



# YEAR END NATIVE HAWAIIAN HEALTH AND DIVERSITY, EQUITY, INCLUSION AND SOCIAL JUSTICE, AND WELLNESS BOARD REPORT

**FISCAL YEAR 2022**





## QUEEN EMMA AND KING KAMEHAMEHA IV



# NATIVE HAWAIIAN HEALTH

**FY 2022 marked the final year of the Native Hawaiian Health Kahua Ola Strategic Plan. This booklet shares highlights of the achievements made this past year in each of our goal areas:**

## GOAL 1

### Health Care Accessibility

Build trust and accessibility for Native Hawaiians in targeted communities

## GOAL 2

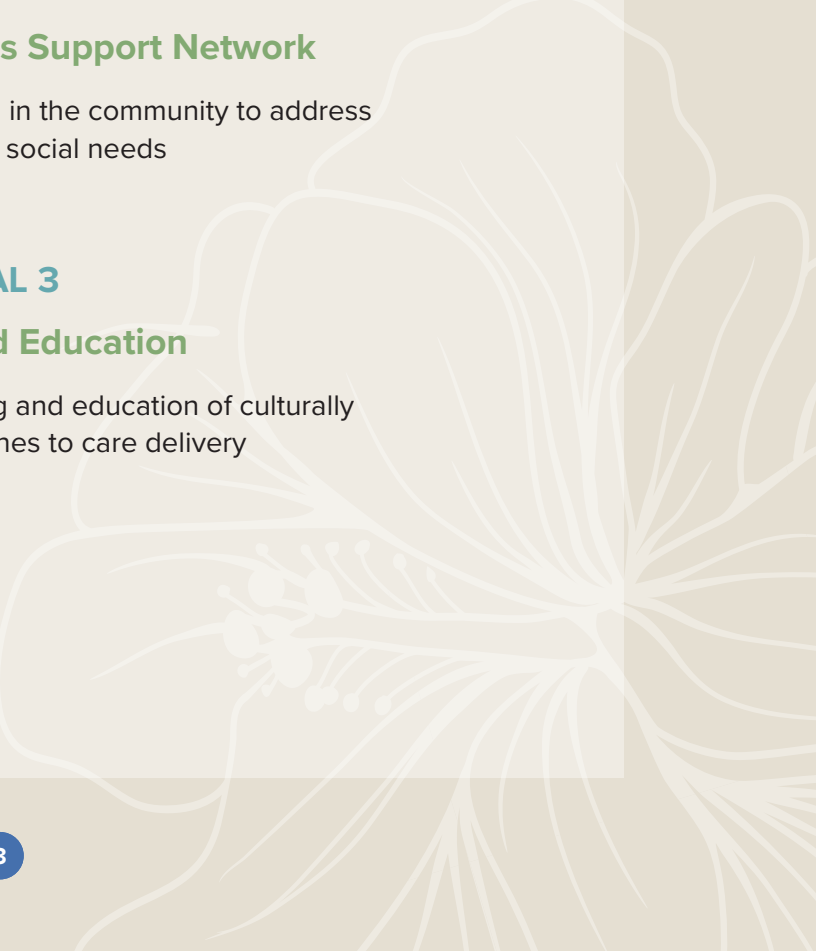
### Community Services Support Network

Connect patients to resources in the community to address health-related social needs

## GOAL 3

### Training and Education

Promote and support training and education of culturally responsive approaches to care delivery



# KAHUA OLA FRAMEWORK

Strengthen the resilience, identity, and social  
connectedness of Native Hawaiians to enhance  
our physical, mental, and spiritual health.



