

‘Transformation’ is ongoing and growing

By Kimberlydawn Wisdom, M.D., M.S., senior vice president of Community Health & Equity and chief wellness & diversity officer

As we complete this second issue of *Transforming Times*, I am amazed and re-energized by the depth and scope of accomplishments, achievements and work in progress highlighted in the newsletter. The Henry Ford Health System (HFHS) Community Health, Equity & Wellness (CHEW) and Office of System Diversity and Inclusion (OSDI) teams, together with the System, are transforming lives.



Joining Kimberlydawn Wisdom, M.D., M.S., are former U.S. Surgeon General Regina Benjamin, M.D., MBA, and Henry Ford Generation With Promise Youth Wellness Ambassador Travis Wardell, at the American Public Health Association Annual Meeting in Chicago. (See page 14 to learn more about Generation With Promise.)

From assisting the people of Flint during the water crisis, to the work of our faith community nurses and administrative fellows, to the wide range of wellness initiatives that reach our local and global communities, we are innovating, converging and connecting. While I am proud of our awards, what makes me most proud is the dedication and talent of our staff. Every day, their passion and expertise bring about meaningful change and opportunity for our patients, their families, and all the communities we serve. To find out more about Henry Ford’s community programs and to read the newsletter online, visit www.henryford.com/communityhealth.

ACROSS THE SYSTEM

Henry Ford assists Flint residents during water crisis

One of Henry Ford’s Mobile Medical Units, Clara, traveled to Flint to provide free blood lead screening for Flint residents. Staff also offered education on lead poisoning, nutrition, how to keep families safe and what test results mean.

Henry Ford collaborated with the Michigan Department of Health and Human Services and its community partners, including the University of Michigan-Flint School of Health Professions, Molina, and McLaren Health Plan, in the effort.

“Henry Ford is committed to making a difference in all of the communities we serve, and we are happy to provide our clinical expertise and resources in any way that is needed to assist the people of Flint,” says Wright Lassiter III, President of Henry Ford Health System and interim CEO of its subsidiary Health Alliance Plan.

Henry Ford and HAP also contributed \$100,000 toward relief efforts through a combination of employee donations and corporate support. HFHS and HAP have committed their support to the United Way of Genesee County and the Flint Child Health and Development Fund to assist the people of Flint. Visit www.unitedwaygenesee.org/hfhshelps to join them and make a donation.



Joining Veronica Robinson, R.N., University of Michigan-Flint, (center) are Henry Ford Health System registered nurses, from left, Roslynn Graham, R.N.; Margaret Blount, R.N.; Veronica Robinson, R.N.; Ella Underwood, R.N.; and Virginia Stolarski, R.N.

HANK and Clara deliver pediatric care

HANK and Clara are the result of a partnership between Henry Ford Health System and the Children's Health Fund. The mobile medical clinics travel to Detroit schools and community centers to deliver complete health care services to Detroit's medically underserved children, addressing children's health care needs in the city and improving access to high-quality care. In 2015, the units provided 3,467 medical appointments – 560 more than 2014 – to 875 unduplicated patients and 1,109 general health education contacts to 735 unduplicated students. HFHS Pharmacy delivers approximately 1,000 prescriptions each year to all school-based program sites.



Community health experience unique to HFHS Administrative Fellowship

Now in its seventh year, the Community Health Experience is a unique, formative aspect of the Henry Ford Health System Administrative Fellowship. Henry Ford offers the only known health system administrative fellowship in the nation with a formal community health rotation. Fellows gain multi-level understanding of the expanding role community health programs and partnerships play in today's healthcare arena, and how the System plans, monitors and measures community health strategies.

The Community Health Experience was developed by Kimberlydawn Wisdom, M.D., and Nancy Combs, director of Community Health, Equity & Wellness, who mentor the fellows in their community work. Each year the fellows tour community sites including urban farms, free and low-cost health clinics, and human service and policy agencies. Organizations visited include Matrix Human Services, The Greening of Detroit, HUDA Clinic, United Way 2-1-1, St. Frances Cabrini Clinic, Authority Health, the Capuchin Soup Kitchen, and Focus: HOPE. Internally, fellows attend Community Pillar Team meetings, view and discuss the documentary series "Unnatural Causes – Is Inequality Making Us Sick?" and become familiar with various key community health reports, such as the triennial Henry Ford Community Health Needs Assessment.

Since 2009, 24 Administrative Fellows have completed the Community Health Experience and their own community health project. Depending on the area of concentration, a role-specific content mentor may also be involved to help guide the fellow in their project.

Madelyn Van Tassel was an administrative fellow in 2010, and is now group practice director, Department of

Neurosurgery, interim administrative director, Center for Cancer Surgery, and program coordinator, Administrative Fellowship Program at Henry Ford.

"The Community Health Experience provided a pathway to bring my public health training and health services administration training together to make an impact in the community, under the guidance and mentorship of some of the most effective community health leaders in Detroit and in the country," says Van Tassel. "My role was very hands on, and I saw how my work made a difference in the Sew Up the Safety Net for Women & Children initiative, through designing interventions, securing significant funding, and ultimately successfully implementing the program. Each year, our fellows make a direct impact on our community's health while learning real-life, tangible skills around how to design, build, implement, and monitor successful community health strategies."

Henry Ford's 2015-2016 Administrative Fellows were Bijal Shah, Dominica Rehbein, and Nate Keeslar. Each thoughtfully chose a community health project, which they formally presented to HFHS leadership near the conclusion of their fellowships in June.

