

community health needs assessment implementation strategy

2020




Priority Area: Mental Health and Addiction

Priority Topic: Mental health and addiction		
Strategy 1: Launch and spread the On Our Sleeves Movement throughout the Dayton Region		
<i>Goal: Reduce mental health stigma</i>		
<i>Objective: By July 1, 2023, increase the percentage of youth who saw a healthcare provider for a mental health problem in the past year</i>		
Action Step	Priority Outcome & Indicator	Data Source/Baseline
<p>Research the On Our Sleeves Movement, a childhood mental health campaign launched by Nationwide Children’s Hospital.</p> <p>Determine ways for Dayton Children’s Hospital to support and launch the movement, which is dedicated to end the stigma surrounding childhood mental health.</p> <p>Explore the following: providing educational resources, engaging community partners, accelerating research, and reducing stigma surrounding mental illness.</p>	<p>Priority Outcomes: Reduce depression treatment unmet need Reduce mental health stigma</p> <p>Priority Indicators: Percent of youth with major depressive episode who did not receive any mental health treatment (NSDUH1)</p> <p>Percent of 7-12th graders in Western Ohio who saw a health care provider for a mental health problem in the past year (OHYES!*)</p>	<p>48.6% of youth with major depressive episode who did not receive any mental health treatment (MHA)</p> <p>28.64% percent of 7-12th graders in Western Ohio who saw a healthcare provider for a mental health problem in the past year (OHYES!)</p>
Progress		
<p>Year 1 Summary: Dayton Children’s successfully launched the On Our Sleeves campaign in May 2021, with emphasis placed on May 7, Child Mental Health Awareness Day. In May, there were forty-two billboard advertisements purchased across Dayton Children’s service area, three media outlets highlighted the launch of the campaign, and over half a million impressions on social media were made. Audiences were asked to join the movement and share the campaign by using the hashtag #onoursleeves on their social media platforms. As a result, over 1,494 community members signed up for the free weekly On Our Sleeves mental health resource emails by the end of Quarter 4. In addition, Dayton Children’s certified prevention specialist promoted Mental Health First Aid and QPR Gatekeeper training to the community to help foster healthy, non-stigmatized conversations in families and throughout the community.</p> <p>Year 2 Summary: Dayton Children’s continued to promote the On Our Sleeves campaign in the community with concentrated efforts to educate adults who live or work with children; i.e., parents, teachers, coaches, grandparents, and community-based organizations. The goal was to train individuals and organizations to incorporate On Our Sleeves Conversation Starters into their daily interactions with children. We know that helping children learn to talk about their thoughts, feelings, and experiences when they have an adult’s full attention can provide a safe opportunity for them to talk about the things that they are having a hard time handling or are upsetting them. In addition, Dayton Children’s developed a classroom curriculum kit for participating schools who signed onto the On Our Sleeves campaign that provided resources for teachers on how to incorporate children’s mental health learning in their classrooms.</p>		

Year 3 Summary:

Dayton Children’s advanced on its goal of getting mental health resources to the community through the On Our Sleeves campaign by launching the Classroom Champion campaign. The Classroom Champions campaign provides local educators with monthly resources about mental health for use in the classroom. In addition, teachers were provided Kindness Kits to use in their classrooms. To date, 14 grade schools have agreed to be a part of the Classroom Champions and more than 100 Kindness Classroom Kits were distributed and used in classrooms. Additionally, the On Our Sleeves campaign has continued to expand its reach across Dayton Children’s service area through media and marketing. A new set of conversation starter cards called “What Makes You, You” has been developed and distributed. Presentations on children’s mental health and the importance of having meaningful conversations with children have been given to numerous community stakeholder organizations who work with children. Multiple media videos were created to highlight the importance of talking to children about social media and to encourage all to take a moment for wellness with messaging in Mental Wellness minute videos.

Priority Topic: Mental health and addiction

Strategy 2: Integrate behavioral health throughout primary care ✓ 

Goal: Increase access to behavioral health services for patients

Objective: By January 31, 2021, provide Dayton Children’s Pediatrics families with in-time behavioral support and mental health services within their medical home using an integrated behavioral health model

Action Step	Priority Outcome & Indicator	Data Source/Baseline
Integrate behavioral health into primary care practices by bringing mental health and/or substance abuse screenings and treatments into the primary care setting (ex: PHQ-9 depression screening). Explore efforts including coordination between primary care providers, case managers, and mental health specialists. Determine training needs or realignment of roles. Explore online tools and therapies that may support integration, such as telehealth .	<p style="text-align: center;">Priority Outcome: Reduce mental health professional shortage areas</p> <p style="text-align: center;">Priority Indicator: Percent of Ohioans living in a psychiatry health professional shortage area (HRSA*)</p>	<p style="text-align: center;">Data Source: Health Resources and Services Administration (HRSA)</p> <p style="text-align: center;">Baseline: Ohio (2021) HPSA Facilities: 258 HPSA Geographic Areas: 63 HPSA Population Groups: 97 Total Count of HPSAs: 418</p>

Progress

Year 1 Summary:

In September 2020, Dayton Children’s recruited and secured a licensed clinical counselor who is embedded in Dayton Children’s Pediatrics, to provide integrated care. Additionally, to improve access and build an integrated behavioral health workforce, the behavioral health division established a collaborative training agreement with Metro Health in Cleveland and is currently funding training for a postdoctoral fellow in psychology to receive training in the integrated care model within the health system.

Year 2 Summary:

In July 2021, Dayton Children’s secured a provider in the psychology department specializing in integrated pediatric primary care, with expertise in sleep and adolescent medicine. As part of Dayton Children’s commitment to increasing service to families in northwest Dayton, the hospital recruited and secured a therapist to be housed at the Hope Center to support the Omega Community Development Corporation (CDC) to empower low-income individuals and families of Greater Dayton to achieve and sustain self-sufficiency with the life skills, work skills, and character to succeed through a two-generational poverty reduction model.

Year 3 Summary:

Dayton Children’s secured a second therapist for Dayton Children’s pediatrics. In addition, as part of Dayton Children’s Integrate behavioral health throughout primary care, the hospital added an additional psychologist who serves in the gastroenterology department. The provider specializes in preventive and supportive care for chronic health conditions.