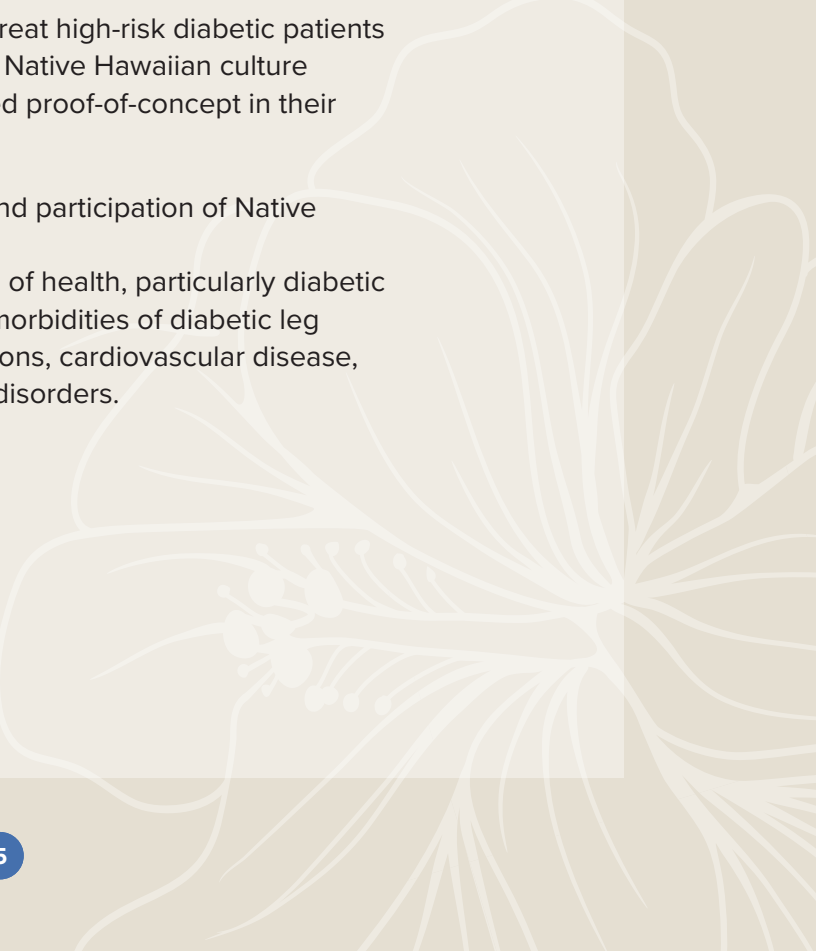


# GOAL 1

## HEALTH CARE ACCESSIBILITY

### **BUILD TRUST AND ACCESSIBILITY FOR NATIVE HAWAIIANS IN TARGETED COMMUNITIES**

Three phase-one projects that treat high-risk diabetic patients and assess the effectiveness of Native Hawaiian culture responsive interventions showed proof-of-concept in their ability to:

- Increase the engagement and participation of Native Hawaiians.
  - Improve outcome measures of health, particularly diabetic risk factors that include co-morbidities of diabetic leg wounds leading to amputations, cardiovascular disease, obesity and substance use disorders.
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### QEC KILOLANI PROJECT

- Awarded the QHS Po'okela Team Award for outstanding work in meeting or exceeding its outcome measures targets.
- Increased Native Hawaiian encounters in FY 22 by 1,400.
- Included 128 high risk diabetes patients.
- Will scale up to include all 775 Native Hawaiians that are patients at QEC.

### QMC WO NĀ PUA KAIONA

OUTCOME	TARGET FY 22	FY22 (over 3 quarters)
<b>Patients</b>		
Decreased no show/cancellations	10%	43%
Increased the number of Native Hawaiian visits	10%	14%
Decrease emergency room visits at QMC WO	< 1.00%	0.44%
Improved wound healing	3.24%	5.37%

### QNHCH KAHU A OLA PROJECT (RESULTS PROVIDED EARLIER)

- Provides interdisciplinary team care for 125 high risk Native Hawaiian patients
- Hula is used as a culture-based intervention to lower risk factors such as hypertension, obesity, and hemoglobin A1c.