To view the presentations:

Bijal Shah: <http://bit.ly/2bJNPmR>

Dominica Rehbein: <http://bit.ly/2bCgNYC>

Nate Keeslar: <http://bit.ly/2crtTcD>

Administrative Fellows for 2016-2017 are Pauline Do, Henry Ford Hospital and Health Network; and Louisa Wolcott, Strategic Business Development.



Administrative Fellows from 2015-2016 (from left) Nate Keeslar, Bijal Shah and Dominica Rehbein visit the Capuchin Soup Kitchen's Earthworks Urban Farm in Detroit. They were joined by Nancy Combs (left.) director of Community Health, Equity & Wellness.

The 2015-2016 Administrative Fellows and their Community Projects



Bijal Shah

Bijal Shah received a bachelor's degree from Lafayette College and a master's degree in health service administration from the University of Michigan School of Public Health. Her overall preceptors for her administrative fellowship were Nancy Schlichting, CEO, HFHS, and Wright Lassiter III, president, HFHS.

Linked to her community project, she worked with the Office of Clinical Quality and Safety to launch the Henry Ford Family Caregiver Initiative, set in motion by CEO Nancy Schlichting in January 2015. The goal was to develop a system-wide, standardized approach to supporting patient families and employees who are caregivers outside of work. Susan Craft, director, Care Coordination Initiatives, leads the program.

"Appropriate care of the patient includes care for the caregiver," explains Shah.

Initially, Shah worked to identify existing resources within the System. "Support groups and educational programs were already happening, but they were in pockets," she says.

The next phase was bringing the current programs together to develop a unified approach to caring for family caregivers.

"The team was tasked with creating resources caregivers could access, developing a supportive environment for employees who are caregivers, and raising awareness in the health system of caregiver needs," says Shah. "We looked at what we had, what we could enhance, and what we needed to create."

In partnership with Corporate Planning, three employee focus groups were conducted to learn how the System could better support its employees who are caregivers outside of work life.

Today, the initiative has grown with the addition of Shawn Bennis, R.N., program coordinator, who is partnering with community organizations to bring educational programs to the System.

"The community project was such an exciting part of the fellowship. Through it, I really came to know the community Henry Ford is serving," says Shah.

Bijal Shah is now working with Kaiser Permanente in Oakland, Cal.

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Administrative Fellows, continued from page 3**Dominica Rehbein**

Dominica Rehbein has a bachelor's degree in psychology from the University of Minnesota and a master's in health administration and public health policy from the University of Iowa. The overall preceptor for her administrative fellowship was Lynn Torossian, president and CEO, Henry Ford West Bloomfield Hospital.

Her interests lie in the interface between Medicaid and the community, health equity, and health policy.

"Supporting Community Health Workers has been a long-standing project at HFHS," she says. "Community Health Worker programs are historically grant-funded, and my project revolved around increasing possibilities for Medicaid to fund Community Health Workers using a more sustainable mechanism."

Working with the Michigan Community Health Worker Alliance (MiCHWA), Rehbein and 2014-15 Administrative Fellow Danielle Nelson were part of an effort, with other Henry Ford and statewide stakeholders, that resulted in the Michigan Department of Health & Human Services requirement that Medicaid health plans arrange for one Community Health Worker (CHW) for every 20,000 beneficiaries.

"I am thrilled to have been part of the great conversations MiCHWA organized to bring together stakeholders and delve in to the details around financing models," she says. Rehbein also had the opportunity to lead a breakout session on financing models, and an ad hoc statewide subcommittee.

She also was a co-author of a chapter for the national organization Stakeholder Health on community health navigators. One section outlined a "day in the life of a Community Health Worker (CHW)," showing the variety of ways CHWs serve patients and the community and their impact. She also contributed a section describing how CHWs help the health care system achieve the Triple Aim (improving the patient experience of care and the health of populations, and reducing per capita cost).

"I've had a wonderful support team, and an extraordinary mentor. The community health rotation was one of the most meaningful parts of my fellowship. It really made health care in Detroit come alive," she says.

Dominica Rehbein is now program manager for Metabolic Health Strategies at Henry Ford Health System.

**Nate Keeslar**

Nate Keeslar has a bachelor's degree in chemistry from Indiana University and master's in health administration from Tulane University in New Orleans. His Community Health project grew from Henry Ford's ongoing partnership with faith communities in southeast Michigan. Overall preceptors for his administrative fellowship were

Veronica (Ronnie) Hall, R.N., MSM, MBA, CNO, Henry Ford Hospital and Health Network and COO, Henry Ford Hospital, and Tom Nantais, COO, Henry Ford Medical Group.

"I began by creating an internal survey and then an inventory of all the faith communities with which Henry Ford Health System has a relationship," explains Keeslar.

Using that information, Keeslar generated an interactive map. These tools continue to enable Henry Ford to reach out to faith partners in an organized, strategic way. It also revealed the System's large geographic reach.

Next, Keeslar coordinated with the 2016 Community Health Needs Assessment process, which occurs every three years, to invite 14 faith leaders from diverse faith traditions to participate in a focus group. (See related article and photo on page 15.) The faith leaders had worked closely with Henry Ford in various partnerships over the years.

"We got a diverse perspective, and the faith leaders got their voices heard, adding richly to our knowledge base," points out Keeslar.

Using the database, Keeslar developed a survey to learn more about the needs and community assets of each faith community and the programs that would benefit them the most in partnership with Henry Ford, that also address the assessed community health needs.

"We took a picture of the faith community and their needs. Henry Ford can continue to use that information strategically to benefit the most people. Combined with the geographic map, the System could develop regional collaborations with several faith communities to meet their combined needs in dialogue with their grassroots strengths, and share goals. In partnership, the System can make the most of existing resources to benefit the most people."

