



July 27, 2023

Inside Mount Sinai's Health Equity Data Assessment

Happy Thursday, Mount Sinai Community –

In July, [new standards from The Joint Commission](#) went into effect requiring health care organizations across the country to collect and analyze patient data in an effort to reduce health disparities. Mount Sinai has had a long-standing commitment to understanding the importance of examining patient data. In 2015, through the efforts of the Office for Diversity and Inclusion, we formed the **Health Disparities Working Group** to advance equity, quality, and safety through the collection of patient demographic data. More recently, this effort culminated in the creation of the **Health Equity Data Assessment (HEDA) Committee**, which serves as our systemwide hub for all equity-related data, analytics, research, and interventions.

For a closer look at this initiative, we sat down with **Yvette Calderon, MD, Vice President and Dean for Equity in Clinical Care** and **Pamela Abner, Vice President and Chief Diversity Operations Officer**, who were instrumental in creating HEDA.

Pam said that HEDA's initial focus was making sure that all clinicians and providers understand how to collect, access, and interrogate patient data using an equity lens.



“Our concentration on data integrity and collection best practices laid a systemwide foundation that allowed us to create clinical and administrative reporting tools to identify when different patient populations have disparate health outcomes,” she told us. “To oversee and integrate data collection across the Health System, we built a multi-dimensional team tasked with developing a clearinghouse for MSHS data and analytics focused on health equity.”

HEDA’s four main areas of focus include:

- Establishing data integrity and setting data collection best practices, such that data collected across our Health System is high quality and uniform;
- Providing clinical and administrative reporting tools to identify variances, also known as key indicators that might represent disparities, and support regulatory requirements;
- Utilizing analytic, methodologic, and technical support practices, providers, and facilities as they identify and address potential disparities in health care; and
- Setting the infrastructure and framework for the Health System to advance health equity.



Yvette added, “We’ve created resources to guide users on each step of the data journey, including assistance with facilitating brainstorming sessions and hypothesis generation, a tool that helps identify at-risk inpatient populations so we can monitor outcomes and explore if health differences are potential disparities. In order to have meaningful advancement in ensuring high-quality and equitable care, clinicians must

assess the clinical outcomes of patients with an equity lens. With cutting-edge data analytics tools, we're arming the Health System with actionable insights to address the root causes of disparities and create targeted interventions."

Additional tools include the [Race, Ethnicity And Language Data Capture](#) dashboard, which tracks how often facilities are collecting this information; the [Inpatient Quality Measures](#) tracker; and the [Self-Service Patient Demographics](#) tool. You may need to login to view these tools. If you have questions about access, contact heda@mountsinai.org.

Collaborating with diverse clinical, academic, and administrative partners, we have achieved significant milestones in advancing health equity, ensuring a cohesive approach to drive positive change throughout the organization. With support from HEDA, Mount Sinai is poised to integrate an equity lens into all quality, safety, and risk analyses, paving the way for a health care system that is accessible, inclusive, and provides top-tier care for all individuals.

We encourage the Mount Sinai community, especially clinical leaders, to embrace the power of data-driven decision-making to enhance patient care, streamline processes, and elevate patient outcomes. To learn more about the health equity data resources available to our staff, contact heda@mountsinai.org.

To suggest a topic, highlight a coworker, or provide feedback on the Bulletins, send us an email at RoadMap@mountsinai.org.

All the best,

Shawn and Angela

Join Us for an Upcoming Event

Let's Connect: “An Open Discussion on The Supreme Court of the United States Decision on Affirmative Action” — Mount Sinai Health System continues to be committed to diversity, equity, and inclusion, and ensuring that we are an anti-racist organization. Join Pamela Abner, Vice President and Chief Diversity Operations Officer, and Mary-Frances Winters, CEO of The Winters Group on **Thursday, July 27, from 3:30 - 4:30 pm** for an open discussion on this decision. This session will be a space to share your thoughts, reflect upon the changing landscape of diversity, equity, and inclusion, and discuss ways in which we can uplift each other as a community. The entire Mount Sinai community is welcome. Register [here](#) to join and connect.

Center for Asian Equity and Professional Development (CAEPD) Summer Potluck Fair

Please bring your friends, family, and Asian-inspired potluck food and drinks to share! We will be holding fun and educational activities, such as a Tai Chi class to teach personal safety techniques, How To Wear A Sari and Henna Painting to celebrate South Asian culture, and an Asian-Inspired Mocktail Bar to share in diverse flavors from Asian cuisine. Join us at Ross Park on **Saturday, July 29 at 11 am**. Register [here](#). More information and flyer on [Mount Sinai Daily](#).

Chats for Change: “It’s just _____”: Exploring the impacts of cultural appropriation on racialized groups — Chats for Change is a production of the Icahn School of Medicine’s Racism and Bias Initiative. Join facilitators Jay Johnson, CHES, and Ashley Michelle Fowler, MEd, on **August 1, from 12 – 1 pm** to discuss the impact of cultural appropriation on marginalized populations. Register on [Zoom](#).

[Road Map for Action](#)

[Past Bulletins](#)