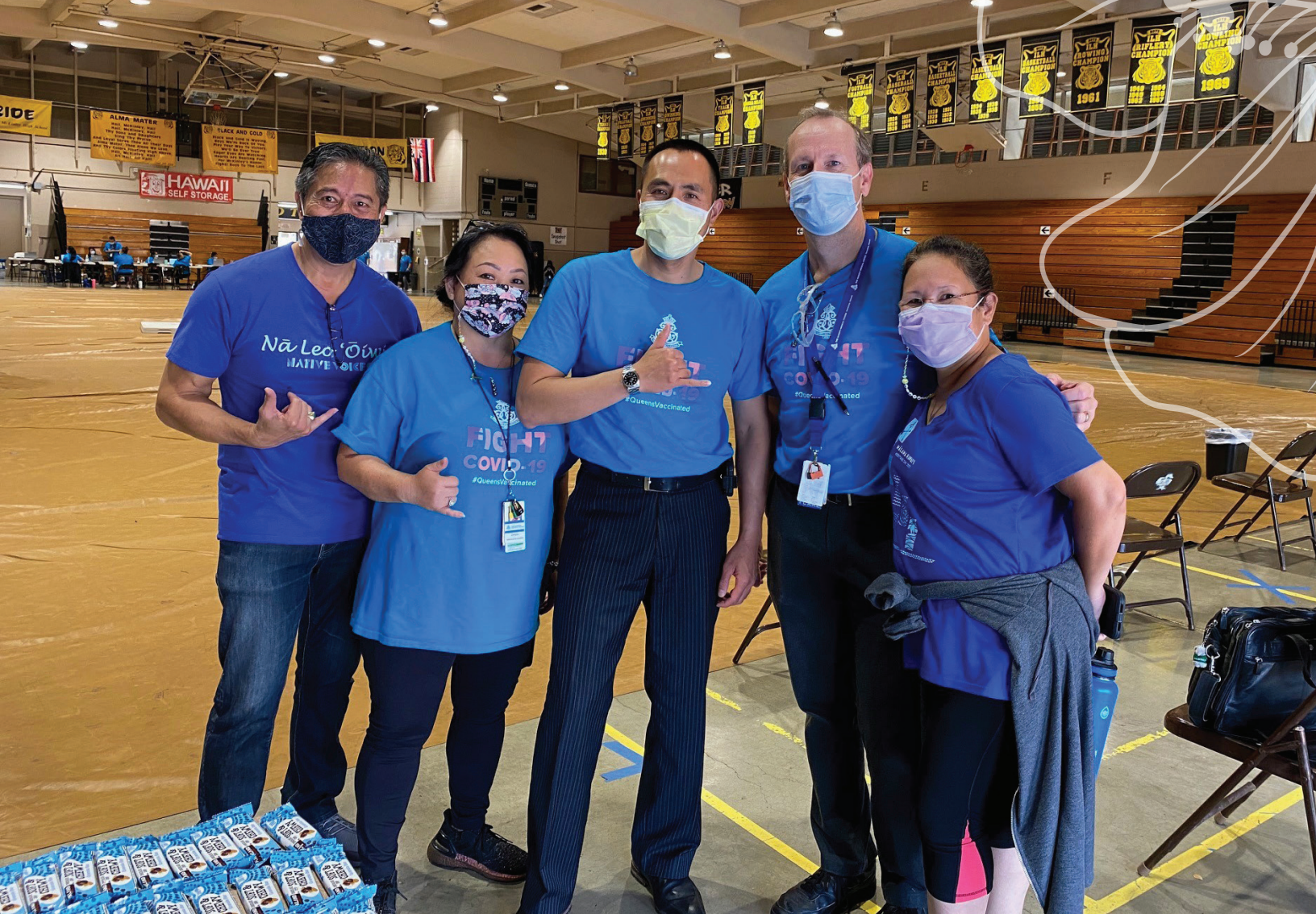
### COVID-19 VACCINATIONS

- Mobile vaccinations: 1,825 (25%) Native Hawaiians to 5475 (75%) non-Hawaiians.
- West O'ahu Vaccine Clinic: 6,257 (18%) Native Hawaiians to 27,628 (82%) non-Hawaiians.
- Blaisdell Vaccine Clinic: 4,220 (11%) Native Hawaiians to 33,758 (89%) non-Hawaiians.



