

Health Equity Highlights

Welcome to another Health Equity Highlights update! We are excited to share what we have been working on in August.

We hope you will share this newsletter with others that may be interested. If you have feedback or would like to share something in Health Equity Highlights, email us at healthequity@hcmcd.org

August 2021 Updates

Announcing: Black Men with Stethoscopes is coming December 4th, 2021

Black Men with Stethoscopes is a youth summit hosted by the Hennepin Healthcare Talent Garden Program. This first-of-its-kind event will be hosted by Hennepin Healthcare this December.

Over the past few years, the Association of American Medical Colleges found that only 3% of total U.S. Medical School applicants self-identified as Black men. In the 2020-2021 applicant pool, only 8% of those who accepted and matriculated identified as Black. How do we increase the number of Black people, specifically Black men, in the field of medicine?

Inspired by the "Black Men in White Coats" movement, Hennepin Healthcare seeks to increase exposure and interest in healthcare careers by inspiring and mentoring young Black boys to grow up to be young Black healthcare providers. We are engaging our BIPOC providers in all phases of this initiative because we strongly believe that youth benefit from role models who look like them and/or have similar lived experiences.

The Black Men with Stethoscopes (BMWS) program will expose youth ages 13-17 to careers as physicians and advanced practice providers. Starting with a December 4th Youth Summit on our campus, the initiative will provide a number of in-depth experiences in an effort to spark and sustain interest in advanced healthcare careers. This is the first of a series of youth summits to be held as part of the Talent Garden Program at Hennepin Healthcare. For youth, Black Men with Stethoscopes (BMWS) is an opportunity to explore careers at the highest levels of medical practice through a variety of hands-on experiences, while with BIPOC medical providers. The Youth Summit, the kickoff event of BMWS, will engage all youth in a wide-ranging exploration of careers in medicine. The day will feature inspirational guest speakers, small group hands-on activities in our Simulation Center, and opportunities to learn, see and experience the work of physicians and advanced practice providers.

For youth who are interested in more in-depth work-based learning opportunities, there are opportunities coming in 2022 to participate in job shadowing, summer internships, and mentoring programs. As they complete exploration and work-based learning experiences, youth will reflect on what they have learned and set goals for future activities.

For our Black and BIPOC providers, BMWS is an opportunity to lead young people through work exploration and work-based learning activities, and to nurture their interests by hosting job shadowing and providing formal mentorship.

Interested in volunteering? Know a young Black man between the ages of 13 to 17 who is interested in participating? Contact us at healthequity@hcmcd.org

Get Involved

📣 Get involved with Health Equity at Hennepin Healthcare!

Equity Ambassadors: The Health Equity team is looking for Health Equity Education Ambassadors! If you are an employee of Hennepin Healthcare, a strong advocate for health equity, diversity, inclusion, and belonging and you enjoy teaching and presenting, we urge you to consider applying for a volunteer position as an Equity Education Ambassador (EEA) for the Health Equity team! As an EEA, you will be enrolled in a train the trainer program and you will have opportunities to train colleagues throughout HHS on relevant topics.

Learn more in Scanner Weekly or the Scanner news site. Email Talee Vang with questions: talee.vang@hcmcd.org

Trauma-Informed Care Trainer: the People & Culture team is expanding their trainers for the Trauma-Informed Care 101 online course for employees. They are looking for employees that meet the following criteria:

- From diverse backgrounds that are passionate about Trauma-Informed Care and helping others grow and learn.
- Who have experience teaching or facilitating groups and/or a desire to learn.
- Who have strong emotional intelligence and listening skills, are able to adapt their approach to different individuals and audiences, maintain composure, and "read the room."
- Who are comfortable with difficult discussions around race, gender, culture, etc.

To apply: Talk to your direct leader about the time commitment and receive their approval to participate. [Complete the survey monkey application](#) before **Monday, September 13, 2021**.

Cultural Comfort Food: The Health Equity Department would like to know what recipes or foods help YOU to feel comforted and contribute to your wellbeing and healing.

We will be compiling these recipes to share with others in our community and will be re-creating some of these cherished recipes for our patients to promote their wellbeing and healing as well.

Submit your recipe to shelly.sauertz@hcmcd.org

Please include:

Recipe name:

Type: Salad, Entrée, etc.

Cultural or regional origin:

Your name:

Your email address or phone number:

Why you love this recipe:

🗨️ The Collectives are here!

We are excited to announce another equity-focused opportunity for employees at Hennepin Healthcare. The Collectives are new organizationally and executive-supported employee-led affinity groups. The goal of the collectives is to identify and address experiences, engagement, and equity by diverse employees, especially highlighting employees of the global majority, to create and sustain a culture of belonging

The Collectives are designed to foster affirming social relationships, professional networks, development opportunities, and a deeper sense of belonging by creating a space where diverse employees can be their authentic selves and take a collective breath and pause.

There will be three Chair leaders leading and one Executive Leader supporting each of the Collectives. It's critical that the leaders reflect the community we serve and are interdisciplinary as well so that we can make equitable and sustainable change in every area of Hennepin Healthcare.

The leaders of the Collectives will serve as an advisory resource to contribute to more equitable and inclusive policies, practices, and procedures related to:

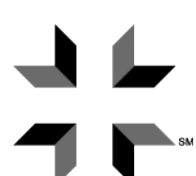
- Supporting, developing and mentoring Black, Indigenous, employees of the global majority and other marginalized and underrepresented communities.
- Attracting, recruiting and advancing diverse talent of various backgrounds and identities that are currently underrepresented in leadership, clinical and administrative roles.
- Increasing awareness of multicultural differences, understanding of cultural norms and celebrations of heritage.
- Partnering with and increasing opportunities to conduct business with local Black, Indigenous, Immigrant, and POC-owned businesses.
- Strengthening existing community partnerships and creating new community partnerships.
- Providing a more equitable and culturally responsive care environment for patients.

Interested in learning more and joining The Collectives? Look for more details to come in Scanner Weekly or email Shelly.Nauertz@hcmcd.org with questions.

Connect With Us

Send questions and comments to our team through the Health Equity Inbox. We want to hear what is on your mind! healthequity@hcmcd.org

Health Equity Department
701 Park Ave. Minneapolis. 55415
[Unsubscribe](#) - [Unsubscribe Preferences](#)



HennepinHealthcare