Nate Keeslar is now group practice operations director for Commerce, Farmington Road, and QuickCare Medical Centers.

Henry Ford Joins ACT to support regional public transit

Henry Ford Health System recently joined more than 400 other organizations and individuals in A Coalition for Transit (ACT), which recognizes and promotes the need to create a modern, reliable regional public transit system connecting Wayne, Macomb, Oakland and Washtenaw counties. Expanding public transportation in the area benefits both the health system and the patients Henry Ford serves.



High-quality transit is a proven catalyst for economic growth. The American Public Transportation Association reports that for every \$1 invested in transit, a region receives \$4 in economic benefit. Rapid transit also connects people to jobs, attracts and retains talent, provides independence for seniors and people with disabilities, and improves quality of life.

The Regional Transit Authority (RTA) is responsible for developing a Regional Master Transit Plan. The current plan connects 23 colleges, 310 schools, 22 hospitals, more than 100 grocery stores, more than 410 parks and 47 libraries. It is expected that the RTA will put transportation funding questions on the ballot for voters to approve during the November election. To find out more, visit the ACT website, <http://www.acoalitionfortransit.com/>, and the RTA web site, <http://www.rtamichigan.org/masterplan/>.

HFHS employees make Community Benefit count

Every year, Henry Ford employees participate in Community Benefit activities that provide treatment and/or promote health and healing as a response to identified community needs.

In 2015, Henry Ford provided approximately \$251 million in Community Benefit. This includes reported community programs and services, patient financial assistance, in-kind donations, research revenue, charity care, and losses on government programs.

Community Benefit is required for the System to retain its tax-exempt status, which saves more than \$300 million per year. The data employees provide also enables the System to examine how activities are addressing and improving community health needs, and plan future work strategically.

HFHS employees can find out more about Community Benefit and report their activities at www.henryfordconnect.com/CB. Watch the HFHS music video "Your Work Counts Again" at <http://bit.ly/1UmJcC2>.



Henry Ford Home Infusion, Southfield, held a Pill Packing Party to prepare medications for an upcoming medical mission trip to the Dominican Republic for Hope International Ministries. The mission provides medical, dental and optical care to 2,500 people over five days. Shown from left are: John Bohl, volunteer; Mary Mayberry, volunteer; and employees Bonita Bohl, Jacob Wong, Marcus Veal, Lisa Wan, and Denzel Osayimwese.

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HFHS employees make Community Benefit count *(continued)*



The Center for Health Promotion and Disease Prevention (CHPDP) team volunteered at Gleaners, packing more than 1,400 pounds of green peppers. From left are: Bethany Thayer, Aimee Richardson, Alisha Micou, Erica Fields, Katie Naeyaert, and Amanda Williamson.



Henry Ford Macomb Hospital hosted the “Energize Your Pantry” seminar. Celebrity Chef Michelle Bommarito shared tips on using food as fuel and how to make better menu choices. Shown from left are Pat Jurek, manager, Center for Weight Management, Chef Michelle Bommarito and Sally Green, RN, Bariatric Surgery Center program manager.



A group of Henry Ford Wyandotte Hospital employees packed and boxed 1,152 pounds of medical supplies and fruit for local food pantries. From left: Linda Messina, Pathology - Clinical; Kevin Malane, Security; Deborah Saff, Gift Shop; Melanie Fisher, Care Experience; Hilary Anger, Gift Shop; name not known; Carol Bridges, Care Experience; Stacy Young, Care Experience; Ashlyn Farley, volunteer; Melanie Elliott, Community Relations; and Karen Gorski, Pastoral Care.



Together with the Brightmoor Christian Church in Novi, Henry Ford West Bloomfield employees and physicians provided health information and screenings, including blood sugar testing and sports physicals, at an annual outreach event in Detroit. Brightmoor partners with smaller churches in areas of need to enhance their outreach efforts. Name not known, Wilfred M. Allen, Ph.D., R.N., ANP-BC, Betty Chu, M.D., and Chi Chi Nwyananwu, N.P. - Hospitalist.

Make your Community Benefit work count. Log on to HENRY, click on the Initiatives tab, and select Community Benefit to report your work.



PATIENT ENGAGED RESEARCH CENTER

HFHS engages patient advisors to improve care

The Henry Ford Patient Engaged Research Center (PERC) was created in 2014 through a \$5 million,

five-year grant from the Agency for Health Care Research and Quality (AHRQ) to invite patients, families, caregivers and community organizations to be true partners with healthcare providers and researchers. The Center now has more than 200 patient advisors and more than 20 community groups from southeast Michigan that participate on quality improvement teams and research grants. For example, a team of 15 patients and caregivers are working with the Henry Ford Helios Team to improve after-visit summaries (discharge instructions); the goal is to ensure key information is on the front page and is written in language that is understandable for everyone. Another team consisting of head and neck cancer survivors and their families and a multidisciplinary team of providers are developing research questions to understand how cancer therapy choices impact patient quality of life. For more information about the Center's work, visit www.henryford.com/perc.



HFHS employees offer advance directive assistance



*The Rev. James Kraft,
director, Advance Care
Planning*

An initiative to increase the number of patients with written advance directives led to a training program for employees in key roles throughout Henry Ford Health System. An advance directive is a written legal document that begins with a conversation about medical decisions at the end of life.

"In order to give the best care we can, we want to align our plans of care with patient values and wishes. When patients have a plan in place, caregivers can match the appropriate intervention with what is important to the patient, following their quality of life values and faith or religious beliefs," says Rev. James Kraft, director, Advance Care Planning & Collaborative Care; chaplain supervisor, Henry Ford West Bloomfield and Macomb Hospitals.