Priority Topic: Mental health and addiction

Strategy 3: Develop a comprehensive school-based program 🇺🇸

Goal: Develop resiliency characteristics for children in schools

Objective: By July 1, 2023, increase emotional and behavioral skills for children in schools

Action Step	Priority Outcome & Indicator	Data Source/Baseline
<p>Launch the comprehensive school-based mental health program in partnership with schools.</p> <p>Provide a student resiliency coordinator within each school to connect and provide students with resources to address mental health needs.</p>	<p>Priority Outcome: Reduce depression treatment unmet need</p> <p>Priority Indicator: Percent of youth with major depressive episode who did not receive any mental health treatment (NSDUH¹)</p>	<p>Data Source: Mental Health America (MHA)</p> <p>Baseline: 48.6% of youth with major depressive episode who did not receive any mental health treatment</p>

Progress

Year 1 Summary:

Our student resiliency coordinator program served 288 unique students and families throughout the school year for Dayton Public Schools. In addition, the program served 129 students and families through the Disaster Relief grant in Beaver Creek, Trotwood, Brookville, and Northridge schools from April - June. Together, a total of 417 students and families were served. A satisfaction survey of the overall program was conducted at the conclusion of the year. All respondents said their students experienced a positive change by being a part of the program. Additionally, an initial Behavioral and Emotional Rating Scale (BERS) showed some increases in resiliency characteristics for some DPS students; mostly in students in grades 3-5.

Year 2 Summary:

The Community Behavioral Health Services department started a short-term Cognitive Behavioral Therapy (CBT) program in twenty-three Dayton Public Schools. The program allowed Dayton Children’s to provide one therapist for every two schools to serve up to 40 students each and their families. The

Dayton Public Schools and Disaster Relief Student Resiliency Coordinator Programs continued for the 2021-2022 school year and their caseloads increased from 15 to 20-25 students reaching 10 school districts in our service area. Notable additions to the programs include adding an additional six student resiliency coordinators to Mad River City Schools, one in Dayton Public International School, and 12 school-based therapists in 24 Dayton Public Schools. The Community Behavioral Health Services had a total of 27,440 encounters this year.

Year 3 Summary:

The Community Behavioral Health school-based services program expanded and is now operational in local public, charter, and provide schools in the area. Dayton Children’s, with funding from ADAMHS, hired nine additional therapists to serve in Archbishop Alter High School and Miamisburg, Oakwood, West Carrollton Public Schools. The program is now in 61 schools, including 26 Dayton Public Schools, with a total of more than 1,300 students served. In all, the Community Behavioral Health Services program includes 61 student resiliency coordinators, 12 school-based therapists. The program is exploring ways to expand the program to fulfill the inquiries of 18 additional schools who are requesting Student Resiliency Coordinators at their school for the 2023-2024 school years.

Priority Topic: Mental health and addiction

Strategy 4: Adopt and embed a comprehensive approach to suicide care (Zero Suicide) 🇺🇸

Goal: Reduce youth suicide for ages 12-18

Objective: By July 1, 2023, develop and launch a data-driven quality improvement approach to suicide care

Action Step	Priority Outcome & Indicator	Data Source/Baseline
<p>Explore the Zero Suicide concept of the National Strategy for Suicide Prevention to pursue a reduction in suicide and improve care for those who seek help.</p> <p>Embed a comprehensive approach to suicide care by committing to patient safety and the safety and support of clinical staff. Develop a systematic approach to quality improvement in these settings.</p>	<p>Priority Outcome: Reduce youth suicide deaths Patient safety with focus on quality improvement Use evidence-based tools and practices to fill gaps of at-risk youth to suicide.</p> <p>Priority Indicator: Number of youth suicide deaths due to suicide per 100,000 population (ODH*)</p>	<p>Data Source: ODH Baseline: 12.0 youth deaths due to suicide per 100,000 population</p>

Progress

Year 1 Summary:

Zero Suicide elements will be implemented in the outpatient psychology and psychiatry programs with a plan to scale beyond into the behavioral health division in year 2. Currently, the behavioral health leaders are working with EPIC and a Quality Consultant to establish clinical pathways and creating reports for implementing components of all 7 elements of Zero Suicide as well as the key data elements required for monitoring of compliance.

Year 2 Summary:

A two-year grant from Cardinal Health for Zero Suicide Initiative was completed and the hospital was successful in achieving program goals of implementing

the seven elements (lead, train, identify, engage, treat, transition, improve) of safer suicide care within our Behavioral Health Division at Dayton Children's. During implementation of the initiative, behavioral health began to utilize suicide risk screening tool Ask Suicide-Screening Questions screening tool and Brief Suicide Safety Assessment for each patient then hospital engaged; both are now embedded in the electronic medical records. In part of implementing a new program and process, behavioral health staff received continuous training in specialized suicide prevention treatments and practices. Behavioral Health will continue to monitor compliance of the newly implemented initiative and will continue to find innovative ways to provide continuity of care with a seamless transition of expanded services to other departments at the hospital. Finally, Behavioral Health began a new collaboration with Nationwide Children's to implement Caring Contracts at the hospital. Caring Contracts is a non-demand technological solution for patients to stay engaged in their treatment and reduce recidivism or recurring crises.

Year 3 Summary:

Dayton Children's commitment to suicide prevention in its health care system by expanding its work with Zero Suicide by adding suicide screening and assessment into the Ambulatory clinics of the hospital. The initiative was fully implemented in the Endocrinology and Diabetes divisions. A full implementation goal has been set to establish Zero Suicide efforts in three to four clinics quarterly through 2024. Efforts to add Transition Element strategies for Inpatient Behavioral Health and Crisis Services were implemented with Supportive Caring contacts. The service sends non-demand text messages to patients post discharge from inpatient behavioral health that are at higher risk for suicide. Additionally, follow-up phone calls to patients and their families have been incorporated to ensure there are seamless transitions into lower levels of care.

Priority Topic: Mental health and addiction		
Strategy 5: Develop and launch partial hospitalization and intensive outpatient therapy services		
<i>Goal: Increase access to mental health care</i>		
<i>Objective: By July 1, 2023, increase the percentage of youth with major depressive episodes obtaining mental health treatment</i>		
Action Step	Priority Outcome & Indicator	Data Source/Baseline
Complete facility renovation and launch partial hospitalization and intensive outpatient services at Dayton Children's.	<p>Priority Outcomes: Reduce unmet treatment needs, mental health Reduce youth suicide deaths</p> <p>Priority Indicators: Percent of youth in Western Ohio who were recently depressed who received mental health care in the past year (OHYES!)</p> <p>Number of youth suicide deaths due to suicide per 100,000 population (ODH*)</p>	<p>Data Sources: OHYES! and ODH</p> <p>Baselines: 28.64% percent of youth in Western Ohio who were recently depressed who received mental health care in the past year (OHYES!)</p> <p>12.0 youth deaths due to suicide per 100,000 population (ODH)</p>

Progress

Year 1 Summary:

In Dayton Children's clinics children continued to receive services as planned for the Day Treatment program, although services continued to have limited capacity for care based on the COVID-19 restrictions. In February, the Behavioral Health Department was able to open the Intensive Outpatient Program (IOP) that provided services for three days per week with a group therapy focus. In January and February, the division was able to divert approximately 20 patients from inpatient treatment to outpatient treatment. Since the program's existence, 124 patients in the Partial Hospitalization Program (PHP) and 19 patients in the Inpatient Outpatient Program (IOP) have been served as of June 2021.

