Doing the work
An update on your investment in health equity at Providence Swedish

Transforming care through purposeful action

Since 2020, the Providence Swedish Office of Health Equity, Diversity and Inclusion (OHEDI) has worked diligently to close the gap in longstanding health inequities. Informed by the King County Community Health Needs Assessment, our OHEDI team developed its strategic priorities aiming to create a more equitable place for ALL caregivers and for ALL patients.

As we embrace this work, Providence Swedish is focused on providing equitable access to high-quality health care, building a diverse workforce, supporting community partners, and advancing LGTBQI+ health.

Equipped with another year of valuable experience, we are celebrating recent successes which were made possible with the generous and long-standing support of our community. Thank you.
Building a diverse and inclusive workforce

Building a diverse and inclusive workforce that reflects our patient population enables Providence Swedish to deliver on our promise to eliminate health disparities by providing high-quality care for ALL. OHEDI launched programs that are attracting a more diverse workforce to our organization.

In January 2022, we welcomed our first cohort of residents from Meharry Medical College, one of the nation’s oldest and largest historically Black academic health science centers. The Meharry Providence Swedish Partnership, supported by philanthropy, will help us attract and eventually recruit a more diverse workforce to our organization.

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With the initial success of this collaboration, we are looking to replicate this model to attract more providers of color to specialties like family medicine and obstetrics and gynecology.

Addressing health care disparities

Meeting people where they are is critical to building trust and removing barriers to health care. Our Cultural Navigation Program is closing gaps in health outcomes by addressing social determinants of health and improving access to equitable healthcare for our most vulnerable community members. Equipped with data and understanding, the team serves as a bridge to communities who have lost trust in health care. Our navigators facilitate access to services while improving the quality and cultural competence of care delivery.

In 2022, our team of three navigators connected more than 107,600 individuals to necessary health services. They held 6 screening events in underserved communities to expand access to mammograms, pap smears and preventative screenings. Our navigators also became certified with WA Healthplanfinder to enroll patients with insurance and partnered with 320 local organizations to create connections in the community.

In addition to these partnerships, Providence Swedish is empowering our partners and bringing them along in our diversity, equity and inclusion (DEI) journey. This year, we launched the JUST Birth Network.

“Participating in this rotation was a defining moment in deciding where I want to go. I don’t think I would have gotten here without this program.”

- Meharry Medical Student
a community collaborative developed to address the disparities within the Black, African American and Native birthing communities. The network unites community health providers across Puget Sound to address the disproportionate challenges these groups face, including increased risk of stillbirth, postpartum complications and child and birthing person mortality.

We also joined the TeamBirth program, a national initiative designed to streamline communication between parents and their care team, including preferences about pain relief and breastfeeding. This model improves birth outcomes and ensures that patients always have a voice, even if complications arise.

**Advancing LGBTQI+ care**

Providence Swedish has been diligently implementing policies, best-practices, and trainings to create a welcoming and inclusive medical setting for our LGBTQI+ community. For too long, gender affirming care was not part of traditional medical curriculum. OHEDI team members are working with expert providers to educate and equip our clinicians to deliver compassionate and comprehensive care for our community.

Our work has resulted in more compassionate setting for our patients. In 2022, OHEDI received the “LGBTQ+ Healthcare Equality Leader” a designation awarded as part of the Human Rights Campaign 2022 Healthcare Equality Index.

This designation is awarded based on criteria within four pillars: Foundational Policies and Training in LGBTQ+ Patient-Centered Care, LGBTQ+ Patient Services & Support, Employee Benefits and Policies, and Patient and Community Engagement.

This program will continue to grow in support of the LGBTQI+ community by adding critical resources and programs, including: creating a gender affirming hormone therapy support within primary care, launching an adult hormone therapy e-consult pilot, launching

“We view this recognition as an opportunity to continue to grow and learn with our community. It is not the end of the work that we need to do. The [designation] criteria has new additions every year and we will continue to need to show progress each time we reapply for the recognition.”

– Peter Mann-King, LGBTQIA+ Program Manager
Thank you for your support of equitable care for all.

For more information or to continue your investment in health equity at Providence Swedish, please contact:

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