

## The Other Safety: Be ‘Color Brave’

By Kimberlydawn Wisdom, M.D., M.S., Senior Vice President of Community Health & Equity and Chief Wellness & Diversity Officer at Henry Ford Health System



A career in health care means having conversations that would be uncomfortable to most people. Referencing body parts, bodily functions, disease and death are part of our everyday vocabulary. But what about conversations around race, ethnicity and gender? How comfortable are you having those uncomfortable conversations?

Talking about these topics can make people feel so uncomfortable they are simply silent and feel ill-equipped to engage out of fear of offending. It’s easier to bury our heads in the sand. Admittedly, it’s challenging to feel empowered and safe enough to have an uncomfortable conversation about race, ethnicity and gender and make it productive.

We are aiming to empower members of our team to view the workplace as a safe environment where we feel prepared to have those conversations. What we’ve found is that it makes us a better team. We include not just race and gender, but people with different talents, backgrounds, educations, and life experiences when we are in a design phase and asking for input. Instead of dividing us, diversity makes us stronger and fosters our goal of achieving a more inclusive and welcoming workplace.

By creating a safe place for those conversations, I believe we open the door to greater impact and improved trust, health and healing for our team members and the patients we serve. In health care, we devote ourselves to patient safety,

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## Henry Ford hosts Institute for Healthcare Improvement (IHI) Pursuing Equity Workshop

In a partnership between the Offices of Community Health, Equity and Wellness and Clinical Quality and Safety, Henry Ford Health System hosted a two-day Institute for Healthcare Improvement (IHI) Pursuing Equity Workshop in October. Part of the System’s commitment to the IHI’s Pursuing Equity Initiative, the workshop attracted representatives from seven other leading health systems across the nation. On the first day, a Henry Ford executive leadership panel addressed equity as a strategic priority. An evening reception held at the Detroit Historical Museum featured speakers Bob Riney, President, Healthcare Operations and Chief Operating Officer, Henry Ford Health System (at right), and Wayne State University Law School Prof. Peter Hammer, J.D., Ph.D., Director of the Damon J. Keith Center for Civil Rights, who addressed spatial racism. The Community Health and Social Services (CHASS) Center, Inc., in southwest Detroit was the venue for the second day, which included leaders from Henry Ford operations and Human Resources, as well as executive leadership, who outlined equity initiatives and operational projects from their areas in a series of breakout sessions. Senior sponsors for the IHI Pursuing Equity Initiative at Henry Ford are Kimberlydawn Wisdom, M.S., M.D., and Michelle Schreiber, M.D., then Senior Vice President and Chief Quality Officer. Find out more about the IHI Pursuing Equity Initiative at <http://www.ihf.org>. See the entire agenda, including participating health systems, at [www.henryford.com/IHI2018](http://www.henryford.com/IHI2018).



## Leaders Explore Race Relations through the Storytelling Project

A diverse group of 20 Henry Ford and community leaders piloted the Henry Ford Storytelling Project, exploring how storytelling and how it could become part of the System's portfolio of equity and diversity programs. For a complete list of project participants and leaders, visit [www.henryford.com/storytellingparticipants](http://www.henryford.com/storytellingparticipants). Participants learned how to recount personal experience to gain new awareness of diversity and appreciation for equity. The project was conducted in partnership with New Detroit, an esteemed local leadership organization in existence for more than 50 years that works for racial and economic justice.

Clinical and administrative leaders took part in four interactive sessions, comprising 12 hours over six months. The pilot culminated with a windshield tour of challenged neighborhoods, including the Eight Mile Wall, led by Wayne State University Law School Prof. Peter Hammer, J.D., Ph.D., Director of the Damon J. Keith Center for Civil Rights, followed by a session with renowned journalist Stephen Henderson. This session took place at Henderson's newly restored childhood home, the Tuxedo Project, <https://www.tuxedoproject.com/>, now a neighborhood literary center in collaboration with Marygrove College.

"We shared personal stories, encountered and responded to the often-painful history of race, discussed compelling videos, and began to write our cultural memoirs," says Nancy Combs, Director, Community Health, Equity & Wellness, and project manager of the initiative.

***"Through storytelling, people are able to exercise their own authentic voices and share their personal experiences," says Shirley Stancato, former President and CEO, New Detroit. "The Henry Ford team found they not only gained greater understanding of themselves, but they gained clarity and understanding of the perceptions of others when it comes to race relations." Learn more about New Detroit: [www.newdetroit.org](http://www.newdetroit.org).***

Conversations about equity led participants to develop a deeper understanding of how sharing personal stories contributes to delivering the highest quality, reliable care.