Year 2 Summary:

The Day Treatment program increased staff competency and patient care. Procedures were implemented to increase access by making improvements to the intake process to allow for quicker access to care for those patients who were just discharged from the hospital's higher-level acuity/inpatient unit. There was a significant increase in the number of patients diverted from inpatient treatment to outpatient treatment. For the year, 447 patients were served in the Partial Hospitalization Program (PHP) and 119 patients in the Inpatient Outpatient Program (IOP).

Year 3 Summary:

The Day Treatment continued to see increased demand for its services for care. As a result, Day Treatment added additional staff to the Inpatient Outpatient Program (IOP) specifically to work during daytime hours. The change has made a significant impact on services moving from Partial Hospitalization Program (PHP) to Inpatient Outpatient Program (IOP). Throughout the year, staff emphasized improving communication and agency visits to local community health centers to educate people on Day Treatments referral process to increase access to care for those in need. Additionally, the Day Treatment began a pilot to admit 11-year-old patients from inpatient behavioral health. The objective is to determine if readmission of younger patients to the unit reduces due to increased access to services. Currently, the Day Treatment program only admits patients 12-17 years of age.

Priority Topic: Mental health and addiction

Strategy 6: Implement the OAAP Store it Safe Program

Goal: Increase firearm safety education within Dayton Children's

Objective: By July 1, 2023, distribute 150 gun storage boxes through Dayton Children's Pediatrics

Action Step	Priority Outcome & Indicator	Data Source/Baseline
Implement the Ohio Academy of Pediatrics Foundation Store it Safe Program . Use tools and materials provided by Store it Safe. Implement strategies to encourage safe storage of firearms and encourage families to educate their children about safety issues related to firearms. Track program measures, for example, how many guns storage tools have been distributed.	<p style="text-align: center;">Priority Outcome: Reduce youth suicide deaths and firearm related morbidity and mortality for children of all ages</p> <p style="text-align: center;">Priority Indicator: Number of youth suicide deaths due to suicide per 100,000 population (ODH*)</p>	<p style="text-align: center;">Data Source: ODH</p> <p style="text-align: center;">Baseline: 12.0 youth deaths due to suicide per 100,000 population (ODH)</p>

Progress

Year 1 Summary:

In partnership with the Ohio American Academy of Pediatrics, the Store it Safe Program officially launched on February 1, 2021, in Dayton Children’s Pediatrics. This program screens families to determine if they have a firearm in the home and if it is being stored safely. If the family needs a safe storage option, a lockbox is provided to the caregiver. A total of 33 lockboxes were distributed since the program began.

Year 2 Summary:

The Store it Safe Program continued in the Dayton Children’s Pediatrics. The program continued to screen families to determine if they have a firearm and if it is being stored safely. If the family needs a safe storage option, a lockbox is provided. A total of 52 lockboxes were distributed.

Year 3 Summary:

The Store it Safe Program continued Dayton Children’s Pediatrics. The program continued to screen families to determine if they have a firearm and if it is being stored safely. If the family needs a safe storage option, a lockbox is provided. A total of 51 lockboxes were distributed. Conversations have begun to expand the program in other hospital departments as well as providing a larger higher quality handgun safe box.

Priority Area: Chronic Disease

Priority Topic: Chronic Disease		
Strategy 1: Implement healthy food initiatives ✓ 🇺🇸		
<i>Goal: Increase access to healthy food</i>		
<i>Objective: By July 1, 2023, increase the impact of the community teaching kitchen by increasing people served by 10 percent incrementally each year</i>		
Action Step	Priority Outcome & Indicator	Data Source/Baseline
Continue healthy food initiatives within Dayton Children’s Hospital, for example: <ul style="list-style-type: none"> • Cooking demonstrations and recipe creation within the Demonstration Kitchen • Supporting the Healthy Harvest/E-Pantry and Backpack Program to provide meals and snacks to children • Supporting the Homefull Mobile Market and the Gem City Market to improve access to food Determine quality improvement opportunities for existing healthy food initiatives. For example, determine feasibility of implementing virtual or digital classes within the Demonstration Kitchen, ensure materials are culturally appropriate for those	<p>Priority Outcome: Reduce childhood obesity</p> <p>Priority Indicator: Percent of children who were obese by BMI classifications (NSCH¹)</p>	<p>Data Sources: CDC and StateofChildhoodObesity.org</p> <p>Baseline: 19.3% of U.S. children and adolescents aged 2–19 years have obesity, including 6.1% with severe obesity, and another 16.1% are overweight. (2017-2018)</p>

accessing services, and build capacity among child serving organizations.		
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Progress

Year 1 Summary:
 Due to COVID-19, live cooking classes in the food demonstration kitchen at the Connor Child Health Pavilion were suspended during Quarter 3. As an alternative, virtual cooking classes were offered. Additionally, as part of the E-Pantry program, Miami Valley Meals served a total of 1,300 meals to 394 neighborhood families throughout the year. As a result of COVID-19, the Homefull Mobile Market truck had to halt programming activity at the hospital.


Year 2 Summary:
 Cooking demonstrations and recipe creation resumed in-person in the Community Teaching Kitchen at the Connor Child Health Pavilion, in the community, and virtually. Over 1,000 community members attended the cooking classes held throughout the year. In partnership with The Foodbank, a new food initiative called Good-To-Go Backpacks kicked-off in October at Kiser Elementary. Good-to-Go Backpacks are sent home with specifically identified children every Friday throughout the school year. Each backpack is filled with food children can take home and eat over the weekend. The food is child-friendly, can be easily opened, and easily prepared. Additionally, a handwritten positive note was included in every bag to encourage students to stay positive and show value to each child. The program served 45 children weekly.

Year 3 Summary:
 As part of the Dayton Children’s healthy food initiative, Dayton Children’s began operating a food pantry program. On the 2nd and 4th Monday of every month, community members came to the Connor Child Health Pavilion to receive food. To date, the program has served over 150 families and provided food for more than 600 people. Cooking classes continued to be offered to the community and served 411 families. In addition to the traditional cooking classes, in-person prenatal nutrition and cooking were offered to caregivers this year. The cooking classes have seen a significant uptick in participation in comparison with last year due to the removal of COVID-19 restrictions and new online class registration. Additionally, in partnership with the Foodbank, the Good-To-Go Backpack program continued at Kiser Elementary. Good-to-Go Backpacks are sent home with specifically identified children every Friday throughout the school year. Each backpack is filled with food children can take home and eat over the weekend. The program served 137 children weekly. The service saw an increase almost threefold since the program began serving 45 children weekly.