Henry Ford adopted the Respecting Choices® advance care planning program, created by Gundersen Lutheran Health System. In the past two years, more than 350 Henry Ford employees representing all business units have been trained. Employees complete a four-part online module, then attend a day-long training session. The training initiative has focused on employees in key areas at each business unit, including care management (social work), home care, and hospice, as well as physicians, nurses, and chaplains.

The advance care planning initiative has taken place in tandem with a corollary Henry Ford outreach effort to faith leaders in diverse religious traditions to encourage congregation members' completion of advance directives and, in turn, engage interfaith leaders to teach continuing education to Henry Ford providers on cultural competency at the end of life. For more information see henryford.com/advancecareplanning.

Chelsea Clinton visits Youthville health center

As part of a visit to Detroit and Flint, Former First Daughter Chelsea Clinton stopped at Youthville Detroit, a community center where Henry Ford funds and operates a youth health center. After touring the center, Clinton spoke to Youthville students. Kimberlydawn Wisdom, M.D., (center) and Tonya Melton, NP, nurse practitioner at Youthville, had the chance to meet Clinton and lead the tour. Also part of the visit were Detroit Mayor Mike Duggan, far right, and Monique Marks (third from right), president of Detroit's Franklin-Wright Settlements, the group that operates Youthville.



PROGRAM SPOTLIGHT

Faith community nurses reach the 'front line' through congregations

For many individuals, faith and health are intertwined. Henry Ford Health System, through the Faith Community Nursing and Health Ministry Network, (<http://www.henryford.com/body.cfm?id=52065>) has formalized that connection by supporting a team of nurses and health ministers who work on a voluntary basis through faith organizations to encourage wellness, prevent disease, and manage chronic conditions.

"Faith Community Nursing integrates the professional practice of nursing with the care of the faith community," explains Ameldia Brown, M.Div., BSN, R.N., director, Faith and Community Health, Henry Ford Macomb Hospital. "Many nurses at Henry Ford Health System feel the call to serve the community through congregations. The Network gives them the support structure, resources, policies and procedures to do that effectively. They reach right down to the front line of the community, helping individuals overcome barriers and solve problems," says Brown.



Ameldia Brown, M.Div.,
BSN, R.N.



Janet Banks-McElrath,
M.A., BSN, R.N.

Pastors, ministers and other faith leaders typically connect with members of their congregations during times of spiritual crisis. Health issues may arise during conversations and counseling. "But they aren't health care practitioners, and it's difficult for them offer health advice," says Brown. "Having a faith community nurse in their congregation creates a link, someone they can trust, who can help with issues like managing a healthy lifestyle, chronic pain, advanced care planning, cancer, addiction, and mental illness."

Faith Community Nursing began at Henry Ford in Macomb County in the 1990s and today encompasses a network of congregations in the Macomb County and metropolitan Detroit/Wayne County areas. In Macomb County, the network encompasses 102 registered nurses and health ministers at 33 churches. The

Detroit/Wayne County network was launched in 2008.

"We now have 18 registered nurses and 10 lay health ministers working with 30 congregations in a variety of zip codes within the Detroit/Wayne County area," says Janet Banks-McElrath, M.A., BSN, R.N., Faith Community

Nursing coordinator. “Our goal is to have at least one faith community nurse in every zip code.”

Faith community nurses are not employees of Henry Ford and most often are not compensated for their work, but are required to meet all practice requirements, as if they were employees of Henry Ford. The health system supports them with goal setting, materials, peer review, and more.

Lay health ministers are an important part of the network, and receive training, together with registered nurses, through a 40-hour course sponsored by Henry Ford Health System. Individuals who are part of the Henry Ford Faith Community Nursing and Health Ministry Network can take the course at no cost.

“Our registered nurses and lay health ministers are people who are engaged and invested in their congregations and communities,” says McElrath. “They are there at their church, respected within their congregations, and have a heart for health and healing.”

The Network recently launched the Diabetes Prevention Recognition Center after becoming a key partner of the Greater Detroit Area Health Council (GDAHC), which received one of only four Michigan \$400,000+ yearly grants from the Centers for Disease Control and Prevention (CDC).

“The Center provides year-long training for individuals on how to prevent type 2 diabetes and

manage their hypertension. We collaborate with congregations and primary care providers throughout Macomb County with an emphasis of work in four cities: Warren, Roseville, Eastpointe, and Centerline. The funds enable us to do more with the community, and our nurses lay this extra project on top of their base work in the congregations,” says Brown.

In addition, faith community nurses staff the Henry Ford Macomb Advanced Care Planning Center. Faith organizations and physicians refer individuals to have in-depth conversations and complete advanced directives. Future plans include expanding the program within Henry Ford Health System.

In the Detroit faith community, a CDC-funded program, Faith HEALS: Health, Education, Advocacy and Linking, empowered congregations by giving them tools to assess and meet their community’s unique health needs.

“Ten congregations received the tools to conduct a survey to determine the health needs of their congregations and hold health fairs. By conducting the survey, the congregations discovered specific needs, then tailored an effective health fair to meet them, offering what their members most needed, from glucose screening, blood pressure monitoring, and advanced care planning to how to obtain health insurance,” said Banks-McElrath. “As a result of the survey and health fair, one congregation went on to establish a diabetes support group.”

The Network is known for its web-based documentation system (<http://bit.ly/2cFHjPH>) in use by the Macomb and Detroit networks, and 23 other faith nursing networks throughout the United States for data collection, research and collaboration.

For more information about the Henry Ford Faith Community Nursing and Community Nursing and Health Ministry Network in Macomb County, contact Madelyn Humbert, (586) 263-2116 or email mhumber1@hfhs.org. For information about the Detroit/Wayne County program, contact Janet Banks-McElrath, (313) 874-5433, or jmcelra1@hfhs.org.



