

LEAD Dashboard FY22

Joy at Work	Metric	Calculation / Measure	FY2021 Baseline	FYTD22	FY 2022 Target
Purpose	Employee Resource Groups	# of ERGs: Complete - Nursing Diversity Next: -LGBTQ -Black/African American -LatinX	1	4	Establish all 3 groups by 6/30/2022
		Unconscious bias training	# of employees completed unconscious bias training (cumulative)	229	3064
Training	LGBTQ Patient-Centered Care: An Executive Briefing	# of Leaders received certificate (cumulative)	0	60	50
	Lunch & Learn	# of Lunch and Learn sessions with 24/7 access	0	9	10
	Encourage a culture of diversity and respect	Strongly Agree & Agree Survey Results: Meritus Health cultivates a culture where people of all backgrounds are welcomed, heard and valued.	63%	80%	10% increase
Diversity	Rooney Rule	Implement policy	42.25%	92%	90%
	Overall Diversity	Total number of diverse employees (self disclosed) / total number of employees	14.64%	16.6%	24.0%
	Diverse leadership workforce	Total number of diverse employees supervisor and above (self disclosed) / total number of employees supervisor and above	8.90%	10.2%	24.0%
Quality Metrics	Sepsis Core Measure	Severe Sepsis and Septic Shock: Management Bundle (Composite Measure) Num = Pts who rec'd ALL of the following: w/in 3 hrs of presentation of severe sepsis rec'd initial lactate level msmt, broad spectrum or other atbx & BC drawn prior to atbx; AND w/in 6 hrs of presentation of severe sepsis rec'd repeat lactate level msmt - only if initial lactate level elev; AND w/in 3 hrs of init HoTN or 3 hrs of septic shock, resuscitation w/ 30 mL/kg crystalloid fluids AND ONLY if HoTN persists after fluid admin, w/in 6 hrs of septic shock presentation, rec'd vasopressors or repeat volume status and tissue perfusion assmt Den = Inpatients age 18 and over with an ICD-10-CM Principal or Other Diagnosis Code of Sepsis, Severe Sepsis or Septic Shock and not equal to U07.1 (COVID-19)	7.5% higher sepsis core measure non-compliance for Black or African American patients compared to White patients	-9%	0.0%
		Total Caucasian Patients with Sepsis		611	
		% Caucasian Patient Core Measure Compliance		78%	
		Total Black or African American Patients with Sepsis		59	
		% Black or African American Patient Core Measure Compliance		85%	
	Pre-term Births	Birth occurring at a gestational age earlier than 37 weeks.	Non-hispanic Black or African American patients are 51.8% more likely to have pre-term births compared to white patients	30%	0%
			Total Caucasian Patients	1349	
		% Caucasian Patients with Pre-Term Births	10%		
		Total Black or African American Patients	238		
		% Black or African American Patients with Pre-Term Births	8%		
	Pre-term Births	Birth occurring at a gestational age earlier than 37 weeks.	Hispanic patients are 44.6% more likely to have pre-term births compared to white patients	45%	0%
			Total Caucasian Patient	1349	
		% Caucasian Patients with Pre-Term Births	10%		
		Total Hispanic Patient	170		
		% Hispanic Patients with Pre-Term Births	5%		
Pre-term Births	Birth occurring at a gestational age earlier than 37 weeks.	Spanish speaking patients and English speaking patients both had 10% of patients with pre-term birth	33%	0%	
		Total English Speaking Patients	1690		
	% English Patients with Pre-Term Births	9%			
	Total Spanish Speaking Patients	82			
	% Spanish Patients with Pre-Term Births	6%			
Newborn Exclusive Breast Milk Feeding (PC_05)	Newborns that were exclusively fed breast milk before leaving the hospital. Num = Newborns that were fed breast milk only since birth; Den = Single term newborns discharged from the hospital	Non-Hispanic Black or African American patients are 34.5% less likely to exclusively breast feed than white patients	33%	0%	
		Total Caucasian Single Term Newborns discharged from the Hospital	1198		
	% Caucasian Patients Exclusively Breastfeeding	46%			
	Total Black or African American Single Term Newborns discharged from the Hospital	189			
	% Black or African American Patients Exclusively Breastfeeding	31%			
ED Opioid Administration	Unique patients administered opioid in the emergency department.	Non-Hispanic Black or African American patients are 20.7% less likely to be given opioids in the ED than white patients	0%	0%	
		Total Caucasian Patients Seen in ED	0		
	% Caucasian Patients Who Received an Opioid in ED	0%			
	Total Black or African American Seen in ED	0			
	% Black or African American Patients Who Received an Opioid in ED	0%			
ED Opioid Administration	Unique patients administered opioid in the emergency department.	Hispanic patients are 28.3% less likely to be given opioids in the ED than white patients	0%	0%	
		Total Caucasian Patients Seen in ED	0		
	% Caucasian Patients Who Received an Opioid in ED	0%			
	Total Hispanic Seen in ED	0			
	% Hispanic Patients Who Received an Opioid in ED	0%			
Poorly Controlled Diabetes, HbA1c >= 9%	Percentage of patients with uncontrolled diabetes (A1C >9) from total patients with billable encs and diabetes	Non-hispanic Black or African American patients are 40.6% less likely to have controlled diabetes compared to white patients	-63%	0%	
		Total Caucasian Patients with a Billable Encounter & Diabetes	48553		
	% Caucasian Patients with Uncontrolled Diabetes	12%			
	Total Black or African American Patients with a Billable Encounter & Diabetes	4461			
	% Black or African American Patients with Uncontrolled Diabetes	20%			
Poorly Controlled Diabetes, HbA1c >= 9%	Percentage of patients with uncontrolled diabetes (A1C >9) from total patients with billable encs and diabetes	Hispanic patients are 80% less likely to have controlled diabetes compared to white patients	-80%	0%	
		Total Caucasian Patients with a Billable Encounter & Diabetes	48553		
	% Caucasian Patients with Uncontrolled Diabetes	12%			
	Total Hispanic Patients with a Billable Encounter & Diabetes	1301			
	% Hispanic Patients with Uncontrolled Diabetes	22%			
ED Median Throughput Time Discharged (OP-18b/ED-3)	Median time from ED arrival to ED departure for discharged ED patients	Spanish speaking patients spend 5.5% more time in the Emergency Department than English speaking patients	-7%	0%	
		Total English Speaking patients Seen in the ED	41,464		
	English Speaking Average Throughput Time (min)	231			
	Total Spanish Speaking patients Seen in the ED	923			
	Spanish Speaking Average Throughput Time (min)	247			