Priority Topic: Chronic Disease		
Strategy 2: Implement Safe Routes to School 🇺🇸		
<i>Goal: Increase number of children walking and biking to school</i>		
<i>Objective: By July 1, 2023 increase the number of Dayton Public Schools students walking and biking to school by 5 percent</i>		
Action Step	Priority Outcome & Indicator	Data Source/Baseline

<p>Evaluate program goals. Identify key stakeholders to collaborate and develop a plan to expand Safe Routes to School (SRTS) programs in the Greater Dayton Area. Develop program goals and an evaluation process for tracking outcomes.</p> <p>Review data and determine ways to improve data collection for the SRTS program (ex: neighborhood or school specific data to target strategy development).</p> <p>Raise awareness and promote the SRTS programs. Closely monitor and promote infrastructure updates by the City of Dayton.</p>	<p>Priority Outcomes: Reduce childhood obesity Increase students walking and biking to school</p> <p>Priority Indicators: Percent of children who were obese by BMI classifications (NSCH¹) Percent of children walking and biking to school</p>	<p>Data Source: CDC</p> <p>Baseline: 19.3% of U.S. children and adolescents aged 2–19 years have obesity, including 6.1% with severe obesity, and another 16.1% are overweight. (2017-2018)</p>
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Progress		
<p>Year 1 Summary: The Safe Routes to School (SRTS) program provided programming virtually with Dayton Public Schools as the district did not meet in person for the first half of the school year. The SRTS program hosted a virtual Girls in Gear program for girls in grades 4-6 at two elementary schools. SRTS launched a marketing campaign called "How did the chicken cross the road?..." that included billboards, Facebook Ads, a blog, and a parent newsletter that educated families on the importance of using crosswalks and walking across the street distraction-free. During the year, virtual Girls in Gear programming reached 11 girls, and the pedestrian media campaign made 111,369 impressions on Facebook and 304,536 impressions on billboards.</p> <p>Year 2 Summary: The SRTS program reached 35 students in extended programming and over 500 families in on-time programming during FY22. The coordinator served on both the City of Dayton and Miami Valley Regional Planning Commission's Active Transportation Steering committees ensuring how children travel was represented in each plan. The program also published blogs and ran a successful crosswalk safety marketing campaign.</p> <p>Year 3 Summary: The SRTS program served over 1,000 families in on-time programming during FY23. The coordinator served on both the City of Dayton and Miami Valley Regional Planning Commission's Active Transportation Steering committees ensuring how children travel was represented in each plan. The program also published blogs and ran a successful crosswalk safety marketing campaign. The SRTS program supported the Bike Park at Welcome Stadium, providing funding for bikes, helmets and locks for kids utilizing the park. The SRTS program will be managed by the City of Dayton for FY24.</p>		

Priority Topic: Chronic Disease	
Strategy 3: Enhance the Dayton Asthma Alliance ✓ 	
<i>Goal: Decrease hospital utilization for asthma</i>	
<i>Objective: By July 1, 2023, decrease the number of emergency room and inpatient visits for asthma in key zip codes</i>	

Action Step	Priority Outcome & Indicator	Data Source/Baseline
<p>Continue the work of the Dayton Asthma Alliance to improve health outcomes for children with asthma.</p> <p>Using data, determine which evidence-based practices will be implemented over the cycle to target those with the most need. For example:</p> <ul style="list-style-type: none"> • Medical legal partnerships • Healthy home environment assessments • Community health workers (CHWs) • Tobacco cessation programs <p>Ensure community and stakeholder involvement in planning and selecting strategies.</p> <p>Continue to improve data collection and data-sharing processes to develop neighborhood specific interventions.</p>	<p style="text-align: center;">Priority Outcomes:</p> <p style="text-align: center;">Reduce childhood asthma morbidity</p> <p style="text-align: center;">Reduce child asthma hospitalizations</p> <p style="text-align: center;">Priority Indicators:</p> <p style="text-align: center;">Percent of children diagnosed with asthma</p> <p style="text-align: center;">Emergency department visits for pediatric asthma, per 10,000 children ages 0-17</p>	<p style="text-align: center;">Data Source: CDC</p> <p style="text-align: center;">Baseline: 7.8% children living with asthma in Ohio (2019)</p>

Progress

<p>Year 1 Summary:</p> <p>The Dayton Asthma Alliance continued to work to improve outcomes for children in a variety of settings. The Alliance supported the Asthma Co-Management Program by working with the Dayton Children’s Health Partners Clinically Integrated Network (CIN). The goals included creating quality standards around the management of asthma in all clinical settings. The Alliance focused on several initiatives to improve asthma in three Dayton-area zip codes. Several initiatives were also identified through the Institute for Health Improvement project around health equity. Standardization of the “Asthma Pathway” for community health workers continued, along with the engagement of multiple families through an Ohio Department of Health grant.</p> <p>Year 2 Summary:</p> <p>The Dayton Asthma Alliance continued its work to improve housing conditions for children with asthma. Through the housing workgroup, multiple programs from across the country were explored to identify what might be appropriate to replicate in Dayton. The community health workers based at Dayton Children’s had another successful year. They partnered with a local mold inspection company to help identify when mold is present in the home as a service to patient families.</p> <p>Year 3 Summary:</p> <p>The Dayton Asthma Alliance held a two-day healthy housing education training for community stakeholder lead by Livable Housing, Inc. The organization has a history of working to improve housing conditions with a focus on pest management and healthy housing principals – which can reduce asthma triggers. The goal of the training and collaboration is to mirror programs across the country that provide remediation for community members whose home environment has hazards that trigger asthma episodes. Additionally, Dayton Children’s strategic plan has identified health disparities in asthma as a focus area and looks to increase the number of children in zip codes 45405, 45406 and 45417 that are served by community health workers. The Dayton Asthma Alliance worked with</p>
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CHWs to create a process for improved outreach and engagement, as well as developing a standard process to ensure children who have been diagnosed with asthma are receiving consistent referrals to community health workers.

Priority Topic: Chronic Disease

Strategy 4: Expand the food insecurity screening and referral program

Goal: Expand food insecurity screening within Dayton Children's

Objective: By July 1, 2021, expand the food insecurity screening and referral program to one additional clinic


Action Step	Priority Outcome & Indicator	Data Source/Baseline
<p>Expand the 2-item Food Insecurity (FI) Screening Tool and referral program within Dayton Children's Hospital. Implement the screening model in additional locations with accompanying evaluation measures.</p> <p>Continue to educate health care providers on food insecurity, its impact on health, and the importance of screening and referral. Address food insecurity as part of routine medical visits on an individual and systems-based level.</p>	<p>Priority Outcome: Reduce food insecurity</p> <p>Priority Indicator: Percent of households that are food insecure (Feeding America, Map the Meal Gap)</p>	<p>Data Source: Feeding America</p> <p>Baseline: 18.9% of households in Ohio were food insecure. (2019)</p>

Progress

Year 1 Summary:

As part of an Intermediate Quality Improvement Class (IQIC) project, the Food Pharm piloted the expansion of food insecurity screening and food box options at the Troy, Springfield, and Springboro locations. As a result, the program has been integrated into the organization-wide social needs screening initiative outlined in Strategy 1: Community Conditions and this Strategy 4: Chronic Disease will sunset.

