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

<table>
<thead>
<tr>
<th>OUTCOME</th>
<th>TARGET FY 22</th>
<th>FY22 (over 3 quarters)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Patients</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Decreased no show/cancellations</td>
<td>10%</td>
<td>43%</td>
</tr>
<tr>
<td>Increased the number of Native Hawaiian visits</td>
<td>10%</td>
<td>14%</td>
</tr>
<tr>
<td>Decrease emergency room visits at QMC WO</td>
<td>&lt; 1.00%</td>
<td>0.44%</td>
</tr>
<tr>
<td>Improved wound healing</td>
<td>3.24%</td>
<td>5.37%</td>
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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:

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

TRAINING AND EDUCATION

PROMOTE AND SUPPORT TRAINING AND EDUCATION OF CULTURALLY RESPONSIVE APPROACHES TO CARE DELIVERY
• 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 ʻÚlili
  • Ho‘ulu ʻĀina/Kōkua Kalihi Valley
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

Clinical Services (Individualized Genetics Center)
- Provides individualized genetic testing, counseling, and management for patients and clinicians
- Promotes integration of clinical + genomic data into diagnostic and research efforts at QHS
- Provides test utilization support to clinicians pursuing genetic testing for patients (feeds into Research Program)
- Advances the QHS mission to foster the future of genetics and individualized medicine
- Can work with Clinical Lab and Research/Innovation arm to build out Epic capacity for clinicians

TEAM
- Director (MD, FACMG)
- Core Leaders
- GCs
- MDs
- Research Team
- Admin/coordinators

Clinical Laboratory Services (Genomic Diagnostic Center)
- Provides testing for genetic conditions in the state of HI
  - Constitutional: karyotype, CMA, exome/genome, single-gene testing, panels
  - Cancer: karyotype, FISH, CMA, single-gene testing (tumor and constitutional samples), panels, RNA sequencing
  - Immunogenetics: solid organ/BMT, clinical trials, drug development, HLA disease association (NGS, antibody screening, crossmatching, engraftment monitoring)
- CLIA + CAP certified
- *Partnership with DLS
- Provides information so that proper diagnosis, management, and recurrence for our clinical patients can occur
- Over time can become a source of revenue

TEAM
- Director (PhD, FACMG)
- PhDs or MDs
- GCs
- GCAs
- Admin/coordinators

Research + Innovation (Applied Genomics Center)
- Develops new/better ways to diagnose + treat people with rare/complex disorders
- Biorepository: diverse biobank that will allow for us to build a local/ethical human genome database that represents the people of Hawai’i and the Pacific; includes genomic editing/tissue culture infrastructure
- Genotyping: connects collaborators and clinicians and scientists to existing studies both internal and external
- Next-Gen Sequencing: Sanger, NovaSeq, SingleCell, Bionano, etc.
- Bioinformatics team > Data mgmt. + storage
- CLIA + CAP certified
- *Partnership with DLS
- Gene therapy, POC technologies, community-based initiatives
- Example areas of research: ADHD, epilepsy, obesity, DM, schizophrenia, CA
- Provides a place for building our data repository while also helping to translate basic research into medical innovations

TEAM
- Director (PhD)
- PhDs or MDs
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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.