Gerri Gehle, R.N., takes blood pressures at St. Therese of Lisieux Catholic Church in Shelby Township, where she is the congregation’s faith community nurse.

CHWs help close the gap on diabetes care



Leslie Grijalva, Community Health Worker, Diabetes Care Center

The Henry Ford Diabetes Care Center program is committed to helping patients self-manage their diabetes. The team is composed of professionals who are trained and certified in diabetes care, and now includes a Community Health Worker, Leslie Grijalva. Pam Milan, manager, HFHS diabetes programs, explains, “Leslie is uniquely positioned to

collaborate with diabetes educators and the clinic team to improve the quality of diabetes education, care and prevention utilizing community resources to assist the patients. Her work involves navigating through the Diabetes Care Center program and health system, and supporting health education for the patient.”

HFHS Diabetes Care Center programs are located throughout southeast Michigan to provide personalized self-management diabetes care.

“We recognize that managing diabetes can be challenging, especially for patients with limited resources. My role as a Community Health Worker at our Detroit Northwest Diabetes Care Center is to guide patients in getting the help they need,” says Grijalva.

The position grew from a pilot project initially funded by the Gail & Lois Warden Endowed Chair on Multicultural Health, held by Kimberlydawn Wisdom, M.D., and further developed in the Healthcare Equity Scholars Program, which trains health system leaders to address disparities in health care.

Denise White Perkins, M.D., Ph.D., director of the Institute on Multicultural Health, adds, “The success of this project shows that paying attention to the social needs of patients is key to closing the gap we sometimes see in low-income communities and among ethnic minorities, and in achieving quality outcomes.”

HFHS Global Health Initiative reaches 20 nations

With more than 60 global health activities in 20 countries, Henry Ford Health System is making a positive and far-reaching impact building capacity in low-resource communities through the Global Health Initiative (GHI).

Through 26,000 hours of community engagement work, the GHI has supported communities in Haiti, Colombia, Myanmar, Guatemala and Detroit to build local research infrastructure, worked with community leaders in Detroit to create sustainable health goals, and partnered with Henry Ford’s School-Based and Community Health Program to launch an asthma education intervention in Detroit Public Schools.

In 2015 alone, the GHI also:

- Published 15 papers in professional journals, presented 16 abstracts at conferences, and received \$1.6 million in external funding.
- Trained 625 individuals
- Hosted 20 speakers and 15 global health events
- Launched tele-education programs with institutions in Haiti, Myanmar and India
- Launched a Global Health Lecture Series in the Congo, Haiti and Taiwan
- Hosted 15 students and visiting faculty for internships and rotations

Find out more at www.henryford.com/ghi.



Linda Kaljee, Ph.D., senior investigator, and Dana Parke, clinical study coordinator, Global Health Initiative (GHI), train Université Quisqueya medical students in Port-au-Prince, Haiti, on how to conduct a healthcare utilization survey. This training is part of GHI’s ongoing commitment to building research capacity in resource-limited settings.



Henry Ford's 2015 Diversity Heroes. The 2016 Diversity Heroes will be honored at an October celebration.

Celebrating Henry Ford's Diversity Heroes

The annual Henry Ford Diversity Heroes Recognition Program celebrates employees from each business unit who demonstrate a commitment to respecting and honoring Diversity and Inclusion through the System's cultural beliefs. Employees nominate colleagues who express exceptional cultural awareness in patient care, visitor and family interactions, or with fellow employees. Diversity Heroes also are continuously learning about diversity, serve as role models, are a positive influence on others, and are innovative when it comes to finding solutions to enhance diversity and inclusion.

Nominations are accepted annually in July. Winners are selected by a review committee consisting of Diversity Council members throughout Henry Ford Health System and honored at the System's Annual Diversity Celebration in October. For additional information, email diversity@hfhs.org.

In 2015, the Henry Ford Diversity Heroes were:

- Behavioral Health Services: Therese Tuski Scarpace, Therapist, Pediatric Psychology
- Community Care Services: Hannah Cayton, Social Worker, Detroit Northwest Clinic Dialysis
- Corporate Services: Beatrice Rusie, R.N., Nursing Supervisor, Clinical Preventive Services
- Health Alliance Plan: Kaye Wolff, IT Business Systems Analyst
- Henry Ford Hospital: John DiLodovico, Pharm.D., Pharmacy Technology
- Henry Ford Macomb Hospital: Michelle Harmon, Ph.D, R.N., Nursing Education Specialist, Staff Development
- Henry Ford Medical Group: Cassie Gaskins, Coordinator –Sales, Account Solutions
- Henry Ford Medical Group Physicians: Gwendolyn Graddy, M.D., Detroit Northwest Clinic
- Henry Ford West Bloomfield Hospital: Jonathon Wesley, Manager – Regional Supply Chain Management, Distribution – Northwest Region
- Henry Ford Wyandotte Hospital: Ray Saati, Security Officer, Security Department

Henry Ford Employee Resource Groups

Henry Ford supports and encourages employee involvement in diversity and inclusion efforts through its Employee Resource Groups (ERGs). ERGs promote and encourage a culture of professional growth, build positive direct relationships between employees, and maximize employee contributions to the mission, vision and values of the health system. All employees are invited to join any ERG that interests them. To find out more, visit <http://bit.ly/29SwciU> or contact diversity@hfhs.org.