The growth of seven culturally safe clinical programs within primary and specialty care settings across the health system. Results of these programs, as of the third quarter of FY 2022, include:

OUTCOME	TARGET FY 22	FY22 (over 3 Quarters)
<b>Patients</b>		
Unique Patients	174	219
Decrease inpatient Readmissions Average	≤ 71	24 over 3 Quarters
Decrease in no show/cancellations in Primary Care	≤ 2,391	812 over 3 Quarters
Decrease Emergency Department	< 494 days	333
<b>NHCH Kahu a Ola Program Diabetes Outcomes</b>		
Decrease Hemoglobin A1c average	7.2	7.2
Decrease Body Mass Index average	35.8	34.7
Decrease Blood Pressure average	137/81	139/81
<i>NOTES: Systolic BP over-target, which is being assessed for causal factors.</i>		
<b>QCIPN</b>		
QCIPN increase in patients attributed to primary care providers in Akoakoa	2,665	4,909



## GOAL 2

### COMMUNITY SERVICES SUPPORT NETWORK

CONNECT PATIENTS TO RESOURCES  
IN THE COMMUNITY TO ADDRESS  
HEALTH-RELATED SOCIAL NEEDS



Significant activities completed during FY 22 included:

#### **ENGAGED COMMUNITY PARTNERS**

- Community partnerships within 36 strategically selected community non-profit agencies, the State Department of Health and universities

