Fully Supporting Nurse Well Being to Advance Health Equity

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ROCHESTER REGIONAL HEALTH

Who We Serve

updated 3-2021
**ROCHESTER REGIONAL HEALTH**

An Integrated Health System Committed to Caring for the Community

<table>
<thead>
<tr>
<th>Category</th>
<th>Number</th>
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</thead>
<tbody>
<tr>
<td>Hospital Locations</td>
<td>9</td>
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<tr>
<td>Primary Care &amp; Ambulatory Locations</td>
<td>147</td>
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<tr>
<td>Urgent Care Locations</td>
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<tr>
<td>Senior Living Facilities</td>
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<tr>
<td>System Employees</td>
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<tr>
<td>College of Health Careers</td>
<td>300+</td>
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<tr>
<td>System Volunteers</td>
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<tr>
<td>Global Labs</td>
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<tr>
<td>Urgent Care Locations</td>
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<tr>
<td>Behavioral Health Visits</td>
<td>407K+</td>
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<tr>
<td>Clinical Trials Tests</td>
<td>2M per year</td>
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<tr>
<td>Hospice Visits</td>
<td>75K+</td>
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<tr>
<td>Long-term Care Beds</td>
<td>936</td>
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<tr>
<td>Patient Lab Testing Sites</td>
<td>53</td>
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<tr>
<td>Hospital Locations</td>
<td>19.5K+</td>
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<tr>
<td>System Nurses</td>
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<td>Home Care Visits</td>
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<tr>
<td>Emergency Room Visits</td>
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<td>Urgent Care Visits</td>
<td>312K+</td>
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<tr>
<td>Home Care Visits</td>
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<tr>
<td>Hospice Visits</td>
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**Updated 3-2021**
What is Health Equity?

**Principle of Health Equity**

Health Equity is the principle underlying a commitment to reduce — and, ultimately, eliminate — disparities in health and in its determinants, including social determinants.¹

Pursuing health equity means striving for the highest possible standard of health for all people and giving special attention to the needs of those at greatest risk of poor health, based on social conditions.¹

**How Health Equity is achieved**

Health Equity is achieved when every person has the opportunity to “attain his or her full health potential” and no one is “disadvantaged from achieving this potential because of social position or other socially determined circumstances.”²

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¹ “What Are Health Disparities and Health Equity? We Need to Be Clear,” National Institutes of Health website, accessed November 2, 2020
² “Attaining Health Equity,” U.S. Centers for Disease Control and Prevention (CDC) website accessed November 2, 2020
A strategic Health Equity journey enhances Nurse and Student Nurse Wellness

**Attract & Recruit**
- Recruitment experience
- Diverse talent pipeline
- Work/life balance
- Opportunities for advancement
- DEI Lens/Focus

**Nurse Retention**
- Compensation Programs
- Flexible Scheduling
- Weekend and Per Diem Programs
- Optimize Care Delivery Model
- EMR Optimization
- Employee driven solutions

**Health & Wellness**
- Employee wellness Program
- Yoga Classes
- Cooking Demo
- Office Meditation
- Deep Breathing
- Mindfulness
- Pet/Aroma Therapy
- Living Wall/Wellness Room

**Access**
- Transition Skills Program
- DEI Lens/Focus
- Intentionality for a diverse workforce that mirrors the community
- Financial Resources

**Student Retention**
- Wrap-around services for:
  - Academics
  - Behavioral Health
  - Social
  - Financial
  - Student Focused Town Halls

**Health & Wellness**
- Student wellness Program
  - Yoga Classes
  - Cooking Demo
  - Office Meditation
  - Deep Breathing
  - Mindfulness
  - Pet/Aroma Therapy
  - Living Wall/Wellness Room

**Workforce Equity**
- Health Equity delivery

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**Nurses**

**Students**

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**ROCHESTER REGIONAL HEALTH**
Nurse Wellness

• Joy Rounds
• Spirit Days
• Focus on wellness and balance for nurse leaders
  • Concert
  • Rotating schedules
  • Emphasis on vacation time
  • Review of structure and support in off-shifts
  • Inaugural Nurse Leader Olympics