"As a clinician, the experience enabled me to gauge the ideas of System leaders and share their perspectives, and

***According to Kimberlydawn Wisdom, M.D., M.S., "While we have expertise in efforts related to diversity, equity and inclusion, race relations was a new frontier for us. So assembling a group of thought leaders, guided by New Detroit, seemed like a viable approach to address the need to gain comfort related to the intersection of race relations and health."***

have a two-way exchange on the impact of equity on care," says Martina Caldwell, M.D., M.S., Emergency Medicine, Henry Ford Hospital. "At times it was difficult to digest concepts about race and equity how they have been reinforced in our community."

Chair of the Henry Ford Wyandotte Hospital Advisory Board John Kill says, "Storytelling opens your eyes to the unintentional impact you can have on another person. I gained new perspectives and insights by listening to the other participants. What I learned and observed is that as a System, there are opportunities for all of us to become more aware in our interactions with our patients and families."

Future plans are to expand the storytelling project experience as part of the System's diversity, equity and inclusion strategies.



*Storytelling Project participants at the Detroit childhood home of Stephen Henderson, WDET and PBS commentator and Pulitzer Prize winner. The house is now a community literacy center known as the Tuxedo Project. Back row, from left: Marshalle Montgomery Favors, Satish Raman, Annmarie Erickson, Rose Gorman, Dr. Martina Caldwell, Dr. John Deledda, Stephen Henderson. Front row: Janan Saba, N. Charles Anderson, Dr. Kimberlydawn Wisdom, and Karine Pawlicki.*

## National Conference highlights Henry Ford Equity Policies, Programs and Partnerships

Eleven abstracts and one poster presentation from Henry Ford Health System were accepted for oral presentation at the recent American Public Health Association (APHA) annual conference, held Nov. 10–14 in San Diego. Find out more about the projects and presenters in the special APHA edition of *Transforming Times*: <https://henryford.com/transformingtimes>.

**Transforming Times**  
Fall 2018

News from the Officers of Community Health, Equity & Wellness and Diversity & Inclusion

APHA Annual Conference  
Focus on Equity: Policies, Partnerships and Programs

Special APHA Conference Edition

Eleven abstracts and one poster presentation from Henry Ford Health System were accepted for oral presentation at this year's American Public Health Association (APHA) annual conference, Nov. 10–14 in San Diego, CA.

According to Kimberlydawn Wisdom, M.D., M.S., senior vice president of Community Health & Equity and chief wellness & diversity officer at Henry Ford Health System, "Henry Ford's innovative community health and wellness initiatives are far-reaching, encompassing youth programming, nutrition, family planning, community partnerships, tobacco cessation, healthy diets and healthcare equity. If you're attending the conference we hope you can stop in to hear our presenters."

Use the APHA app to locate and attend these sessions. All authors are from Henry Ford Health System unless otherwise noted.

**Driving Healthcare Equity in the Motor City: Engaging health system, patient and community stakeholders to close the gap**  
Special Session: Wednesday, Nov. 14 from 10:30 a.m. to noon  
Power of Partnership: Leveraging Community and Organizational Partnerships to Drive Culture Change and Equity Goals  
Authors: Henry Corbis, M.A., Jaya Clement, MPH/MSW and Kimberlydawn Wisdom, M.D., M.S., et al.

**Driving home lessons learned from building a culturally-appropriate tobacco cessation training program for an international audience**  
Authors: Amanda Helm, MPH, Alexander Plam, MPH, Chae Michael Small, M.D., Bethany Thayer, R.D., et al.

**Driving healthcare equity in the Motor City: Engaging youth through a health system's commitment to closing the gap**  
Authors: Barbara Blum-Alexander, MPH, MSW, Marika Lockart, M.A., Kimberlydawn Wisdom, M.D., M.S., et al.

**Engaging and training health system leaders to advance healthcare equity**  
Authors: Jaran Sabia Dennis White-Parkins, MD, PhD, Kimberlydawn Wisdom, M.D., M.S., et al.

**3025.0 Monday, Nov. 12 from 8:50 to 9:10 a.m.**  
**Fresh Prescription: A Program to Improve Nutritional Knowledge and Access to Fresh Produce**  
Authors: Jasmine Omar, M.D., Chyereya Uju Uke, M.Ed., B.S., Barbara Blum-Alexander, MPH, MSW, Kimberlydawn Wisdom, M.D., M.S., et al.

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**3071.0 Monday, Nov. 12 from 10:30 to 10:45 a.m.**  
**Creating a consistent voice in perinatal messaging across Metro Detroit through an inter-organization social media perinatal messaging campaign**  
Authors: Ally Booker, MPH, Jaya Clement, MPH/MSW, Kimberlydawn Wisdom, M.D., M.S., et al.

**3063.0 Monday, Nov. 12 from 10:30 to 10:50 a.m.**  
**Beyond access: Understanding barriers to contraceptive use among low-income African-American women in Detroit**  
Authors: Deborah Baranel, MPH, Jaya Clement, MPH/MSW, Kimberlydawn Wisdom, M.D., M.S., et al.