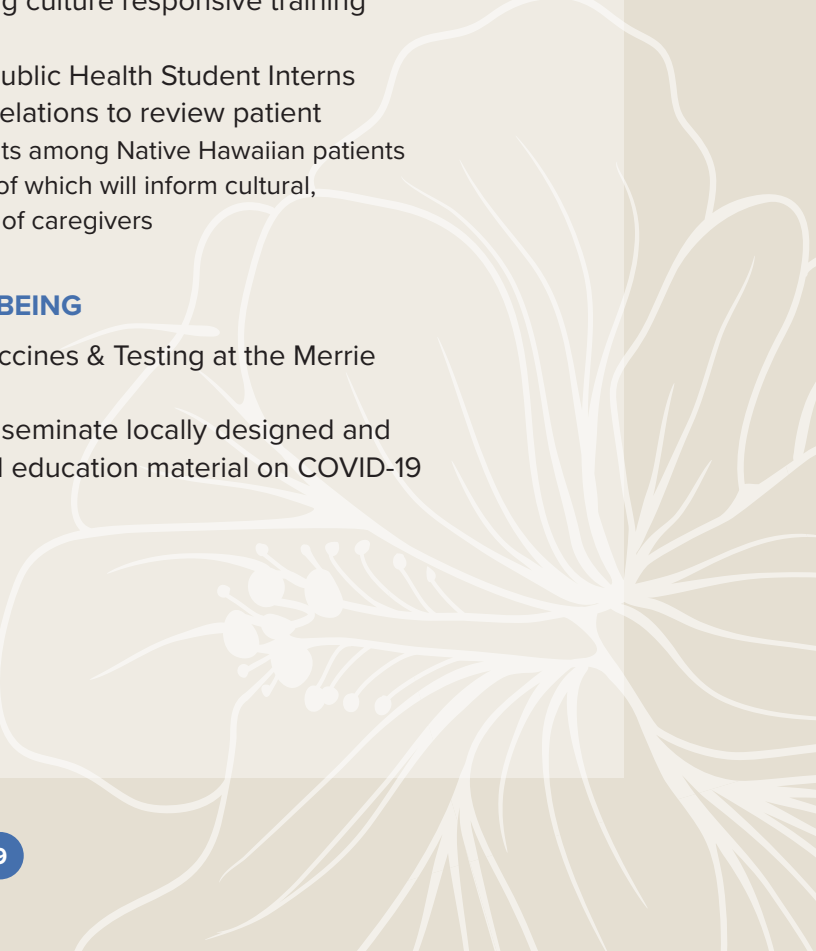
#### **HEALTH CARE WORKFORCE CULTURALLY RESPONSIVE CARE**

- 12 healthcare scholarship funded to Imi Ho'ola premed program
- 1 pharmacy school scholarship to Molokai General Hospital
- 32 Community Health Workers scholarship to UH Kapi'olani Community College
- 23 Allied Health Program scholars to Kapi'olani Community College

#### **EMPOWERED COMMUNITY, FAMILIES, INDIVIDUALS**

- I Kua Na'u – a network of grant participants from Native Hawaiian-serving organizations and Native Hawaiian consultants to work on refining culture responsive training curricula.
- UH-Manoa Social Work and Public Health Student Interns partnered with QHS Patient Relations to review patient satisfaction data and complaints among Native Hawaiian patients (January-March 2022), the data of which will inform cultural, environmental and DEIJ training of caregivers

#### **IMPROVED HEALTH AND WELLBEING**

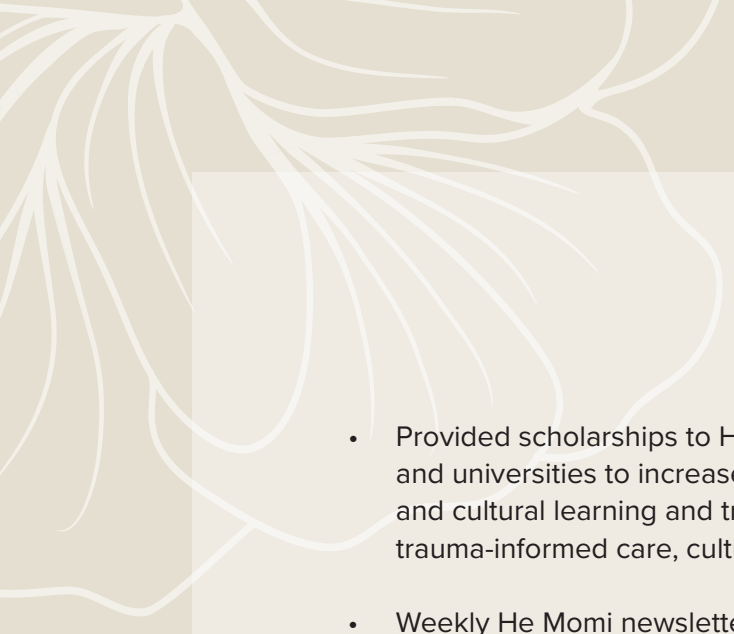

- Covid-19 Safety Protocols, Vaccines & Testing at the Merrie Monarch Festival
  - Keiki Heroes – Funding to disseminate locally designed and published coloring books and education material on COVID-19 and vaccinations.
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# GOAL 3

## TRAINING AND EDUCATION

**PROMOTE AND SUPPORT TRAINING AND  
EDUCATION OF CULTURALLY RESPONSIVE  
APPROACHES TO CARE DELIVERY**

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- Provided scholarships to Hawai'i high schools, community colleges, and universities to increase the number of health care providers, and cultural learning and training for QHS caregivers in, for example, trauma-informed care, cultural connectedness and health education.
  - Weekly He Momi newsletter of Hawaiian cultural concepts, language and significant historical and contemporary events that impact Native Hawaiians, NHH, and QHS.
  - Mo 'ōlelo o nā Ali'i "Stories of our Ali'i" for 499 staff participants.
  - Continuing Medical Education series on medical, behavioral, psychiatric, social and public health, and cultural interventions that impact Native Hawaiians and advance their health and wellness for 274 caregiver and patient participants.
  - Culture-based Trauma Informed Care training for 131 new hires at QMC WO and QNHCH.
  - Native Hawaiian well-being and health equity grant through the Consuelo Foundation to support:
    - Molokai Child Abuse Prevention Pathways
    - Hui Mālama i ke Ala 'Ūlili
    - Ho'ulu 'Āina/Kōkua Kalihi Valley
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## GENOMICS INSTITUTE

