

UCLA Health EDI Plan

1

Advance Access, Equity & Opportunity Among Staff

2

Support Learning to Achieve Cultural Humility, Anti-Racism, and Bias Elimination

3

Build a Supportive Workplace and Clinical Environment

4

Ensure Equitable Patient Access, Care & Service

5

Expand Community Service and Engagement

Objective #1 Advance Access, Equity & Opportunity Among Staff

- **Action 1-** Increase efforts to recruit, retain, and support a diverse workforce that more closely reflects LA County
- **Action 2-** Enhance and create leadership development programs to promote talented staff who are historically underrepresented in leadership positions
- **Action 3-** Incorporate objective EDI performance standards into staff, manager, director, and executive evaluations
- **Action 4-** Develop and disseminate an annual report on EDI efforts and performance

Objective #2 Support Organizational Learning to Achieve Cultural Humility, Anti-Racism, and Bias Elimination

- **Action 1-** Implement mandatory initial and annual implicit bias and anti-racism training for management and staff
- **Action 2-** Launch an educational “Fireside Chat” series with local and national EDI experts to promote intercultural awareness and

UCLA Health EDI Plan

communication and to cultivate skills to mitigate institutional racism and bias

- **Action 3-** Establish an EDI resource e-library

Objective #3

Build a Supportive Workplace and Clinical Environment

- **Action 1-** Create and/or support Black, Latino, Asian, Native American, Women, LGBTQ+, and other employee resource groups to identify strategies to promote greater inclusion
- **Action 2-** Establish multi-cultural communications and celebrations
- **Action 3-** Develop new structures and policies to assess for and mitigate discrimination (i.e. multidisciplinary data review team)
- **Action 4-** Create a UCLA Hospital System/DGSOM racial justice score card to assess EDI performance compared to similar organizations
- **Action 5-** Conduct an annual EDI climate survey for all health system staff with subsequent action items

Objective #4

Ensure Equitable Patient Access, Care & Service

- **Action 1-** Establish an annual organizational goal related to health equity that cascades to each department and service line
- **Action 2-** Create and maintain system-wide data infrastructures and interactive dashboards to monitor and advance equity in clinical care and outcomes throughout all patient populations
- **Action 3-** Become a leader in providing clinical care rooted in cultural humility by implementing data-driven, strategic programs to minimize racial, gender and cultural bias

UCLA Health EDI Plan

- **Action 4-** Expand UCLA Health’s access to high quality care for under-resourced communities and communities of color throughout Los Angeles county

Objective #5 Expand Community Service and Engagement

- **Action 1-** Conduct a Community Needs Assessment with a specific focus on under-resourced populations
- **Action 2-** Create and support community health programs and events in diverse communities
- **Action 3-** Expand business affiliation agreements with diverse vendors and communities
- **Action 4-** Expand UCLA Health’s educational presence by creating resource centers and pipeline programs in under-resourced communities and communities of color throughout Los Angeles county

Accountability Structure

- A **UCLA Hospital System Equity Council** will be established to provide oversight and accountability on all matters related to HEDI. The Council will:
 - Work directly with the President and Chief, Health Equity, Diversity, Inclusion, and other key stakeholders
 - Create and execute system-wide HEDI strategic plans, programs, and goals
 - Provide direct monitoring over these efforts to ensure they are impactful and accomplish the target objectives
- **HEDI dashboards** with key performance indicators will be provided to leadership and staff to support transparency and performance progress as we implement the HEDI Plan.