Current ERGs are:

- Amigos de Henry Ford Health System: Hispanic/Latin descent ERG
- eMERGe: Middle Eastern descent ERG
- GenERG-Y: Generation Y (born between the years 1980 and 2000)
- iCare4U: Caregivers at work or home
- OPAL: African-American physicians, academicians and executive leaders
- PRIDE: Gay, lesbian, bisexual, transgender ERG
- Women’s Improvement Network (WIN): Women employees at HFHS

ERG Awards

Two ERGs were recognized by Henry Ford Health System Office of System Diversity and Inclusion (OSDI) senior leadership at their annual meeting. WIN received the “Best Performing ERG” award for their consistency and thought-provoking events and discussions. WIN has the largest membership and holds events quarterly. GenERG-Y received the “Most Improved ERG” award for successfully implementing a new structure and increasing their membership roster from 10 to more than 220 members.

To find out more about ERGs at Henry Ford, visit <http://bit.ly/29SwciU> or contact diversity@hfhs.org.



The Women’s Improvement Network (WIN), which focuses on women employees at Henry Ford, received the “Best Performing ERG” award.



GenERG-Y, with a membership of Generation Y (born between 1980-2000) employees, received the “Most Improved ERG” award.

HFHS Launches iCare4U ERG



A caregiver-focused Employee Resource Group, iCare4U, is the newest ERG to form at Henry Ford. All HFHS employees who are caregivers at work or home are invited to join for support and education from care giving experts. For details about iCare4U, visit <http://bit.ly/29SwGFR>.

CHW Nada Dickinson helps women navigate to success

One of the first community and neighborhood navigators hired for the Women-Inspired Neighborhood (WIN) Network: Detroit, Nada Dickinson says she has “never had a job that was so rewarding. I see the results of the work I’m doing, and the difference I am making.”

Through WIN Network, a program to reduce infant mortality, Dickinson reaches vulnerable pregnant women early in their pregnancies, assisting them one-on-one with support and resources.

“It’s a hands-on approach, and we meet them where they are. Some need housing, others need help with utilities or caring for their older children. These issues aren’t directly pregnancy related, but they cause stress. Often, the last thing our clients are thinking about is their pregnancy,” explains Dickinson.

Dickinson says the women are already strong, but they don’t recognize their own strength. She helps them see the power they have within themselves.

“Then that light comes on and they change. They become involved in prenatal visits, eat healthier, learn more about breastfeeding, and involve their other children in programs and activities,” she says.

This spring marked WIN Network’s first group prenatal care session, held at Henry Ford Medical Center – New Center One with Henry Ford Health System’s Women’s Health team. The sessions bring women together in small groups for one-on-one prenatal visits and group support and information.

Always involved in community work, Dickinson said volunteering was a part of her family dynamic. She has served on the board of the Skillman Good Neighborhoods initiative for five years, and is her block club vice president. This fall, she is returning to school to begin work on a degree in social work.

For more information about the WIN Network: Detroit, log on to <http://www.winnetworkdetroit.org/>.



HFHS Community Health Worker Nada Dickinson was featured in the *Stakeholder Health* article, “A Day in the Life of a Community Health Worker.”

To read the article and view additional photos of Dickinson in action, visit <http://stakeholderhealth.org/chw/>.

Faith leaders join HFHS for discussion and feedback on community health needs



Fourteen leaders from various faith communities in metro Detroit and Wayne County came together for a focus group to explore and discuss their perspectives on the local health and wellness landscape. Karen Kippen, left, executive director of the Patient Engaged Research Center for Henry Ford, led the group discussion, hosted by Nancy Combs, director of Community Health, Equity & Wellness, and Nathan Keeslar, 2015-2016 administrative fellow. The focus group was part of the community health needs assessment (CHNA) process, which Henry Ford conducts every three years. The CHNA includes input from community members and leaders, and is used by the System to create an implementation plan to address the most significant health needs.

Generation With Promise students gain health knowledge and leadership skills



Generation With Promise (GWP) is a grant-funded program led by Henry Ford Health System that brings nutrition education, physical activity promotion and youth leadership to elementary, middle, and high school students throughout the Detroit area. The goal is to create student leaders, or Youth Wellness Ambassadors, who are empowered to promote healthy living at their schools, among their peers, and in their families and communities. In addition, students learn about careers in health care. GWP also works with community and faith-based organizations and adults around nutrition and physical activity promotion. Log on to www.henryford.com/gwp to find out more.

Rahab Ahmed, Hamtramck High School, left, and Travis Wardell, Washtenaw Technical Middle College, work side-by-side during a Generation With Promise activity on nutrition.

Meet two Generation With Promise Youth Wellness Ambassadors



Travis Wardell

Travis Wardell, Garden City, became part of Generation With Promise in his sophomore year of high school, when he was a student in Henry Ford's Early College program. By his senior year at Washtenaw Technical Middle College, he was already pursuing classes to help him reach his goal of a degree in nursing.

"I was interested in healthcare and the idea of public health," he says about his start with the program. "One thing I gained from GWP was a viewpoint change, especially when we attended the American Public Health Association Annual Meeting in Chicago (November 2015). What I learned there about public health in the U.S. helped me see my potential future in that field."

At that meeting, Wardell made an oral presentation about Youth Wellness Ambassadors and GWP.

Wardell says he also learned how to teach people how to make changes in their own health through GWP and the Youth Wellness Ambassador program. “One activity we did demonstrated the amount of sugar in pop. People just don’t realize how much is in there, and how it’s affecting them and their health,” he says.

As a result of his involvement in GWP, Travis shared his experience and knowledge with other students at his school. “We talk about making healthier choices and being more active, and how to lead healthier lives,” he says.



Rahab Ahmed

While a sophomore at Hamtramck High School, Rahab Ahmed completed her second year as a Youth Wellness Ambassador. After seeing what she was doing with the program, two of her friends also joined.