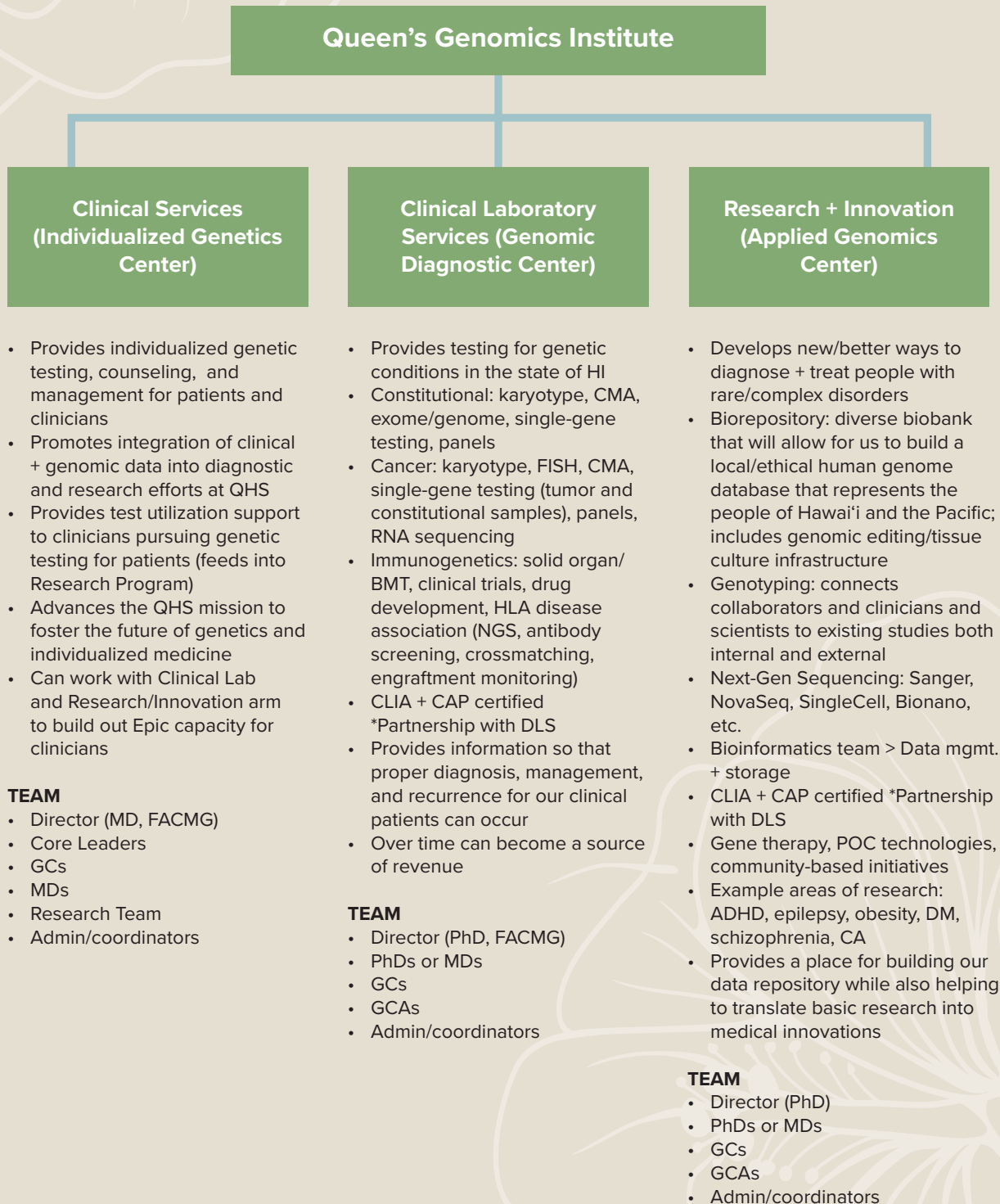
In FY22, the Native Hawaiian team began work on a proposal to establish a Genomics Institute that would expand oncology genetics diagnostics. This clinical and genetics research will improve the health of Native Hawaiians who have higher familial rates of certain cancers, diabetes, and other health disparities. And while this initiative will initially focus on Native Hawaiians, Hawai'i's diverse Asian ethnic groups are also important populations who can benefit from a Genomics Institute and its clinical and research programs.