Priority Topic: Chronic Disease

Strategy 5: Continue to enhance the “Food Pharm” program ✓ 

Goal: Enhance the Food Pharm program at Dayton Children’s

Objective: By July 1, 2023, increase the number of boxes distributed incrementally year over year by 10 percent

Objective: Increase access to food resources to 250 families in the Dayton area in response to COVID-19

Action Step	Priority Outcome & Indicator	Data Source/Baseline
<p>Enhance the “Food Pharm” program, which increases consumption and access to nutritious foods, including fresh produce.</p> <p>Determine quality improvement initiatives related to the “Food Pharm” program. For example, determine the need for training and/or tools to ensure the program has appropriate options for specific cultures and diets, and ensure recipes are provided with food boxes</p>	<p style="text-align: center;">Priority Outcome: Reduce food insecurity</p> <p style="text-align: center;">Priority Indicator: Percent of households that are food insecure (Feeding America, Map the Meal Gap)</p>	<p style="text-align: center;">Data Source: Feeding America</p> <p style="text-align: center;">Baseline: 21.4% of household in Montgomery County were food insecure. (2019)</p>

Progress

Year 1 Summary:

Dayton Children’s partnered with Premier ProduceOne to provide nutritional food resources during summer 2020 in response to the pandemic to address increased food insecurity in the community. Partners who received services from the program included Boys and Girls Club, DeSoto Bass Housing Development, YMCA, Omega CDC, Mad River Schools, Project Hope First Christian Church, and the UD ECHO program. In partnership with the Food Bank, Dayton Children’s distributed over 400 food boxes throughout Year 1. Additionally, 515 families, 1466 individuals (including 411 children), were served during Dayton Children’s co-sponsored mass food distributions with the Dayton Foodbank.

Year 2 Summary:

The Foodbank continued to distribute over 260 impacting 900 people and their families at the Connor Child Health Pavilion. Additionally, Dayton Children’s co-sponsored a mass food distribution with the Dayton Foodbank serving 630 families or 1703 total people. The distribution event was held in northwest Dayton at the Dixie Drive-in.

Year 3 Summary:

Dayton Children’s provided nutritional food resources through the distribution of 161 food boxes impacting families. Over 40 families were enrolled in the hospital's produce delivery program. The program will deliver two boxes a month for 6 months.

Priority Topic: Chronic Disease

Strategy 6: Increase physical activity opportunities among families 🇺🇸

Goal: Increase physical activity

Objective: By July 31, 2023, increase the number of children reporting 60 minutes of physical activity daily

Action Step	Priority Outcome & Indicator	Data Source/Baseline
<p>Explore best practices to increase physical activity opportunities among families. Explore the following:</p> <ul style="list-style-type: none"> • Exercise prescriptions • Rx to parks • Walk with a Doc • Safe Routes to Parks <p>Implement selected physical activity initiatives.</p> <p>Obtain baseline data on races and other organized physical activities in the Dayton region and if they offer a child or family component. Meet with organized physical activity leadership to assess the feasibility of integrating child and family components into current planned events and activities.</p>	<p>Priority Outcome: Increase child physical activity</p> <p>Priority Indicator: Percent of children (6-11) who were physically active at least 60 minutes per day</p>	<p>Data Source: CDC</p> <p>Baseline: 26.1% of children (ages 6-11) who were physically active at least 60 minutes per day. (2017)</p>

Progress

Year 1 Summary:

The Healthy Me Program has expanded exercise options for patients in their program over the course of the year. Exercise goals are written as part of treatment plans. For Montgomery County residents, the Healthy Me program has been exploring the Rx to Parks program and will begin writing these prescriptions FY22. The Walk with a Doc program began revisions in the third quarter with a planned launch in fall 2021. Walk with a Doc encourages families to get out and walk with the overall goal of making health accessible to all and affecting behavioral changes in individuals. To assess activity levels in our population, the department continues its work on building a report that would capture baseline data from Dayton Children's Pediatrics Clinic and Healthy Me Program. Many of the in-person physical activities and programs were limited due to COVID-19 restrictions.

Year 2 Summary:

The Healthy Me program implemented and included exercise options for all patients in FY22. The program actively participated in Rx to Parks program planning and implementation and restarted Walk with a Doc in the summer of 2022.

Year 3 Summary:

The Healthy Me program included exercise options for all patients in FY23. The program actively participated in Rx to Parks program planning and implementation. Dayton Children's held seven Walk with a Doc events with a total of 29 participants. The Healthy Me program continued to offer Rx to Parks prescriptions and continued writing exercise goals with patients as part of treatment plans.

Priority Topic: Chronic Disease

Strategy 7: Implement lead prevention quality improvement project

Goal: Decrease rates of lead toxicity in children

Objective: By July 31, 2023, increase lead screening rates in patients at the 12 and 24-month well child visit

Action Step	Priority Outcome & Indicator	Data Source/Baseline
<p>Develop quality improvement initiatives at Dayton Children’s to increase lead screening, testing rates, and referrals to appropriate resources.</p> <p>Explore the following:</p> <ul style="list-style-type: none"> • Educate providers on the gap in current lead testing and improve testing rates at Dayton Children’s • Educate providers and families on existing lead prevention resources in the Greater Dayton Area. <p>Integrate counseling on lead poisoning prevention</p>	<p align="center">Priority Outcome: Decrease child lead poisoning</p> <p align="center">Priority Indicator: Percent of young children with elevated blood lead levels (ODH*)</p>	<p align="center">Data Source: ODH</p> <p align="center">Baseline: 2.7% of young children with elevated blood lead levels (2019)</p>

Progress

Year 1 Summary:

Dayton Children’s Pediatrics completed a six-month pilot with Ohio AAP to increase lead screening. As a result, the screening rates increased which led to more lab tests and an increase in anticipatory guidance. Lead screening will continue in clinics and will continue to be monitored.

Year 2 Summary:

For FY22 this strategy has been integrated. This strategy has been sunset.

