

What is Health Equity?

Health Equity means that everyone has a fair and just opportunity to be as healthy as possible. Those with the greatest needs and least resources require *more*, not equal, effort and resources to equalize opportunities.

Advancing Equity is one of ZSFG's True North goals.



EQUALITY



EQUITY

What is the Equity Council?

In 2017, ZSFG established an Equity Council with hospital leaders and our front-line staff to empower our community to eliminate disparities and promote inclusion.

Why are we asking you to take this survey? What are we going to do with your responses?

Delivering equitable care to our patients begins with developing a culture of inclusion in our work. We (The Equity Council) need to hear what your experiences have been like in the last year in order to understand ZSFG's strengths and opportunities. Please be as honest as possible. We will not be collecting your name or department. We will not identify you or where you work.

Your responses will help inform what strategies to implement here at ZSFG starting in 2019, identify which resources and tools our staff need, and guide future initiatives to empower our staff in order to make ZSFG a more inclusive place to work and better serve our diverse community.

When will you hear about the results from this survey?

We are conducting this survey for one month starting **July 30, 2018**. Once the Equity Council has analyzed the responses, we will share lessons learned and next steps to develop a plan for addressing our gaps.

For any additional questions, please reach out to us at ZSFGEquityCouncil@sfdph.org.

CITATIONS:

- Definitions for question #3 adapted from Vanderbilt's "Understanding Privilege and Oppression" Handout: <https://www.vanderbilt.edu/oacs/wp-content/uploads/sites/140/Understanding-Privilege-and-Oppression-Handout.doc>
- Assessment tool in question #5 adapted from Local and Regional Government Alliance on Race & Equity toolkit: <https://www.racialequityalliance.org/resources/racial-equity-toolkit-opportunity-operationalize-equity/>

Please answer the following questions based on your experiences here at ZSFG in the past 12 months.

1. I feel *valued and respected* for who I am at ZSFG in the following areas. Please circle all that apply.

- | | |
|-----------------------------------|--|
| a. Culture | f. Gender |
| b. Race/ethnicity | g. Age |
| c. Language(s) | h. Ability/disability |
| d. Religious or political beliefs | i. None of the above |
| e. Sexual orientation | j. I don't feel comfortable answering. |

2. I have observed others *disrespected* for who they are at ZSFG in the following areas. Please circle all that apply.

- | | |
|-----------------------------------|--|
| a. Culture | f. Gender |
| b. Race/ethnicity | g. Age |
| c. Language(s) | h. Ability/disability |
| d. Religious or political beliefs | i. None of the above |
| e. Sexual orientation | j. I don't feel comfortable answering. |

3. If I observe uncomfortable situations where prejudice, power imbalance, and/or privilege are involved, I know how to intervene.

- a. Strongly agree
- b. Agree
- c. Neutral
- d. Disagree
- e. Strongly disagree

Prejudice refers to the “judgements or opinions [formed] on insufficient grounds before facts are known, or in disregard of facts that contradict it. Prejudices are learned and can be unlearned.”

Power imbalance refers to “the ability or authority to decide what is best for others, and who will have access to resources.” Power can also be “the capacity to exercise control over others.”

Privilege refers to the “advantages, favors, and benefits to members of dominant groups at the expense of [non-dominant] groups. Privileges are unearned and granted to people in the dominant groups, whether they want those privileges or not, and regardless of their stated intent.”

4. I know how and when to utilize these existing resources below and the tools each of these provide. Please circle all of the below that apply.

- a. Office of Equal Employment Opportunity (managed by DPH Human Resources)
- b. Relationship Centered Communication (managed by ZSFG Learning Center)
- c. Trauma Informed Systems (managed by ZSFG Learning Center)
- d. Creating an Inclusive Environment Training (managed by DPH Human Resources)
- e. Office of Diversity and Outreach (managed by UCSF)
- f. HR recruiters to recruit diverse external applicants (managed by DPH Human Resources)
- g. I have never used any of these resources above.
- h. I've never heard of any of these.

5. We have learned that race relations is one of the most prevalent Equity issues at ZSFG and we want to understand your experiences. On the following scale, where do you feel that ZSFG is as an organization in our commitment to Equity? Please circle only one letter below.

a.	ZSFG is tolerant of people of color. Internal and external communications often declare “we don't have a problem” but this does not reflect the reality. ZSFG maintains an environment where people of color do not report problems out of fear for retaliation or further exclusion.
b.	ZSFG identifies itself as diverse. Internal and external communications acknowledge and reflect appreciation for diversity. However ZSFG is relatively unaware of how it maintains an environment that continues patterns of privilege, making race still uncomfortable to address.
c.	ZSFG has a plan to advance equity, but internal and external communications are inconsistent. Although there are processes to address current organizational problems, they are disconnected. This results in maintaining the status quo.
d.	ZSFG embraces ongoing learning to advance equity. Internal and external communications reflect this commitment and promote inclusion. ZSFG is actively creating an inclusive environment as staff and resources are committed toward building structures to address institutional racism.
e.	Equity is an integral component of ZSFG's identity. Internal and external communications actively address efforts to build inclusion and eliminate institutional racism. ZSFG maintains an environment where there is a high comfort level and depth in talking about prejudice, and an organization-wide desire to continue capacity building and problem-solving. Intersectionality of race and other social determinants is well-understood and issues are being addressed at multiple levels.

6. **We want your feedback.** How can we improve ZSFG to become a more inclusive organization that advances equity?
Please feel free to share any experiences or recommendations you have.

7. How long have you been working at ZSFG? Please circle one of the following.

- a. Less than 1 year
- b. 1-5 years
- c. 6-10 years
- d. 11 or more years

8. Which best describes your role and position here at ZSFG? Please circle all that apply.

- a. Physician
- b. Provider
- c. Administrative staff (not patient-facing)
- d. Research staff
- e. Trainees and students
- f. Front line staff (clinical)
- g. Front line staff (non-clinical)
- h. Leadership (manager, director, chief)

9. Do you work directly with patients in your current position? Yes No

10. Do you supervise staff that work directly with patients? Yes No

11. Which race or ethnicity do you primarily identify with? Please circle all that apply.

- a. American Indian/Alaskan Native
- b. Asian
- c. Black or African American
- d. Latino or Hispanic
- e. Native Hawaiian/Other Pacific Islander
- f. White
- g. Two or More Races
- h. Not listed: _____
- i. Decline to State

12. What is your gender?

- a. Male
- b. Female
- c. Trans Male
- d. Trans Female
- e. Transgender
- f. Genderqueer/Gender Non-binary
- g. Not listed: _____
- h. Decline to state

13. How do you describe your sexual orientation or sexual identity:

- a. Bisexual
- b. Straight or heterosexual
- c. Gay/Lesbian/Same-gender loving
- d. Questioning/Unsure
- e. Not listed: _____
- f. Decline to state