

VA



U.S. Department
of Veterans Affairs

Psychologists' Role in Advancing Health Equity for Veterans: Importance of Collaboration Across Discipline and Resource Development

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BUILDING PARTNERSHIPS AND COLLABORATIONS TO FURTHER HEALTH EQUITY

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VA Northern California Health Care System

26th Annual VA Psychology Leadership Conference

June 1st, 2023

Objectives



PARTNERSHIPS AND
COLLABORATION



DISSEMINATION OF DATA



DEVELOPMENT OF HEALTH
EQUITY WORK GROUP

Why Psychologists?



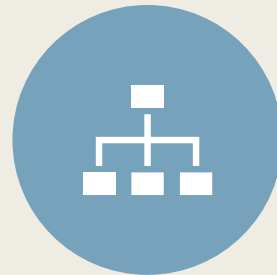
Understanding thoughts, feelings, and relationships



Develop and implement interventions for well-being



Skills in developing partnerships and interdisciplinary collaborations



Understanding impact of organizations and systems on individuals

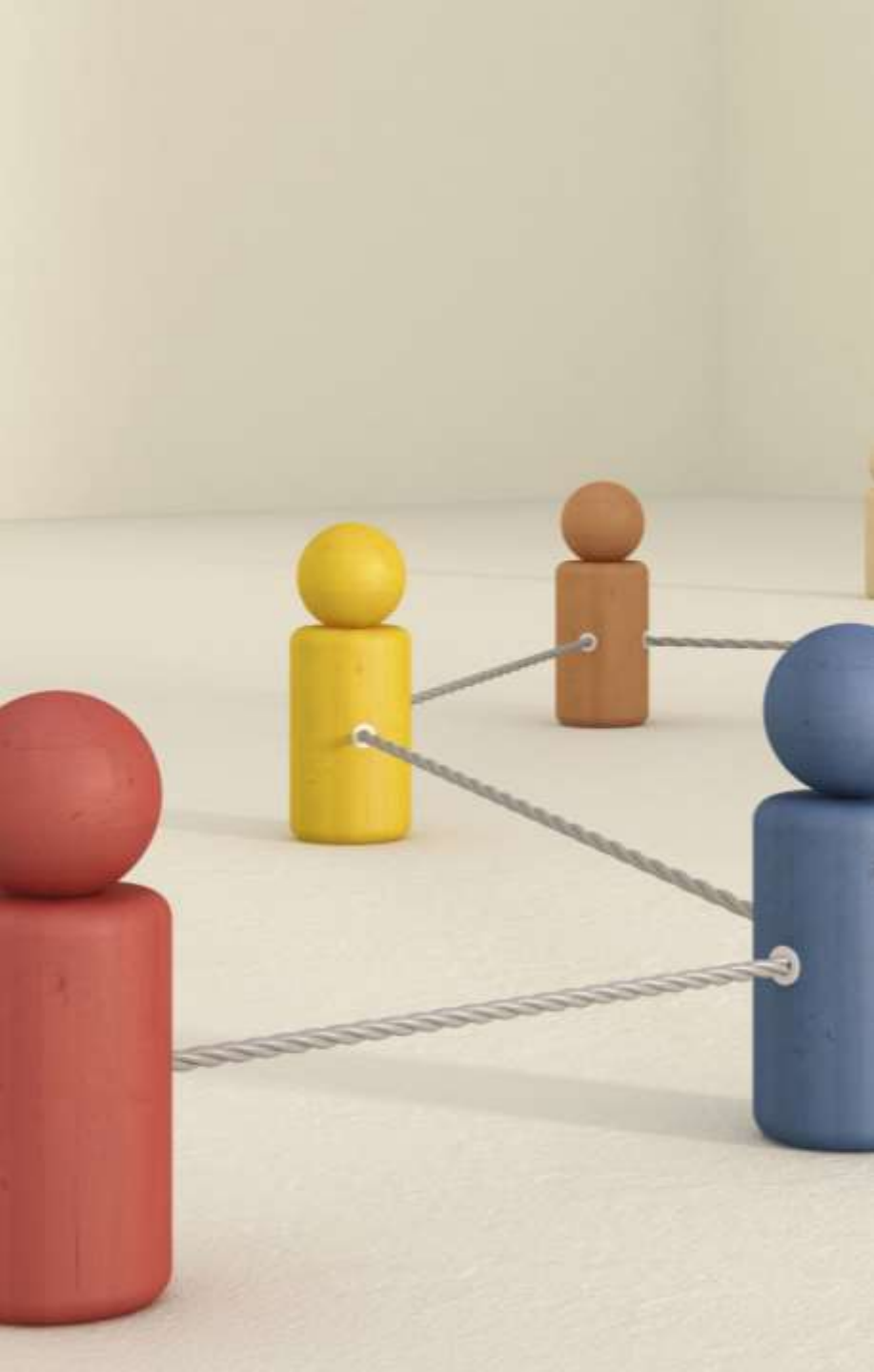


Build a collation
across disciplines

Recommendations

Building Transdisciplinary Partnerships

- "shared conceptual framework that synthesizes and extends discipline-specific knowledge creating new models and language to address a common research problem" (Stokols et al., 2008, p. S79).
- collaborative process of knowledge production that involves multiple disciplines plus non-traditional stakeholders (Pohl, 2008)
