

Winchester Hospital Equity Strategic Plan Executive Summary

Winchester Hospital is part of Beth Israel Lahey Health (BILH), a large high-quality healthcare system located in Boston, eastern Massachusetts, and southern New Hampshire. The system, formed in 2019, is home to 14 hospitals, 23 ambulatory facilities, 4,700 physicians, 10,000 nurses, and serves more than 1.7 million patients. BILH is the second-largest health care system in the Commonwealth with 36,000 employees.

What is Health Equity?

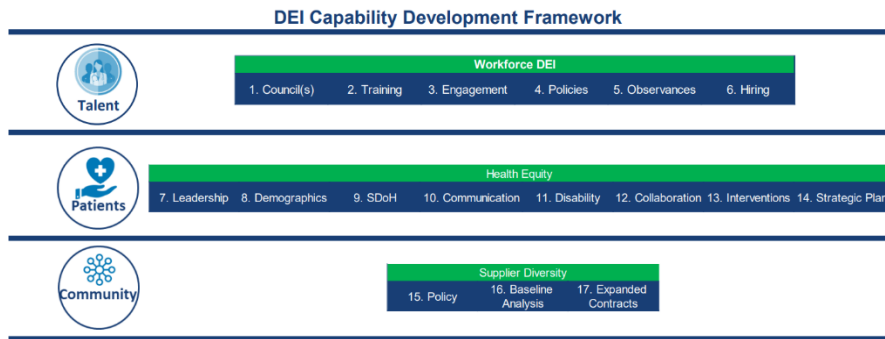
BILH is committed to making sure that all patients have the best access to care to be as healthy as possible. Winchester Hospital shares this goal and is committed to making sure everyone gets the best care. We believe that good care means good care for *everyone*. To reduce differences in healthcare and improve health for all, we need to understand our patients better. The hospital uses data to find where care can improve and focuses on those areas to make sure all patients get the help they need.

Winchester Hospital's Goals Over the Next Four Years

Our goal is to improve care for all patients by removing barriers that prevent the best health outcomes. This will happen through progress in diversity, equity and inclusion (DEI). There are three main areas that BILH will focus on over the next few years:

- **Talent:** we want our team to reflect the growing diversity of the communities we serve, especially in leadership and care roles.
- **Patients:** we aim to get rid of health differences within our diverse patients.
- **Community:** we will invest more in underserved communities to reduce social and economic issues that affect health.

To reach these goals, BILH created a DEI Toolkit. This toolkit helps its hospitals and clinical units to improve in these three areas and track their progress in achieving them.



Winchester Hospital plans to:

- Create a way to check for social factors that affect health and support identified needs.
- Remove differences in two key areas within the maternal-child health population.
- Work with our healthcare partners to find and address health differences for patients with type 2 diabetes.
- Earn The Joint Commission *Advanced Certification in Health Care Equity*.

Your Voice Matters in Our Health Equity Plan

BILH is committed to making sure the community has a say in planning and decision-making around health equity. This is done through different committees and workgroups, patient outreach, patient focus groups, surveys, community partner interviews, feedback from patients and their families, and health needs assessments.

Winchester Hospital continues to work closely with the community through the Patient Family Advisory Council (PFAC) and community activities. We encourage and value community voices in our plans to improve access for underserved populations.