**Ohio Department of Health*

Priority Area: Maternal and Infant Health

Priority Topic: Maternal and infant health		
Strategy 1: Increase the use of safe sleep practices 		
<i>Goal: Increase safe sleep education</i>		
<i>Objective: By July 1, 2023, increase number of community members receiving consistent safe sleep education through partners</i>		
Action Step	Priority Outcome & Indicator	Data Source/Baseline
<p>Continue to partner and strengthen relationships with PHDMC, local hospitals and other organizations to integrate safe sleep practices (i.e. The ABC's of Safe Sleep, Cribs for Kids) into the hospital/community settings.</p> <p>Raise awareness and promote safe sleep practices through coordinated messages and programs such as the Safe Sleep Ambassador program. Explore media partnerships to scale messaging and campaigns.</p> <p>Further strengthen data collection and data-sharing within partnering organizations.</p> <p>Continue providing safe sleep education to all personnel including clinical and non-clinical staff.</p> <p>Continue to integrate safe sleep best practices into hospital workflow, policies and procedures.</p>	<p>Priority Outcome: Reduce infant mortality due to unsafe sleep conditions</p> <p>Priority Indicator: Rate of infant deaths per 1,000 live births (ODH*)</p>	<p>Data Source: ODH</p> <p>Baseline: 6.9 infant deaths per 1,000 live births (2019)</p>
Progress		
<p>Year 1 Summary: Dayton Children's was awarded a grant to enhance Safe Sleep Education for hospital staff from the Ohio Injury Prevention Partnership, Child Injury Action Group. This grant will be used to develop video training and new educational materials to be used at the hospital as well as shared with other health professionals in the community. The Safe Sleep Ambassador Program, in partnership with Public Health Dayton and Montgomery County, served 15 families in Q3. Dayton Children's was awarded an Ohio Children's Trust Fund grant for early childhood safety. Dayton Children's is also working with the GDAHA Pathways HUB to incorporate safe sleep practices in their care coordination checklist for participants. This will ensure all families in the program receive a safe sleep education or referral. Community health workers will continue to collaborate with the GDAHA Pathways HUB and will integrate safe sleep observations and education opportunities into their home visits with patients.</p> <p>Year 2 Summary: Dayton Children's developed and implemented a conversation-based safe sleep training for clinical staff. This training was completed by all clinical staff by</p>		

May 2022. The training was also shared with local, state, and national partners. The training will be used by the Ohio Injury Prevention Partnership Safe Sleep Committee to train clinical staff throughout the state over the next five years. Dayton Children's provided 79 families with a safe place for their baby to sleep through the Early Childhood Education Program funded by the Ohio Children's Trust Fund. The hospital received funding to continue this program through FY23. The Cribs for Kids Program provided 56 cribs to families during FY22 and will continue in FY23. Dayton Children's plans to continue to provide staff training and support the safe sleep ambassadors program in FY23.

Year 3 Summary:

Dayton Children's conversation-based safe sleep training for clinical staff was fully implemented in annual mandatory education for qualified staff. Dayton Children's trained 431 staff through the CORE program and 15 community members through the Safe Sleep Ambassadors program. The safe sleep training video has been used and or added to traditional education training by hospitals, public health departments, and non-profit organizations in Ohio and across the United States. Through donor funding, the Family Resource Connection program provided 42 families with a crib for their baby to have a safe place to sleep. Additionally, the Dayton Children's Early Childhood Safety Initiative funded by the Ohio Children's Trust Fund grant provided 60 community members who participated in the program with a safe place for their baby to sleep.

**Ohio Department of Health*

Priority Topic: Maternal and infant health

Strategy 2: Increase human milk feeding and provide lactation support ✓ 

Goal: Increase lactation duration

Objective: By July 1, 2023, optimize the electronic medical record to reflect best practices to support lactation

Action Step	Priority Outcome & Indicator	Data Source/Baseline
Increase breastfeeding duration	Percent of eligible, non-NICU inpatients that receive lactation services during admission.	Report; Average 62% of target population received lactation services
Provide equitable access to lactation support	Average number of Lactation Clinic visits per month	EPIC data; 17 Lactation Clinic visits per month
	Average number of Dayton Children’s Pediatrics lactation visits per month	Report; 80 Dayton Children’s Pediatrics Lactation visits per month
	Establish a metric related to race and equity of lactation support	IQIC Proposal and Project

Progress

Year 1 Summary:

Dayton Children’s is expanding lactation support for families. Resources were combined to form Clinical Nutrition & Lactation Department, the expansion of lactation specialists from 2.6 to 5.6 FTE to serve Dayton Children’s inpatient and specialty team clinics, Dayton Children’s Pediatrics and Dayton Children’s Hospital Lactation Clinic and employees to expand clinical services to term infants and children, and outpatients. Dayton Children’s staff continued collaboration and compounding of resources with community health partners to increase lactation support across the community.

Year 2 Summary:

The Clinical Nutrition and Lactation Department increased their support for families through the hiring of full-time International Board-Certified Lactation Consultant’s (IBCLC’s). The certified lactation consultants expanded services throughout Dayton Children’s Hospital in the inpatient and specialty team clinics, and Dayton Children’s Pediatrics to expand clinical services to term infants, children, and outpatients. The Clinical Nutrition and Lactation Department received a \$30,000 Ohio Department of Health grant for the purchase of lactation equipment to support the increased number of inpatient and outpatient consultations.

Year 3 Summary:

Clinical Nutrition and Lactation Department continued its work on maximizing volume of lactation support provided on inpatient (non-NICU) units in the

Lactation Clinic and at Dayton Children's Pediatrics. A new focus on the hospital's lactation work for the 2023-2024 fiscal year will be centered around understanding the barriers to breastfeeding continuation for patients seen at the Dayton Children's Pediatrics. The goal of transitioning to focused efforts is to reduce inequities in continuation rates by race. Initial actions are to increase employee lactation support, enhance lactation support in the NICU, and to begin offering in person training to all new inpatient nurses at Dayton Children's as part of orientation.

Priority Topic: Maternal and infant health

Strategy 3: Increase parenting resources and support

Goal: Expand awareness of parenting programs and resources offered by Dayton Children's

Objective: By July 23, 2023, increase the number of parents enrolled in a parenting program by 20 percent from baseline

Action Step	Priority Outcome & Indicator	Data Source/Baseline
<p>Continue parenting programs and resources offered by Dayton Children's. For example:</p> <ul style="list-style-type: none"> • Maternal and Infant Mortality Initiative (MIMI), which is a digital platform committed to engage, educate, and support expecting and new mothers from early pregnancy through their babies' first six months. • Triple P, a parenting and family support system designed to prevent and treat behavioral and emotional problems in children and teens. <p>Increase public awareness regarding access to parenting programs within the Greater Dayton Area. Determine additional avenues for referrals.</p> <p>If there is a need for additional parenting resources, increase the number of parenting programs available by Dayton Children's.</p>	<p>Priority Outcome: Reduce infant mortality</p> <p>Priority Indicator: Rate of infant deaths per 1,000 live births (ODH*)</p>	<p>Data Source: CDC</p> <p>Baseline: 6.9 infant deaths per 1,000 live births (2019)</p>

Progress

Year 1 Summary:

Dayton Children's renewed its contract with UbiCare's MIMI (Maternal & Infant Mortality Initiative) services and included an addendum that allows the hospital to access their materials to use on Dayton Children's social media. MIMI resources were continuously sent to expected or new moms throughout the year via email and text message to influence behaviors that will improve health outcomes. Engagement statistics in this program were strong. Additionally, three team members were trained in Primary Care Triple P and one psychologist in Group Stepping Stones Triple P, which is specifically for children with developmental disabilities, including autism.