**3301.0 Monday, Nov. 12 from 3 to 4 p.m.**  
**Poster Session: Nourishing Babies: Nurturing Moms: The D2B0 Collective Impact Project**  
Authors: Cwendolyn Norman, Ph.D., MPH, Ph.D., Jaya Clement, MPH/MSW, Barbara Blum-Alexander, MPH, et al.

**4065.0 Tuesday, Nov. 13 from 9 to 9:15 a.m.**  
**Developing culturally responsive family planning care for African American women in Detroit**  
Authors: Jaya Clement, MPH/MSW, Lucy Pickett-Sullivan, MPH, MCHES, Jeffrey Salovey, MPH, Kimberlydawn Wisdom, M.D., M.S., et al.

**4264.0 Tuesday, Nov. 13 from 1:40 to 2 p.m.**  
**Case-based Healthcare Equity Training to Improve Birth Outcomes: The Sew Up the Safety Net Experience**  
Authors: Dawn L. Alexander, Ph.D., MPH, Jaya Clement, MPH/MSW, Kimberlydawn Wisdom, M.D., M.S., Yolanda Hill-Kirkford, MPH, et al.

**5030.0 Wednesday, Nov. 14 from 10:45 to 11 a.m.**  
**Using Community Health Workers to Drive Social Media Engagement and Reach of Perinatal Health Information**  
Authors: Ally Booker, MPH, Linda Reyes, Kimberlydawn Wisdom, M.D., M.S., et al.

(I) Institute for Healthcare Improvement, Cambridge, Mass.  
(R) Wayne State University, Detroit  
(T) Detroit Health Department

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## Henry Ford's 'Doc in the D' retires

John Popovich, Jr., M.D., President and CEO of Henry Ford Hospital and Executive Vice President, Chief Medical Officer, Henry Ford Health System, retired in September 2018. He came to Henry Ford Hospital in 1975 as a medical intern and in the span of his 45-year career, was instrumental in the growth of the hospital and the health system. Visit Dr. Popovich's blog, Doc in the D, at <http://docinthed.com>.

"His love for the employees and patients at Henry Ford Hospital and his unwavering support of the City of Detroit and its community are part of the legacy Dr. Popovich leaves at Henry Ford," says Kimberlydawn Wisdom, M.D., M.S. "He was instrumental in building a culture of value for each and every individual, for the community we serve, and for the revitalization of a city he holds dear."

Richard "Chip" Davis, Ph.D., joined Henry Ford from Johns Hopkins Medicine in the role of Henry Ford Hospital CEO and Senior Vice President and CEO of the South Market. Davis will work with Veronica Hall, MSN, MBA, RN, President of Henry Ford Hospital and Chief Nursing Officer, Henry Ford Health System. He is originally from Ann Arbor, Mich.



### *The Other Safety: Be 'Color Brave' – continued from page 1*

environmental safety, quality and high reliability. We can also work toward making our workplaces safe places to talk about our differences, as a beginning, as we move toward celebrating and leveraging our diversity for growth, better outcomes and better health.

I was moved by the experiences and the insights I gained through the Henry Ford Storytelling Project. I hope you will also be moved, whether it is through this column or your own experiences, to start having those uncomfortable conversations and creating safe places for you and others to have them. And eventually, I hope you will join our storytelling movement toward racial healing.

For more on this topic, please watch the TED Talk by Mellody Hobson, "Color Blind or Color Brave?" at [https://www.ted.com/talks/mellody\\_hobson\\_color\\_blind\\_or\\_color\\_brave](https://www.ted.com/talks/mellody_hobson_color_blind_or_color_brave). Hobson is president of Ariel Investments, current vice chair of Starbucks and the former chair of DreamWorks Animation.

## HFHS team explores housing investment strategies

Henry Ford Health System was one of nine institutions nationwide selected to participate in the Robert Wood Johnson Foundation initiative, "Accelerating Investments in Healthy Communities." Over a four-month period, a diverse team of leaders travelled to collaborative meetings in Washington, D.C., Baltimore, Maryland, and Princeton, New Jersey.

Their goal was to create a strategy addressing housing as a social determinant of health. For each system involved, the strategy was unique.

According to Jaye Clement, MPP/MPH, Director, Community Health Programs and Strategies, "Our goal is for Henry Ford to embrace members of our community with a combination of safe, convenient housing and supportive wellness programming. The South of the Boulevard area is a potential location for that opportunity." Thomas Habitz, MUP, Urban Planning Specialist, says the understanding of how social and environmental factors affect health continues to improve rapidly. "It is leading to a greater focus on housing as one of the most foundational and critical factors influencing health, and to innovation in how it is provided all across the country. Playing an active role in providing housing solutions is important for South of the Boulevard neighborhood revitalization and for all the households Henry Ford serves."