- Team formation (Norris, O'Rourke, Mayer, & Halvorsen, 2016)
- Project stages
 - *Framing*
 - *Launching*
 - *Integrating*
 - *Generating*
 - *Deciding*
 - *Evaluation*
- Not sequential process often need to repeat
- Large problems have no stopping point and no clear answer on team composition



Finding My Coalition

- Talk, talk, talk
- Share your passion and vision
- Develop your message and what's in it for them (WIIFM)
 - *Speak to how addressing health equity helps move their program goals forward*
 - *What are the individual members' interests and how does it align with them*
- Find spaces for collaboration



Getting the Word Out

- Plan for Dissemination of Data
 - *Data sharing with relevant services*
 - *Thinking outside of the box*

Thurston et al. 2023



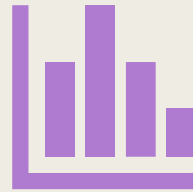
Health Equity Work Group at VA Northern California

- Building a Health Equity Work Group
 - *Executive sponsorship (Chief of Staff)*
 - *Representation from the healthcare system including those most impacted by change*
 - *Outreach and engagement*

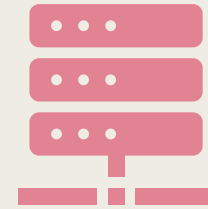
Next Steps



IDEA Veteran Focus Group Series



Developing tracking tools for health equity data



Incorporation of PATS-R data and V-Signals data from Patient Experience

VA



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Diversity, Inclusion and Health Care Equity

