



ALLIANCE OF INDEPENDENT
ACADEMIC MEDICAL CENTERS
Innovation Award Application Form

Institution Name:	Kaiser Permanente Northern California		
City, State:	Oakland, CA		
Web Site:	https://residency-ncal.kaiserpermanente.org/		
Institution Contact:	Theresa Azevedo		
Title:	Associate Institutional Director and DIO		
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1. Describe how the nominee has developed and/or implemented *innovative approaches to medical education and/or research* by completing the following Innovation Abstract. Please limit to 500 words):

a. Title: Kaiser Permanente Residency Health Equity and Disparities Track

b. Contributors/Authors: Theresa Azevedo, Thomas Baudendistel, MD, Michelle Loaiza, Nailah Thompson, MD, and Calvin Wheeler, MD

c. Introduction/Background

Founded in 1945, Kaiser Permanente is one of the nation's largest not-for-profit health plans, serving over 12.2 million members, with headquarters in Oakland, California. Oakland is a large port city in California six miles east of San Francisco and according to the US Census of 2016, is one of the most ethnically diverse major U.S. cities, ranking 4th in diversity. In Northern California, Kaiser Permanente Northern California (KPNC) serves 4.2 million members in 21 medical centers, with over 9,000 physicians. KPNC has long-standing relationships with community health partners and seeks opportunities for KPNC/community collaboration linkages with its graduate medical education programs. In 2016-17 KPNC participated in the Alliance for Independent Academic Medical Center (AIAMC) National Initiative V by developing a Health Equity and Disparities track wherein six internal medicine residents learn and provide care in a federal qualified health center (FQHC).

d. Significance

KPNC serves an incredibly diverse population, whether defined by socioeconomic status, social determinants of health, or race and ethnicity. Nationally, such diversity is usually matched by similar discrepancies in healthcare outcomes. KPNC provides a unique model of healthcare delivery which can reduce or even eliminate disparities in healthcare outcomes within a diverse population (*N Engl J Med* 2014; 371:24).

KPNC developed a Health Equity and Disparities track within the Internal Medicine-Oakland Residency Program. The residency is in a diverse community of socio-economic differences in its population as

well as vast health disparities. Through advocacy, research, and direct community involvement, trainees better understand the construct of public health, social determinants of health, and disparities.

e. Methodology/Innovation Development and Evaluation

- Expanded the number of ACGME accredited Internal Medicine residency positions by two residents each training year over a three-year period
- Recruitment of Track Program Director
- Marketed track externally (recruitment, website)
- Alignment of the community health needs assessment with the residency program
- Curriculum Development

f. Outcomes/Impact

Development of Three Pillars of the Health Equity and Disparities Track:

Clinical Experience: Residents have the unique opportunity to manage patients longitudinally in a Kaiser Oakland adult medicine clinic and in a community partner clinic along with the core requirements of an internal medicine residency.

Scholarly Activity: Residents engage in scholarly projects mentored by Kaiser Division of Research investigators who specialize in Health Care Disparities and Health Care Delivery and Policy.

Community Advocacy & Health Policy: By being embedded in community sites, Residents help build meaningful and collaborative partnerships to support our surrounding community organizations in Oakland and the greater East Bay. Residents also take part in a fully funded, special 2-week Health Policy elective, led by Kaiser in partnership with policy experts from Washington, DC. A list of KP Oakland's community program involvement are listed:

https://share.kaiserpermanente.org/static/ncal_annualreport/east-bay.html.

Feedback from one of first residents who matched into the track:

"When it came to choose a residency program, the health disparities track at Kaiser Oakland was exactly the place I wanted to train! Throughout my undergraduate experiences and most recently in medical school, I gravitated towards efforts in working and bridging the gap for our underserved urban neighborhoods. I learned early on that to make purposeful change, gaining trust and engaging local members in the decision-making process is key to successfully help communities overcome barriers in healthcare access. This program allows me to grow, learn, and be able to practice culture humility beyond the hospital walls. With Kaiser Oakland's incredibly diverse patient population, I am excited that this track will provide me with the skill set needed to reach marginalized groups unable to receive care in this great time of need." (Karina Chavez, MD)

g. Discussion/Conclusions

At full track development (2020), six residents, in collaboration with a community partner, will provide health care to under/uninsured and underrepresented patients in the community. We aim to assess educational outcomes of this track and initiate similar programs in other KP residencies. We are committed to developing leaders and eliminating health disparities in the communities we serve.

Bibliography

Meyers, KSH, Racial and ethnic health disparities: influences, actors, and policy opportunities. Kaiser Permanente Institute for Health Policy; 2007

Wong, W. Confronting the Uncomfortable: Health Plans and Health Disparities: A Moral Dilemma in Morally Driven Industry Perm J. 2008 Winter; 12(1): 81–86. 2008.

A.N. Trivedi . Quality and Equity of Care in U.S. Hospitals, N Engl J Med 2014; 371:24

2. Has the nominee received national recognition for innovative medical education and/or research contributions?

X Yes **No**

If yes, please describe:

Kaiser Permanente Northern California has received numerous awards for research contributions, <https://divisionofresearch.kaiserpermanente.org/>

3. If chosen for this award, will the nominee be present at the AIAMC 2019 Annual Meeting, to be held March 28th – 30th at the Loews Ventana Canyon Resort in Tucson, Arizona? The winner will make a brief presentation at the March 28th Town Hall Meeting and will be presented with the award at the March 29th Awards Dinner. *(Please note the institution should ideally be represented by its CEO & CAO)*

X Yes **No** **Not Sure**

Please send this completed form to
Kimberly Pierce-Boggs, Executive Director,
by e-mailing Kimberly@aiamc.org or faxing 888-AIAMC11 (888-242-6211)
NO LATER THAN NOVEMBER 15, 2018