In Henry Ford's model, patients could be offered convenient housing near Henry Ford Hospital after discharge that incorporates easy access to education and support. For example, patients with diabetes could learn about meal planning, shopping, and cooking to better manage their condition.

Members of the Accelerating Investments in Healthy Communities team continue to meet with developers, community development corporations, and funders to determine partnership possibilities and continuing support from the Robert Wood Johnson Foundation.



Robert Wood Johnson Foundation



*The Henry Ford Accelerating Investments in Health Communities team:*

- *Thomas Habitz, Jr., MUP, Urban Planning Specialist, HFHS*
- *Michael Genord, M.D., CEO, HAP Midwest Health Plan*
- *Hendrik Schuur, Director, Treasury Services, HFHS*
- *Terry Kline, CEO, Health Alliance Plan (HAP)*
- *Kimberlydawn Wisdom, M.D., M.S., Senior Vice President of Community Health & Equity and Chief Wellness & Diversity Officer, HFHS*
- *Jaye Clement, MPH/MPP, Director, Community Health Programs and Strategies, HFHS*

## VP of Analytics has an eye on social factors and health outcomes



Bassam Kadry, M.D., recently joined Henry Ford Health System as Vice President of Analytics. Dr. Kadry will investigate how the System can leverage data to create value for patients, the community, and the health system. He is seeking to build a community of curious, passionate, and creative individuals to solve meaningful problems.

Dr. Kadry is interested in the broader relationship between outcomes and quality. "I'm eager to engage the community and strongly believe that social factors like food access, mobility, happiness and loneliness, while difficult to quantify, have a real impact on health and quality of care."

In addition, Dr. Kadry will be active in examining the role of technology in the documentation burden for patient care staff and how it affects employee and physician wellness at Henry Ford.

An anesthesiologist, he comes to the System from Stanford University, where he was Director of Technology, Discovery & Strategic Development and Director of Perioperative Analytics. Dr. Kadry has a Bachelor of Science from Wayne State University. He received a Medical Doctorate from Northwestern University and a Master's in Health Information from the University of Minnesota.

## System Patient Education Council

### High-quality education materials make a major impact

Henry Ford's patient advisors delivered a clear message: Patient education materials need to be easy to understand and high quality. A photocopy with notes, circles or highlights left them with questions and a poor impression of care.

Their feedback led the Office of Clinical Quality and Safety on a course toward standardizing patient education materials across the five-hospital system.

"We want patients to be given the same high-quality education materials no matter where they receive care at Henry Ford," explains Angela Murphy, M.Ed., R.N., Patient Education Specialist. "The materials available in Epic, the electronic medical record, should be used first. But when customization is needed, the System Patient Education Council's policy outlines the process."

Custom education materials are reviewed by the council for readability and plain language. The council sends the text to Henry Ford medical content experts for review, then works with graphic designers who create the materials with a Henry Ford look and feel. Four patient advisors are part of the review process.

"The Council's seal of approval tells patients and employees the information meets national standards and has been vetted by our experts," says Murphy. "Materials are effective, accurate and appealing for patients."

Employees can find out more on OneHENRY: <https://onehenry.hfhs.org/departments/patienteducation/Pages/Calendar.aspx>.

## Diabetes Prevention Program

### Ongoing support proves key to heading off diabetes before it starts

Henry Ford Macomb Hospital's Diabetes Prevention Program (DPP) has been recognized by the CDC and organizers have applied for provider status, the next step toward becoming a Medicare-reimbursable program. In the Detroit region, three additional DPP classes are under way, and the program will be eligible for CDC recognition in 2019. CMS reimbursement became available in April 2018 for CDC-recognized programs. Prevention programs are typically not covered by Medicare.

"Participants aim to lose five to seven percent of their body weight and increase their physical activity to 150 minutes per week, two interventions most effective at halting the onset of diabetes," explains Ameldia Brown, M.Div., BSN, R.N., Director, Faith and Community Health, Henry Ford Macomb Hospital. "The ongoing support this program offers is important to patients."

Between July 2015 and July 2018, 30 classes were held at Henry Ford Macomb Hospital and 346 participants enrolled. Average weight loss was 7.1 percent for participants completing the program.

"Health providers, together with patients and members of the community, are looking for a program to help prevent diabetes as part of their wellness journey. The advantage of the DPP is that it offers a supportive, integrated environment taught by a trained lifestyle coach. The DPP brings knowledge and practice together for participants, which contributes to ongoing success and improved health," says Brown.

Providers benefit from the availability of a structured program where they can refer patients ready to make lifestyle changes.

Henry Ford Macomb Hospital also teamed up with the American Medical Association to pilot a pre-diabetes patient registry. "We saw an increase in referrals from primary care providers from 20 in six months to 927 in 22 months, with a 56 percent enrollment rate," reports Brown. Eighty-eight Henry Ford primary care providers have used the registry to refer clients.