Asale Hubbard, PhD

Director, Office of Diversity, Equity, and Inclusion

San Francisco VA Health Care System



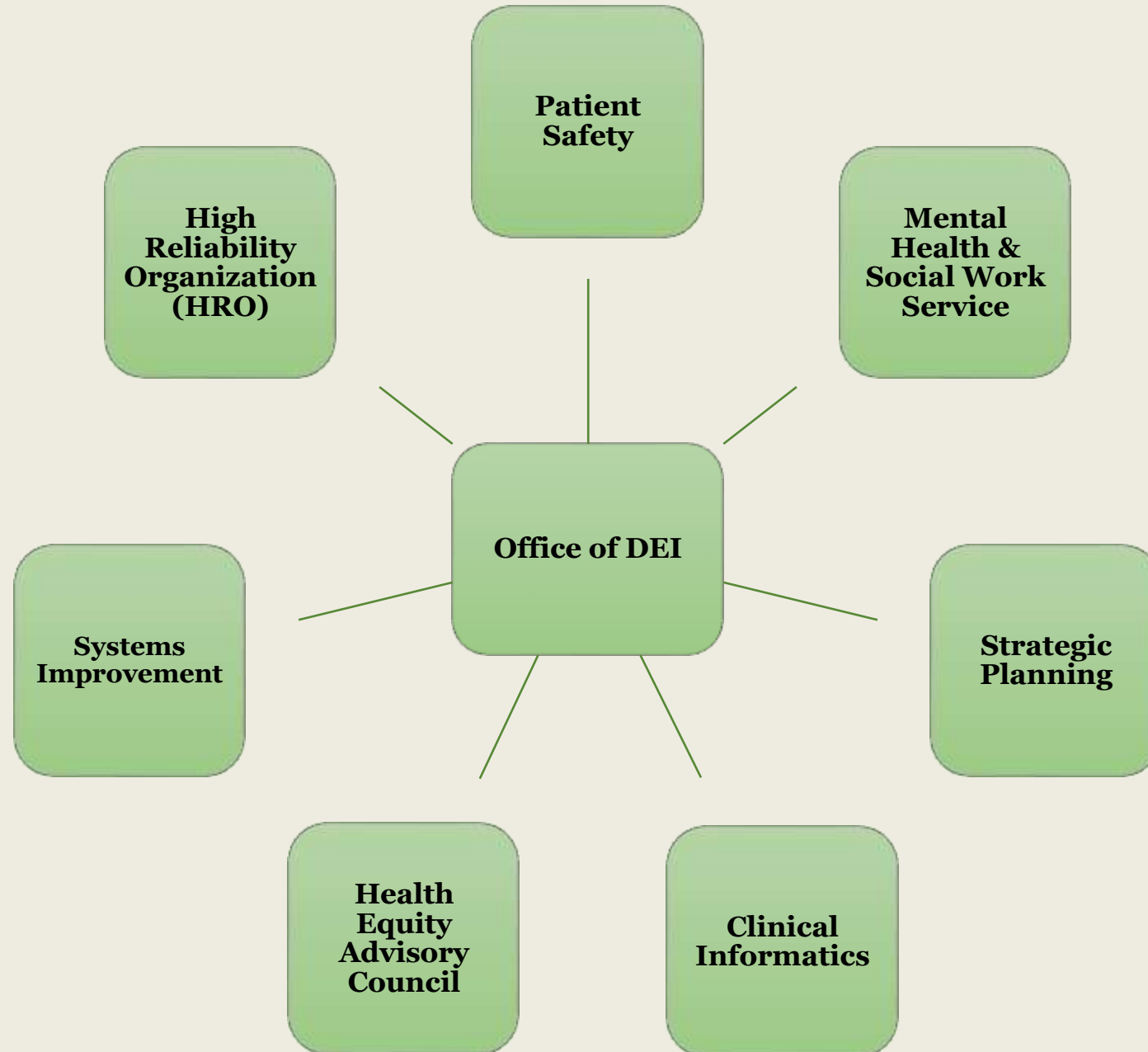
OFFICE OF DIVERSITY, EQUITY, & INCLUSION

- Established: Fall 2020
- Role: Director, Office of Diversity, Equity, and Inclusion
- Service: Director's Office
- Reports to: Health Care System Director
- Mission: To embrace and celebrate diversity in an inclusive community, where Veterans and employees are fully engaged and valued.
- Vision: An innovative and welcoming community grounded in respect, safety, and connection where Veterans receive unparalleled, individualized care, and employees fulfill their greatest potential.



