

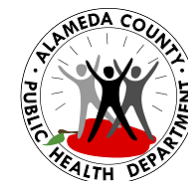
- Executive Media Readiness
- Building the Hospital Board's Playbook for Health Equity
- Addressing Workplace Racism
- The ACE Mindset for Difficult Conversations

- Building a Health Equity Strategy
- Listening Sessions
- Health Equity Rounds\*
- Culturally Effective Care
- Forming Patient Advisory Councils

*\*Provided in partnership with Dr. Italo Brown, Assistant Professor of  
Emergency Medicine, Stanford Medical School*

- Establishing and Supporting a Health Equity Diversity and Inclusion Council
- Employee Engagement Surveys on Inclusion and Belonging
- Interrupting Unconscious Bias
- Forming and Leading Employee Resource Groups

# Clients





INNOVATIONS TO ADVANCE HEALTH EQUITY

## ABOUT US

Impact4health (I4H) was established to tailor consultations and advisory services to the healthcare and public health sector. I4H's multidisciplinary team of experienced healthcare professionals supports transformative work to advance health equity. These services focus on leadership, workforce, providers, nurses, patients, and other healthcare populations. We work across the nation with major nonprofit health systems, public health departments, and essential hospitals serving diverse communities.

We were founded in 2015 by Maria Hernandez, PhD, as a consulting division within InclusionINC and are dedicated to advancing innovations in health equity. InclusionINC was founded in 2001 by Shirley Engelmeier and was instrumental in transforming the conversation on workforce diversity to inclusion as a business strategy. For over 22 years, InclusionINC has worked with Fortune 100 corporations, major nonprofits, and academic settings to create a culture of inclusion that fosters high employee engagement, productivity, innovation and a sense of belonging.

[www.Impact4Health.com](http://www.Impact4Health.com)

info@impact4health.com 1.510.550.7182