"The DPP continues to evolve," adds Barbara Blum-Alexander, MPH, MSW, Director, Generation With Promise, who is coordinating the DPP in the Detroit region. "Henry Ford is working to scale it up and roll it out to additional regions."

## Annual MLK celebration speakers deliver powerful messages

As part of Henry Ford Health System's annual Dr. Martin Luther King Jr. Day celebration, radio personality Frankie Darcell delivered a message of empowerment, calling on people to use their life stories to "be the peace that the world needs to see."

In her keynote address, Darcell used her personal story as a breast cancer survivor and advocate to "not fear the fear" and to use your voice and experience to inspire change as Dr. King did so eloquently and fearlessly. Darcell is heard locally on the Mix 92.3 WMXD-FM and in Philadelphia and Boston.

"Dr. King once alluded to the fact that it wasn't the loud voices of his enemies, it was the silence of his friends," Darcell said. "So, for all of us, even when we're afraid, we've got to be able to stand out on faith and say there's something within me that I can share with the people around me to make the world just a little bit bigger."

Darcell was introduced by her radiation oncologist, Eleanor Walker, M.D., Director of Breast Radiation Oncology at the Henry Ford Cancer Institute.

The live event was held on Jan. 21 in Buerki Auditorium at Henry Ford Hospital, with team members and visitors throughout the health system watching via livestream at sites in Clinton Township, Detroit, Dearborn, Flint, Jackson, Rochester, Troy, West Bloomfield and Wyandotte.

This year marks Henry Ford's 19th annual celebration in honor of Dr. King. Kimberlydawn Wisdom, M.D., M.S., Senior Vice President of Community Health & Equity and Chief Wellness and Diversity Officer, was master of ceremonies.

The event featured a spoken word performance by Mikhaella Norwood, daughter of Earlexia Norwood, M.D., Service Chief of Family Medicine at Henry Ford West Bloomfield Hospital, musical performances by the Marvin Jones Trio,

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*Area faith leaders offered an interfaith invocation. Standing, from left, are the Rev. Stacy Adams, Safe Sacred Space; Rabbi Dorit Edut, Detroit Interfaith Outreach Network; Imam Steve Mustapha Elturk, Islamic Organization of North America; and American Sign Language interpreter Jackie Thompson. At the podium is Chaplain Angela Wicks, Spiritual Care Supervisor, Henry Ford Hospital.*



*Employees and guests packed Henry Ford's Buerki Auditorium on Jan. 21, and many more watched the celebration via livestream.*



*Frankie Darcell delivered a message of empowerment, telling her personal story as a breast cancer survivor to inspire change.*



*A spoken word performance by Mikhaella Norwood, daughter of Earlexia Norwood, M.D., Service Chief of Family Medicine at Henry Ford West Bloomfield Hospital, and musical performances by the Marvin Jones Trio enriched the program.*



*(above) Reмония Chapman (center), Program Director of the Gift of Life Michigan and Minority Organ Tissue & Transplant Education Program (MOTTEP), received the Health Equity and Leadership (HEAL) award. Congratulating her are Kimberlydawn Wisdom, M.D., M.S. and Bob Riney, President, Healthcare Operations and Chief Operating Officer, Henry Ford Health System.*

## Generation With Promise: Where are they now?

Generation With Promise (GWP) is a grant-funded program led by Barbara Blum-Alexander, MPH, MSW, Director, Generation With Promise, part of Community Health, Equity, Wellness & Diversity at Henry Ford Health System that empowers Youth Wellness Ambassadors to promote healthy eating and exercise at their schools, among their peers, and in their families and communities. Youth are involved in a variety of activities and experiences centered around healthier living and health career opportunities. Find out more: [www.henryford.com/gwp](http://www.henryford.com/gwp)

After graduation, many Youth Wellness Ambassadors go on to pursue careers in health, medicine and leadership. Two former Youth Wellness Ambassadors shared their recent accomplishments.



**Simone Alhagri**  
**Youth Wellness Ambassador**  
**2012-2013**

Now a graduate of Michigan State University with a bachelor's degree in communication and minors in health promotion, bioethics, public health and epidemiology, Alhagri has been accepted to the master's in

public health program at the University of Michigan. She will start classes in fall 2019.

At Michigan State, she worked as a research assistant for four years, focusing on cognition and language in children, documenting how home life and socioeconomic status affect cognitive and communication development. The cross-cultural study was a chance to compare findings with researchers in South America. She co-authored "Parenting Styles and Child Language Development: Comparing U.S. and Chile," published in the university's 2017 undergraduate research journal. [https://www.recur.msu.edu/sites/default/files/ReCUR%202017\\_2.pdf](https://www.recur.msu.edu/sites/default/files/ReCUR%202017_2.pdf)

Alhagri recently began a full-time position as care coordinator at Meridian Health in Detroit, and plans to continue working throughout graduate school.