ROLE OF PSYCHOLOGIST TO ADVANCE HEALTH EQUITY

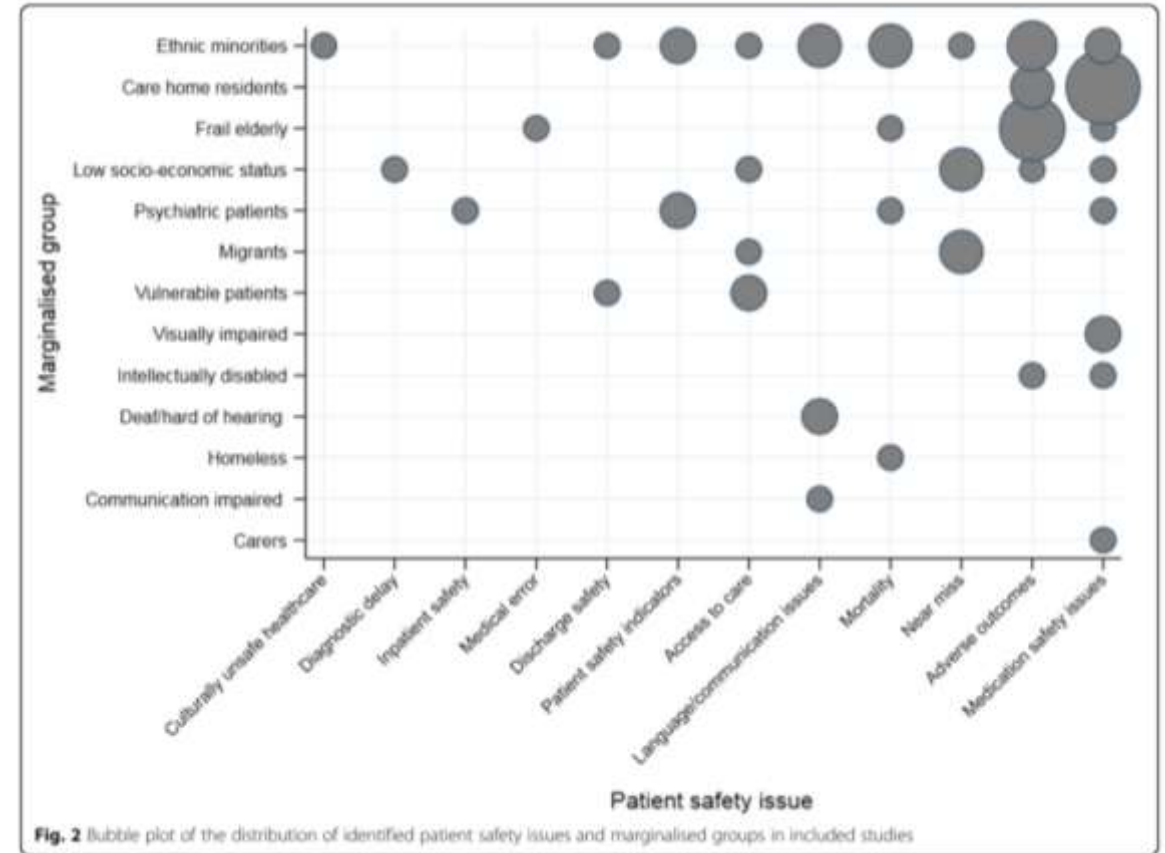
- Serve as consultant and liaison
- Develop strategic plans to develop scope and goals
- Collect, analyze and disseminate data
- Establish collaborations
- Utilize change management strategies
- Develop resources
- Identify system inequities and health disparities
- Serve as an advocate and educator





SAMPLE INITIATIVES

- Identifying disparities in patient safety - (HRO/Patient Safety)
- Patient Safety Forum Collaboration – Creating a high equity reliability organization
- Assessing social determinants of health and information about resources - (Mental Health/Social Work Service)
- Development of a Health Equity Advisory Council



Cheragi-Sohi et al. (2020)



SAMPLE INITIATIVES

- Development of SharePoint to share trainings/resources
- Identifying primary care health disparities - (Primary Care Health Equity Dashboard)
- Registry of DEI and Health Equity facility efforts – (Systems Improvement)

Office of Diversity, Equity, and Inclusion

Home + New Page details Analytics

The Case for DEI

SFVAHCS DEI Initiatives

Resources

DEI Definitions

Meet the Team

Get Involved

Calendar

Share Feedback

Exit

The San Francisco VA Health Care System (SFVAHCS) is a leader in developing and sustaining a diverse, equitable, inclusive and engaged workforce that crosses all clinical and administrative disciplines. Led by a broad and diverse leadership team, the Health Care System has a multitude of councils, committees, teams, and programs directed at increasing diversity, equity and inclusion.

The Health Care System is recognized VA-wide for its innovation, collaboration and willingness to be in the forefront of change and hopes to become an effective model that can be duplicated throughout the VA. Furthermore, ongoing research and educational efforts directly focused on health care disparities are ensuring equal treatment and improved quality of care for our Veterans, and these outcomes serve as a resource for all of VA and our collective communities.

VHA Diversity@Work Newsletter, Oct 2022.pdf

Play DEI Bingo! (Oct 4 - Oct 31, 2022)

SFVAHCS DEI Jeopardy

ODEI Newsletter, Issue 8, Oct 2022.pdf

Dr. Camara Jones, Naming Racism and Moving to Action - Getting to...

American Indian Veteran Newsletter Summer - Fall 2022.pdf

SFVAHCS DEI & HE Handbook (Sep 26, 2022).pdf

2022 Hispanic Heritage Month.pdf

OFER DEI Workshop, Oct 30, 2022.pdf

Dr. Ashle Hubbard, Director of DEI

Contact the Office of DEI

Update your personal pronouns

Self-identify your disability

Self-identify your race/national origin

Send a VA Gratitude Message



Challenges

- Navigating a large and complex system
- Resource management
- Scope of initiatives
- Available data
- Competing priorities

Opportunities

- Serve the mission
- Foster innovation
- Systems-level focus
- Develop collaborations
- Continuing education
- Advocacy