Year 2 Summary:

UbiCare's MIMI and SmarteXp services continued to evolve with over 60,000 meaningful connections for pregnancy and early childhood education messaging. More than 1,000 families were enrolled into the messaging services. Well-check text message reminders were added to the UbiCare services to send to families to improve appointment adherence. Primary Care Triple P classes were offered with limited engagement. Dayton Children's is looking for ways to include support incentives for families to participate and complete Primary Care Triple P seminars.


Year 3 Summary:

Dayton Children's Pediatrics continued to utilize UbiCare's MIMI and SmarteXp services to communicate and engage with patients via email and text messages. The platform allows the hospital to provide caregivers with information to promote preparedness, raise awareness, and well child appointments. Through UbiCare's services, the hospital was able to increase communication with patients outside the four walls of the hospital with an average of 37,574 meaningful connections per week in the fourth quarter of FY23.

**Ohio Department of Health*

Note: Strategy # 2 is cross-cutting and impacts "chronic disease," Strategy # 3 is cross-cutting and impacts "access to care"

Priority Factor: Community Conditions

Priority Factor: Community Conditions		
Strategy 1: Expand screenings to address social needs ✓ 		
<i>Goal: Address social needs through resource connection</i>		
<i>Objective: By July 1, 2021, expand social needs screening program to one additional outpatient clinic</i>		
Action Step	Priority Outcome & Indicator	Data Source/Baseline
<p>Continue screening and resource follow-up in clinical primary care settings to address the social determinants of health. Share data and outcomes to scale and spread.</p> <p>Explore strategies to increase social need identification. Implement digital screening options that can integrate with EPIC and capture social needs screening data.</p> <p>Increase social needs identification by 20% by expanding to additional targeted clinics within Dayton Children's.</p>	<p>Priority Outcomes: Reduce poverty</p> <p>Identify and address social determinants of health</p> <p>Priority Indicators: Children living in poverty (American Community Survey)</p> <p>Not currently available</p>	<p>Data Source: Census and Children's Defense Fund</p> <p>Baseline: 324,754 people living in poverty (2019) 30.8% of children living in poverty (2019)</p>
Progress		
<p>Year 1 Summary: The Social Needs Screening Strategy team focused on sharing screening questions and technology considerations to identify the best practices needed when a clinic wants to conduct screenings and referrals. Dayton Children's determined that the FindHelp platform would be purchased then utilized to integrate social needs screening into EPIC and used to refer patient families to community organizations. Additional work continued into the fourth quarter to ensure collaboration with various hospital initiatives and finalizing contracting decisions with FindHelp and IT/EPIC integration.</p> <p>Year 2 Summary: A social needs digital screening pilot was launched in Dayton Children's Pediatrics. Screening responses automatically populate into the medical record in EPIC. Responses are reviewed by physicians and discussed with patient caregivers. A dashboard was created to pull data from EPIC to track compliance and positivity rate of screens. Staff use the screening data to contact the family for a follow-up call to discuss positive screened social needs and provide families with information to local resources. In addition, the FindHelp platform was launched in the hospital and is being utilized to provide resources to families indicating needs.</p> <p>Year 3 Summary: Digital screening for social needs was fully implemented in Dayton Children's Pediatrics. As a result of the success and high use rate, the digital social needs screening was expanded into additional ambulatory clinics including GI and neurology, and infectious disease. The associated social needs screening dashboard which pulls data from EPIC allowed the hospital to increase compliance of screening through active tracking and real-time adjustments. Through</p>		

the digital social needs screening and dashboard, Dayton Children's ability to assist families with addressing their indicated health-related social needs has significantly increased. In addition, the hospital has been able to provide direct assistance to families through in-house resources in the Family Resource Connection as well as resources found on the FindHelp platform.

Priority Factor: Community Conditions

Strategy 2: Support and expand strategies to improve kindergarten readiness ✓ 

Goal: Connect children to kindergarten readiness programs

Objective: By July 1, 2023 obtain 50 percent saturation of the Montgomery County Imagination Library in identified high-need zip codes

Action Step	Priority Outcome & Indicator	Data Source/Baseline
Continue to support kindergarten readiness strategies including: <ul style="list-style-type: none"> • Preschool Promise • The Imagination Library • Reach Out and Read 	<p align="center">Priority Outcome: Improve kindergarten readiness</p> <p align="center">Priority Indicator: Percent of kindergarten students demonstrating readiness (Ohio Kindergarten Readiness Assessment)</p>	<p align="center">Data Source: H</p> <p align="center">Baseline: 40% of kindergarten students demonstrating readiness (2015-2016)</p>

Progress

Year 1 Summary:

The Montgomery County Imagination Library celebrated its 1-year anniversary in December 2020. The enrollment level in Montgomery County also increased in the targeted high-need zip codes during the year for an overall saturation rate of 38%.

Year 2 Summary:

The Montgomery County Imagination Library continued to grow enrollment and ended the fiscal year with a 46% enrollment rate. The program continued to conduct outreach with organizations in the community that focused on kindergarten readiness. Several community partners assisted with enrollment and program coordination including the Altrusa Club, Preschool Promise and the Dayton Metro Library.

Year 3 Summary:

The Montgomery County Imagination Library continued to grow enrollment and ended the fiscal year with a 49% saturation rate. Over the last year, birthing hospitals agreed to partner with the program and have made a tremendous effort to enroll families into the program the day their baby is born. As a result, this has significantly increased enrollments for children during their first month of life.