"Generation With Promise got me interested in the field of public health. With policy, it's always a struggle. I recognize it is top down and I'm on the bottom, but I know this is what I want to do and I'm passionate about it," she says. "I'm excited about how much I will learn at Meridian and advancing in my career with them."



**Diop Russell**  
**Youth Wellness Ambassador**  
**2014-2016**

In high school, Diop Russell started the "Put Some Respect on my Plate" campaign after she noticed students at Cass Tech were throwing away fruit and vegetables at lunch.

"GWP built my awareness of what I should be eating, and I wanted to inspire my peers to eat healthy," she says. She hosted workshops after school and at community organizations, and donated fresh fruit and vegetables to families in need. She is now launching a website and interactive food map to locate healthy food at reasonable prices in Detroit. Find out more on Instagram @Respectmyplate.

In 2018, Russell was selected to take part in the Project Destined pilot program, where she gained real-world real estate and business experience and learned about investing in the community. Learn more at <https://bit.ly/2M10uGb>.

Together with her sisters, she also won first place in the 2018 Paradigm Challenge competition, earning a \$2,500 award to put toward the Put Some Respect on my Plate campaign. <http://www.projectparadigm.org/challenge>

Now a freshman at Spelman College in Atlanta, Russell is majoring in political science. "I want to be a representative of the people and serve the city through public office. I think we are in need of politicians who can relate and sympathize with others," she says.



**GENERATION WITH PROMISE**  
*Move More. Eat Better. Change Lives!*

## Newest Henry Ford ERGs Start off Strong

Henry Ford's newest ERGs: emPOWER, ABLE and HF4Vets, launched their groups with events, education, and community contributions.



**emPOWER** members hosted a community health fair in partnership with the City of Detroit, the Detroit Urban League and GirlTrek attended by 150 community members. They were also the exclusive volunteer organization for the Kimme Horne Jazz Concert in Southfield, Mich. Almost 70 emPOWER members volunteered at the event, benefitting Ronald McDonald House. In addition, the group hosted a line dance fundraiser for Game On Cancer called "Hustle Up," drawing more than 200 people and 25 volunteer dance instructors. "emPOWER has exciting events planned for 2019. Find out more by emailing us at [empower@hfhs.org](mailto:empower@hfhs.org)," says Janet Banks-McElrath, R.N., BSN, M.A., emPOWER President.



From left, Janet Banks-McElrath, R.N., BSN, emPower President; Denise Brooks-Williams, Senior Vice President and CEO, Southeast Michigan Region-North and emPOWER Senior Leader Sponsor; and Nancy Goodwin, emPOWER Business Manager, showed their "hustle" at the Game On Cancer "Hustle Up" dance fundraiser.



**HF4Vets** hosted a Lunch and Learn session detailing Henry Ford resources for veteran employees, with guest speaker Christine Evans, Director of Talent Acquisition and Workforce Solutions. Members also hosted "roadshows" at every business unit and HAP Troy from September through November with information and giveaways. "The roadshows were an opportunity for employees to learn more about HF4Vets and join the ERG, provide feedback, and enter a prize drawing," says HF4Vets President Robin Adryan. Email [HF4Vets@hfhs.org](mailto:HF4Vets@hfhs.org) to join or for information about upcoming events.



At Henry Ford Macomb Hospital on the HF4Vets "roadshow" tour are (from left) Angela Goggins, HF4Vets Board Member; Chrissy Erdelyi, Nursing Assistant, Observation Center, Henry Ford Macomb Hospital; and Brenda Szalka, LCSW, HF4Vets Board Member.



**ABLE** members were joined by a Henry Ford ENHANCE representative who provided information about resources available to employees. The ERG now includes ENHANCE information in all new member kits. "The ABLE board has been cross-educating each other on our own disabilities," says ABLE President Ferdinand Gipson. "With broader perspective, we can better lead the group and provide greater insight to Henry Ford employees." Future plans include hosting speakers from the Center for Autism and the Office of the General Counsel, and an end-of-year project to benefit employees or a community organization. Email [ERGABLE@hfhs.org](mailto:ERGABLE@hfhs.org) for more.



For more information on Employee Resource Groups, email [Diversity@HFHS.org](mailto:Diversity@HFHS.org).



## Henry Ford takes action to fulfill #123forEquity Pledge

Together with more than 1,700 health care organizations in the U.S., Henry Ford committed to the American Hospital Association's (AHA) #123forEquity Campaign to Eliminate Health Care Disparities, taking action to promote healthcare equity and raise awareness of unconscious bias.