“I first got involved because I was interested in 5-2-1-0, and wanted to learn more about that,” she says. “My sister was also in the program the year before, and she recommended it to me.”

With an interest in a nursing career, Ahmed is already learning to advise others with reliable information. “We talk about eating right and exercising – those are very important things – and putting them into practice is important. It helps me, and then I can help others put them into their daily lives and become healthier,” she says.

Ahmed particularly enjoys the hands-on approach of the summer program, such as working with greenhouses and gardening as part of learning about nutrition and healthy eating.

“Most teenagers are really unhealthy,” she observes. “I try to get five servings of fruits and vegetables a day, pick water over pop, and instead of using my phone all the time, I get up and do something with my little brothers and sisters. When I move more and eat healthier, my brothers and sisters do it too.”

Join the Henry Ford LiveWell community

No matter where you are in your wellness journey, Henry Ford LiveWell, the System’s wellness center of excellence, is a resource that provides support, reliable information and tools to help anyone achieve their wellness goals.

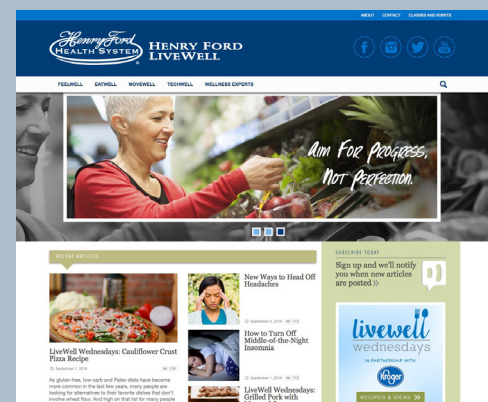
One of those tools is the LiveWell web site – <http://www.henryfordlivewell.com/> – that offers:

- Useful tips on nutrition, managing stress, staying fit and more
- Valuable information on prevention and ways to live better with chronic disease
- The latest medical research and health technology
- Inspiring stories of patients who have overcome health challenges and are finding ways to incorporate wellness into their lives

“The information on the LiveWell site is written and reviewed by the experts at

Henry Ford, so it’s reliable and accurate,” says Bethany Thayer, M.S., RDN, director of the Henry Ford Center for Health Promotion and Disease Prevention. “The site feels more like a wellness community. It’s free, and it’s a community anyone can join.”

Subscribe to the LiveWell site to receive a weekly round-up of new information.



HFHS ranked #1 in US by DiversityInc

For the second consecutive year, Henry Ford Health System has been nationally ranked #1 among hospitals and health systems by DiversityInc. The announcement was made at the DiversityInc awards ceremony in New York City with more than 900 people in attendance. The Cleveland Clinic, Mount Sinai Health System, Northwell Health and the Mayo Clinic rounded out the top five. Many employees contributed to this award by serving in a strategic capacity in healthcare equity, work force and supplier diversity, on the System Diversity Forum, Diversity Council or Business Unit Diversity Committee, or by leading or participating in an Employee Resource Group.



Awards and Recognitions

Detroit Regional Infant Mortality Reduction Task Force, featured in national study of exemplary partnerships by the University of Kentucky College of Public Health.

Healthcare Equity Index – Human Rights Watch, recognition for work in the LGBT community.

Healthcare Equity Scholars Program, Challenge Award, Association of American Medical Colleges.

Jackson Healthcare, Program of Excellence Finalist for Generation With Promise. Presented in Atlanta through the Hospital Charitable Services Awards.

Partnership for a Healthier America: Catalyst for Change Award finalist.

Seniors CONNECT for Health, Health Innovations Award, Michigan Department of Health and Human Services.

Women-Inspired Neighborhood (WIN) Network: Detroit, Program of Excellence, Hospital Charitable Services Awards.

Presentations and Appearances

From the Top of the Mission to the Bottom Line: Building High-Awareness Community Benefit Commitment, Nancy Combs, M.A., Kimberlydawn Wisdom, M.D., Debora Murray, and Jo Anne Leslie. Association for Community Health Improvement, Dallas, TX, March 2015.

Fruit and vegetable consumption in middle and high school students from Detroit, Michigan: A youth-centered and youth-led approach, Barbara Blum-Alexander, MPH, MSW. Michigan Public Health Association (MPHA) – Epidemiology Section Annual Meeting, Ann Arbor, March 2015.

Henry Ford Health System Patient-Engaged Research Center – Community Partnerships, Nancy Combs, M.A., director, Community Health, Equity & Wellness; Karen Kippen, MSA, executive director, Patient-Centered Outcomes Research Academy; Stephanie Ryan, manager, Marketing Research & Analytics; and Ganesa Wegienka, Ph.D., associate scientist, Public Health. Health Annual Research Meeting, Minneapolis, MN, June 2015.

Health System and Community-based Partnerships in Detroit to Increase Fresh Fruit and Vegetable Consumption in Low-income Neighborhoods: A Farmers' Market model, Barbara Blum-Alexander, MPH, MSW. MPHA – Epidemiology Section Annual Meeting, Ann Arbor, March 2015 and poster presentation at International Conference on Culinary Arts and Sciences (ICCAS), Montclair, NJ, June 2015.

Paving the Road Toward Equity: Lessons Learned from the Equity Institutes. Plenary Session and panel presentation, Jaye Clement, MPH, MPP, and Equity Institute leaders from San Francisco, Seattle and Ohio. CityMatCH Annual Urban MCH Leadership Conference, Sept. 30, 2015.