Priority Factor: Access to Care

Priority Factor: Access to Care		
Strategy 1: Promote preventive health care		
<i>Goal: Improve access to preventive care</i>		
<i>Objective: By fall 2021, Improve access through extended hours, opening a second location at the Hope Center and telehealth</i>		
Action Step	Priority Outcome & Indicator	Data Source/Baseline
<p>Promote preventive health care and maintain continuity of care due to the current climate of COVID-19.</p> <p>Utilize community partnerships to promote messaging and marketing materials (ex: churches, hospitals, pharmacies, health departments, schools, childcare centers, media, etc.)</p> <p>Provide partners with educational materials and ways to support marketing campaigns and raise awareness of the importance of preventive health care.</p>	<p>Priority Outcome: Reduce unmet needs, medical care</p> <p>Priority Indicator: Percentage of children who are up to date on preventive care</p>	<p>Data Source: HIPO</p> <p>Baseline: 71% had access to medical and dental care (2019)</p>
Progress		
<p>Year 1 Summary: Dayton Children’s Pediatrics located in the Connor Child Health pavilion extended its hours, expanded telehealth options, and utilized proactive outreach to close well-child and immunization care gaps. Additionally, the clinic continued to coordinate measures to improve breastfeeding rates. Dayton Children’s Pediatrics continued to promote preventive healthcare by deciding to open a satellite office in a newly constructed community center, The Hope Center, located in west Dayton. The Hope Center is scheduled to open in November 2021.</p> <p>Year 2 Summary: Dayton Children’s Pediatrics expanded its services to the community surrounding the new community center, the Hope Center in West Dayton. The pediatrics in the Hope Center is working at full capacity with two providers. The pediatrics added walk-in clinic services on Monday mornings as well as online scheduling for families at the Hope Center location. In connection with pediatrics, Dayton Children’s added social workers, community health workers, and behavioral health specialists at the location.</p> <p>Year 3 Summary: Dayton Children’s Pediatrics continued its services in the Connor Child Health Pavilion and in the Hope Center located in West Dayton. The clinics are</p>		

working at full compacity and continue to promote preventive healthcare through partnership with social workers, community health workers, behavioral health specialists, and the Healthy Steps program.

Priority Factor: Access to Care

Strategy 2: Further integrate community health workers into clinical services 

Goal: Increase the use of community health workers to advocate for at-risk populations

Objective: By July 1, 2023, increase the number of community health workers from 4 to 10 with particular focus on children in low opportunity neighborhoods, children with behavioral health concerns, children in kinship and adoptive care, and children with medical complexities

Action Step	Priority Outcome & Indicator
<p>Facilitate an assessment to determine gaps in service coordination and the potential need for patient navigators across additional clinical settings (ex: behavioral health). Explore the feasibility of hiring additional community health workers (CHW).</p> <p>Continue referral process and data collection on CHW outcomes. Ensure training opportunities for standardized messaging across clinical settings when utilizing community health workers.</p>	<p align="center">Priority Outcomes: Provider availability- Community Health Workers Increase local access to healthcare services</p> <p align="center">Priority Indicators: Address the social determinants of health in a clinical setting Primary care health professional shortage areas (HRSA*)</p>

Progress

Year 1 Summary:

The community health worker program continued to expand its staffing capacity by hiring a new asthma worker to work with patients in the pediatrics and filling the pulmonary asthma position at the main hospital. The program is exploring funding to hire a sickle cell community health worker. Additionally, the program plans to hire a new community health worker with funding from philanthropy that will focus on newborns attending all six visits in their first 18 months. The community health worker will accomplish this goal by helping families navigate barriers that keep families from returning to appointments.


Year 2 Summary:

The community health worker program has expanded its reach with collaborations with the GDAHA HUB program for pregnant moms, as well as the Hope Center located in West Dayton. Community health workers have helped increase the adherence of wellness checks in Dayton Children’s Pediatrics and patients with asthma, sickle cell and medical complexities while decreasing emergency department visits. In addition, the community health workers developed and implemented a comprehensive home assessment program for patients with medical complexities to reduce barriers at home.

Year 3 Summary:

The community health worker program has developed and integrated comprehensive measures to help patients address their health barriers through healthcare services and resources during their clinic visits. Eight certified community health workers are integrated in patients visits in the pulmonary clinic and pediatric clinics at the Connor Child Health Pavilion and Hope Center. Through collaboration with internal and external programs, example being the GDAHA HUB program for pregnant moms, the community health workers have positively impacted patients’ health in hopes to reduce long term health disparities for those at-risk population’s health complexities.

Priority Factor: Access to Care

Strategy 3: Provide cultural competency training for health care professionals ✓ 

Goal: Increase cultural humility/competence educational opportunities within Dayton Children's

Objective: By July 1, 2023, 100 percent of new hires and hospital leadership will receive cultural humility/competence education

Action Step	Priority Outcome & Indicator
<p>Educate/inform health care providers on county demographics and the importance of becoming culturally competent (focuses may include diversity and inclusion, culture, language, and health literacy).</p> <p>Research evidence-based cultural competency training opportunities.</p> <p>Offer a training/workshop on cultural competence, adopt culturally competent principles and policies/practices within strategy implementation.</p>	<p>Priority Outcome: Cultural competence and skills</p> <p>Priority Indicator: TBD per Ohio SHIP</p>

Progress

Year 1 Summary:

The hospital conducted an implicit bias and cultural competency and humility training with the organization's senior leadership. A module to train Dayton Children's Hospital employees on diversity and inclusion was provided to every employee and made mandated for all staff to complete. Additionally, equity was added to the hospital's core values. Dayton Children's entered a contract with Pope Consulting to further examine and develop the hospital's work in diversity and inclusion.

Year 2 Summary:

Pope Consulting completed inclusive leadership training for Dayton Children's senior leadership and directors. Pope provided diversity and inclusion recommendations to leadership that should be incorporated into the hospital's policies and services. The hospital continued to add diversity, inclusion, equity, and bias training modules to annual mandatory training for all staff to complete. Additionally, Pope Consultants completed Inclusive Leadership training with 365 mid-level leaders. As part of the hospital's continued work around inclusion, a Black and LGBTQ+ employee resource groups were formed for employees who identify as part of the communities and allies. The groups hold monthly meetings for staff.

Year 3 Summary:

All hospital staff continued to receive updated mandatory training modules on diversity, inclusion, equity, and bias training. A "Why DEI (Diversity, Equity, and Inclusion)" video was created and released to emphasize the importance of the values being integrated in our services to better support our community and clients. Twenty-four (24) employees were named the first cohort of DEI Ambassadors by taking part in and completing the new DEI ambassador program at Dayton Children's. These ambassadors have made a commitment to lead the hospital in becoming a more inclusive workplace for all. A cultural calendar was developed and made available for all employees to have access via the hospital intranet. The calendar acknowledges cultural and religious observance days and provides links for additional learning. Additionally, directors and executives participated in training on how to engage the workforce and the use of cultural humility during "Can We Talk" conducted by Dr. Karen Townsend, a certified diversity educator. Last, the Asian American Pacific Islander employee resource group was formed for those employees who identify as part of the community or as an ally.

Strategy # 3 is cross-cutting and impacts "community conditions"

** Health Resources and Services Administration*