"The System created and launched the #123forEquity LEARN module course and rolled it out last fall," says Janan Saba, MPH, PMP, Project Manager, Community Health, Equity & Wellness. "More than 90 percent of employees completed the course – over 24,000 individuals. Results were so positive, other health systems have inquired about using it as a module for their own awareness and education initiatives." Denise White-Perkins, M.D., Ph.D., Director of Henry Ford's Institute on Multicultural Health, adds, "This course presents an exciting opportunity for each employee to do their part in building a culture of equity in our health system by learning to communicate in a manner that best meets the needs of our diverse patient and employee population."

Employees can still take the course on HFHS University (search for 123 for Equity). At the end of the course, more than 2,800 employees joined one of six Equity Groups for ongoing learning:

- Read Equity – 210 members
- Stay Engaged – 740 members
- Learn Equity – 650 members
- Talk Equity – 429 members
- Reflect Equity – 618 members
- ERG Equity Mailbox – 163 members

The #123forEquity course will be offered at Henry Ford Allegiance Health in 2019.



## AWARDS AND RECOGNITION



Martina Caldwell, M.D., M.S., Emergency Medicine Physician at Henry Ford Hospital, received Henry Ford's Health Disparities Research Collaborative Scholar Award. She was also honored with the 2018 Physician Scientist Award.



Char'ly Snow, CNM, Henry Ford Hospital and WIN Network: Detroit, received the 2018 Kitty Ernst Award from the American College of Nurse-Midwives.



Henry Ford Health System received the 2018 Best and Brightest in Wellness® award. The award is given to organizations that promote a culture of wellness, making their workplaces, employees and the community a healthier place to live and work.



Henry Ford Health System was named number three in the nation by DiversityInc for Top Hospitals and Health Systems for Diversity.

## WIN Network: Detroit receives \$600,000 grant



The Women's Health Services team and Women-Inspired Neighborhood (WIN) Network: Detroit received a \$600,000 grant from the Rita & Alex Hillman Foundation to maintain and expand the enhanced group prenatal care model to Henry Ford Medical Center – Ford Road. Henry Ford was awarded the competitive grant from a field of 230 applicants. The Rita & Alex Hillman Foundation supports nursing research and innovations and disseminates new models of care to create a more patient-centered, accessible, equitable, and affordable health delivery system. Find out more about WIN Network: Detroit at [winnetworkdetroit.org/](http://winnetworkdetroit.org/).

## Honoring team members with exceptional cultural awareness

Henry Ford honored its Diversity Heroes for the 15th consecutive year at the annual Diversity Celebration.

“The Diversity Heroes Recognition Program celebrates workforce diversity and recognizes individuals from each business unit who have demonstrated a commitment to respecting and honoring diversity and inclusion and service excellence,” says Kimberlydawn Wisdom, M.D., M.S., Senior Vice President of Community Health & Equity and Chief Wellness & Diversity Officer.

Team members and leaders nominate colleagues who express exceptional cultural awareness in patient care, visitor and family interactions, or with fellow employees. Diversity Heroes also are continuously learning about diversity, serve as role models, are a positive influence on others, and are innovative when it comes to finding solutions to enhance diversity and inclusion.

The program theme was “Honoring our Diversity Heroes.” The guest speaker was Kevin Heard, MBA, Founder and Board President of the Detroit LGBT Chamber of Commerce. Additional speakers and presenters included Wright Lassiter, III, President & CEO, Henry Ford Health System; Richard Smith, M.D., FACOG, President Emeritus, Diversity Council and Vice President of Physician Outreach, Henry Ford Hospital; and Kimberlydawn Wisdom, M.D., M.S.

### The Henry Ford 2018 Diversity Heroes

Janet Banks-McElrath, R.N., BSN, M.A., Henry Ford  
Macomb Hospitals

Stephanie Belcher, M.A., Henry Ford Allegiance Health

Christina Campbell, Henry Ford West Bloomfield Hospital

Terrell Campbell-Simpson, CMA, Henry Ford Medical Group

Nancy Goodwin, MPA, Corporate Support Services

Georgina Kincaid, R.N., Henry Ford Hospital

Patty Kosick, Henry Ford Wyandotte Hospital

Ethiopia Niles, Health Alliance Plan

Ellen “Nikki” Pritchett, M.D., Henry Ford Medical Group,  
Senior Staff

Lia Shreve, M.S., LLP, Behavioral Health Services

Allyce Smith, MSW, Community Care Services

Eric Bacigal, Vice President of Organizational Effectiveness,  
Learning and Development, 2018 Diversity Champion award

To view a gallery of photos from the event:

<https://www.henryfordgalleries.com/Events/Community-Employees/Diversity-Celebration-2018/i-qDNzMT>