What follows is a preliminary overview of the Genomics Institute, and more detail will follow in upcoming Board discussions.

Comprised of three centers (as shown in Figure 3), other potential benefits include:

- DLS conducting in-house genetic testing that is currently sent out-of-state.
- Empowering the NHH Department to ensure data sovereignty and protections from abuse by large commercial pharma and genomics companies of Native Hawaiian, Pacific Islander and Asian genomic data bases in Hawai'i.
- Revenue generation from clinical genetic testing remaining in Hawai'i
- Revenue generation from genomic patents benefiting the sustainability of the Genomics Institute and Native Hawaiians and other Pacific Islander and Asians populations who provide genomic material.

# QUEEN'S GENOMICS INSTITUTE PROPOSED ORGANIZATIONAL STRUCTURE



## DIVERSITY, EQUITY, INCLUSION AND JUSTICE (DEIJ) AND CAREGIVER WELLNESS

### TIMELINE

- Also referred to as Health Equity, DEIJ gained momentum within health care after reports of implicit bias and prejudice for patients of color seeking clinical care for COVID-19 symptoms, diagnoses and hospital admissions.
- DEI task force at Queen's formed in January 2021.
- People Strategies Hawai'i retained in June 2021, began meeting with the task force.
- DEIJ Executive Steering Committee convened in October 2021 to review the findings of the task force.
- Onboarded Queen's first EVP of NHH/DEIJ, Dr. Naleen Andrade, in February 2022.
- Recruited first Director of DEIJ and Caregiver Wellness, Dr. Andrea Hepua Hermosura, in May 2022.

### DEIJ ADDRESSES ORGANIZATION-WIDE AREAS THAT INCLUDE:

- Policies and Procedures to support diversity, equity, inclusion and social justice for all caregivers, how we interact with one another, and how we care for patients and their families.
- Respects privacy laws and the freedoms of all citizens while evaluating and addressing:
  - Race and Racism
  - Ethnicity and Ethnicity Identity
  - Gender Identity
  - Sexual Identity
  - Disabilities
  - Language proficiency and interpreting services
- Pay equity
- Staff development and advancement
- DEIJ education and training for all staff
- Regular assessment/evaluation of staff and patients understanding and perception of DEIJ principles

## DIVERSITY, EQUITY, INCLUSION, AND SOCIAL JUSTICE (DEIJ)

### DIVERSITY

Create & sustain a mix of different identities in race, ethnicity, culture, gender identity, veteran status, physical, cognitive, emotional & neurodevelopmental ability, age, sexual orientation, socioeconomic class, and experience that represent Hawai'i's diversity.

### EQUITY

Regardless of identity, all staff are compensated fairly and have the opportunity and support to succeed and grow in their jobs and careers.

### INCLUSION

All staff identities are respected & valued. All staff have the opportunity & encouragement to participate & contribute.

### SOCIAL JUSTICE

Call out specific forms of injustice—ableism, sexism, racism, homophobia, nativism, tribalism, discrimination, bias—work to mitigate & eliminate them.





**THE QUEEN'S  
HEALTH SYSTEM**