Healthy Nutrition for Breast Cancer Prevention, Henry Ford West Bloomfield Hospital, Bethany Thayer, M.S., RDN, FAND. Part of the HFHS Breast Boot Camp series, Oct. 14, 2015.

The Power of an Unlikely Collaboration: Detroit Regional Infant Mortality Reduction Task Force's Initiative to "Sew Up the Safety Net for Women & Children," Jaye Clement, MPH, MPP, and Kimberlydawn Wisdom, MD, MS. Trust for America's Health's webinar series focused on community prevention and multi-sector stakeholders, Oct. 15, 2015

Putting Women First: Reducing Infant Mortality via an Equity and Wellness Approach – the Women-Inspired Neighborhood Network: Detroit – A New Approach to Reducing Infant Deaths, Jaye Clement, MPH, MPP, and Kimberlydawn Wisdom, MD, MS. VHA-Universal Health Consortium HEN Population Health Webinar, Oct. 20, 2015.

Preparing a gluten-free Thanksgiving, Bethany Thayer, M.S., RDN, FAND. WDIV-TV4 Live in the D, Nov. 10, 2015.

Generation With Promise: Youth Wellness Ambassadors lead policy, system and environmental changes in physical activity and healthy eating in Detroit neighborhoods and schools, Barbara Blum-Alexander, MPH, MSW. MPHA – Epidemiology Section Annual Meeting, Ann Arbor, March 2015, and oral presentation at APHA annual meeting in Chicago, Nov. 2015.

Promoting Health Behavior Change in the Workplace, Bethany Thayer, M.S., RDN, FAND. Panel discussion, HAP Corporate and Community Wellness Forum 2015. MGM Grand, Detroit, Nov. 16, 2015.

New Dietary Guidelines, Bethany Thayer, M.S., RDN, FAND. WWJ Newsradio 950 AM, Jan. 7, 2016.

The "superfoods" of 2016, Bethany Thayer, M.S., RDN, FAND. WDIV-TV4, Live in the D, <http://www.clickondetroit.com/live-in-the-d/live-in-the-d-the-superfoods-of-2016>, Jan. 14, 2016.

Creating an Analytical Structure to Demonstrate the Value of Investments in Primary prevention to Health Outcomes and Health Care Costs; Early childhood Investments, Kimberlydawn Wisdom, M.D. Altarum Institute data, methods, models and outcomes, Jan. 20, 2016.

Policy Translation: Training, Research, and Application: Engaging Youth Leadership in Policy Advocacy, Jaye Clement, MPH, MPP, Chris Coombe, Ph.D., MPH, and Richard Lichtenstein, Ph.D., MPH. The Detroit Urban Research Center's 20th Anniversary Symposium, Detroit, MI, Jan. 21, 2016.

Transition to Success: A Standard of Care to Treat Poverty, Marcella Wilson, Ph.D., and Nancy Combs, M.A. Association for Community Health Improvement, Baltimore, MD, March 2016.

An Evolving Health System Role in Community Health Transformation: Health Educators as Change Agents, Kimberlydawn Wisdom, M.D. Society of Public Health Educators (SOPHE), Charlotte, South Carolina, March 29, 2016.

Getting the most out of fruits, veggies, Bethany Thayer, M.S., RDN, FAND. WDIV-TV4, Live in the D, <http://www.clickondetroit.com/web/wdiv/live-in-the-d/live-in-the-d-getting-the-most-out-of-fruits-veggies>, March 31, 2016.

Robert Wood Johnson Foundation Clinical Scholars, Kimberlydawn Wisdom, M.D. University of Michigan, April 6, 2016.

Creating a sustainable group prenatal care model for the Women Inspired Neighborhood (WIN) Network: Detroit at the Henry Ford Health System, Jaye Clement, MPH, MPP, Jisha Tony Panicker, BDS, MPH, Yolanda Hill-Ashford, BLSW, MSW, Dana Rice, DrPH, and Kimberlydawn Wisdom, M.D. Mayor's Summit on Health Equity in Detroit, Wayne State University, May 3, 2016.

Harvard School of Public Health, Kimberlydawn Wisdom, M.D. Doctoral and master's degree candidates, May 5, 2016.

Past, present and future of SNAP: Evaluating Effectiveness and Outcomes of SNAP – Ed, Kimberlydawn Wisdom, M.D. U.S. House of Representatives, Committee on Agriculture, June 22, 2016.

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Implementing Healthier Foodservice Guidelines in Hospital and Federal Worksite Cafeterias: Barriers, Facilitators, and Keys to Success, Bethany Thayer, M.S., RDN, FAND. *Journal of Human Nutrition and Dietetics*, <http://onlinelibrary.wiley.com/doi/10.1111/jhn.12380/abstract>

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Jersey Evening Post, May 30, 2016. Posties' Call & Check scheme to deliver the goods – in America. Kimberlydawn Wisdom, M.D. <http://jerseyeveningpost.com/news/2016/05/30/posties-call-check-scheme-to-deliver-the-goods-in-america/>

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Women-Inspired Neighborhood (WIN) Network: Detroit featured in American Hospital Association's 2015 Community Connections publication, p. 6, Jaye Clement, MPH, MPP. www.ahacommunityconnections.org/casestudies.

Memberships and Committees

Charter Steering Committee member, Kimberlydawn Wisdom, M.D., M.S., CMS Strategic Innovation Engine Executive Leadership Council

Steering Committee member, Kimberlydawn Wisdom, M.D., M.S., Health Leads 2016

Member, Detroit Mayor Mike Duggan's Health Equity Summit Planning Committee, Kimberlydawn Wisdom, M.D., M.S., 2016

Search committee member, Kimberlydawn Wisdom, M.D., M.S., Satcher Health Leadership Institute, 2016

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