*Standing from left: Kimberlydawn Wisdom, M.D., M.S., Senior Vice President, Community Health & Equity, Chief Wellness & Diversity Officer; Richard Smith, M.D., FACOG, President Emeritus, Diversity Council and Vice President of Physician Outreach, Henry Ford Hospital; Georgina Kincaid, R.N., Henry Ford Hospital; Janet Banks-McElrath, R.N., BSN, M.A., Henry Ford Macomb Hospital; Lia Shreve, M.S., LLP Behavioral Health Services; Christina Campbell, Henry Ford West Bloomfield Hospital; Ellen “Nikki” Pritchett, M.D., Henry Ford Medical Group; Wright Lassiter, III, President and Chief Executive Officer, Henry Ford Health System; Eric Bacigal, Vice President of Organizational Effectiveness, Learning and Development, Henry Ford Health System.*

*Seated from left: Terrell Campbell-Simpson, CMA, Henry Ford Medical Group; Allyce Smith, MSW, Community Care Services; Kevin Heard, MBA, Founder and Board President of the Detroit LGBT Chamber of Commerce; Ethiopia Niles, Health Alliance Plan; and Stephanie Belcher, M.A., Henry Ford Allegiance Health. Not shown: Patty Kosick, Henry Ford Wyandotte Hospital.*



## Henry Ford Hospital earns Baby-Friendly® designation



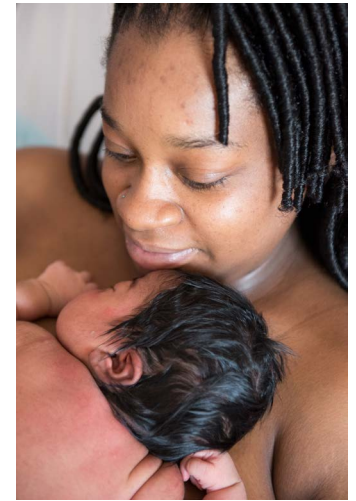
Three Henry Ford hospitals have now earned the prestigious Baby-Friendly® Hospital Initiative designation. The newest is Henry Ford Hospital in Detroit, joining Henry Ford West Bloomfield Hospital and Henry Ford Allegiance Health (Jackson).

“Baby-Friendly® requires meeting strict breastfeeding and maternal care guidelines established by the World Health Organization (WHO) and United Nations Children’s Fund (UNICEF),” explains Marie Bosco, BSN, R.N., IBCLC, Lactation Consultant at Henry Ford Hospital who was instrumental in leading the effort.

Fewer than 17 percent of U.S. hospitals have qualified for the designation. It is an important part of Henry Ford’s mission to reduce infant morbidity and mortality, especially in Detroit.

“We know breast milk is lifesaving for babies and reduces childhood illnesses, specifically lowering the risk of pneumonia, diarrhea, ear infections, SIDS, pediatric obesity and type 1 diabetes. Baby-Friendly® practices also address the needs of pre-term and sick infants in the level 3 NICU at Henry Ford Hospital,” says Bosco. “Benefits to mothers include lower rates of obesity, hypertension, diabetes, rheumatoid arthritis, breast and ovarian cancer.”

The rigorous designation process includes physician, nurse and staff training and commitment to the Ten Steps to Successful Breastfeeding guidelines. To learn more, visit <https://www.babyfriendlyusa.org/>.



### COMMUNITY HEALTH, EQUITY & WELLNESS

## Grant enables Henry Ford to add the ‘secret ingredient’

Henry Ford received a two-year grant from the Allen Foundation to fund “Recipe for a Healthier Detroit.”

“We’ll connect two existing programs, Fresh Prescription and Cooking Matters, with quarterly ‘booster’ sessions. These sessions enable us to add the secret ingredient – support – to help people feel less isolated and offer ongoing encouragement to stay on track with healthy changes,” says Barbara Blum-Alexander, MPH, MSW, Director, Generation With Promise. Chinyere Uju-Eke, Community Educator, Henry Ford Health System, will coordinate the program.

Recipe for a Healthier Detroit will launch in 2019. Find out more about Fresh Prescription:

- <https://www.ecocenter.org/fresh-prescription>
- <https://www.henryford.com/about/community-health/generation-with-promise/cooking>



*Matthew Nahan, MSW, Community Educator, Generation With Promise, offers cooking instruction along with the “secret ingredient” - support - at Cooking Matters classes.*

### **Annual MLK celebration - continued from page 6**

and an interfaith invocation by area faith leaders.

Remonia Chapman, Program Director of the Gift of Life Michigan and Minority Organ Tissue & Transplant Education Program (MOTTEP), received the Health Equity and Leadership (HEAL) award for her contributions of more than 20 years raising awareness about the importance of organ and tissue donation in diverse populations across Michigan.

Welcome remarks were delivered by Veronica Hall, R.N., President of Henry Ford Hospital, with closing remarks by Bob Riney, Henry Ford’s President of Healthcare Operations and Chief Operating Officer.

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