More Than Checking a Box: Strengthening DEI in Children’s Hospital PFACs
September 27, 2023
2:00 - 3:30 pm ET
Presented by:
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Helpful Tips
• All participants are muted upon entering
• Please use the chat box for comments & questions
• Download handouts using the links provided in chat
• A recording will be available and posted to IPFCC’s website after the webinar (www.ipfcc.org)

Our Time Together
• Present project overview and findings
• Learn about our new DEI resource
• Hear from panel of experts on DEI in children’s hospitals
• Q&A

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Project Team

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Thank You to Our NPAC Members!

O.N. Ray Bignall II Nationwide Children’s Hospital
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DeeJo Miller Children’s Mercy Hospital of Kansas City
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About the Project:

Building Capacity for Diversity, Equity, and Inclusion in Children’s Hospital Patient and Family Advisory Councils

Many hospitals have multiple PFACs

The majority of children’s hospitals have at least one PFAC

88%
Hospitals with at least one PFAC

8%
Hospitals with a PFAC in development

Results from a national survey of U.S. children’s hospitals
PFAC Diversity is a Challenge

62% of respondents identified “difficulty recruiting or retaining PFAs who reflect the diversity of the patient/family population served” as one of their 3 most significant challenges.

“The councils don’t reflect the membership of the hospital’s patient and family population. We’ve been aware of that for a while. They don’t.”
Hospital interview participant

PFAs May Not Be Connected to DEI Work

Only 27% of respondents integrated PFAs into committees working on diversity, equity, and inclusion (DEI).

“The bottom line is we have so much work to do. And if we can’t utilize our patients to help us do it, where are we going?”
Hospital interview participant

Project Goals and Guiding Questions

Goal 1: Identify and share learnings about recruiting, preparing, supporting, and sustaining partnerships with PFAs from historically marginalized populations
1. How do children’s hospitals [or organizations that partner with children and families] define and think about DEI?
2. What has been the experience of children’s hospitals when it comes to developing, supporting, and sustaining partnerships with historically marginalized populations?
3. How have children’s hospitals partnered with patients/families in DEI work?
4. What materials, guidance, or resources exist to help increase PFA/family partner diversity and include PFAs/family partners in DEI work?
5. What have been the experiences of children’s hospital PFAs from historically marginalized populations with regard to recruitment, preparation, support, and partnership?

Goal 2: Identify and share examples of and learnings about meaningful partnerships with PFAs/PFACs in DEI work

Project Tasks

- Literature Review:
  Review of articles, resources, documents, tools, from peer-reviewed and grey literature

- Key Informant Interviews:
  18 virtual interviews with participants from children’s hospitals, other child-focused health and social service organizations

- Focus Groups:
  4 virtual, 60-minute focus groups with PFAs from underrepresented populations

- Dissemination:
  Key learnings, webinar, manuscript
Key Findings

- Work requires intentionality and partnership
- Progress is not linear; advancements built over time
- Think outside the box of the way things have been done - using the same processes will yield the same results
- Look to other fields for ideas, particularly community engagement, community-based participatory research, education

Highlights from IPFCC’s New Resource:
Strengthening the Diversity and Role of Patient and Family Advisory Councils: Opportunities for Action

Building on 2021 Resource

- Provide practical guidance and recommendations for the field
- Intended for a broad audience, from newly-formed to more experienced PFACs
- Share and discuss with leaders, staff, patient and family advisors

New Resource on DEI and PFACs

Intended audience:
- PFAC coordinators
- Hospital DEI leads
- Staff in positions related to DEI and patient- and family-centered care (PFCC)
- PFAC members
What’s Inside the New Resource?

- Opportunities for action in six key areas to help hospitals strengthen the diversity of PFACs and the role of PFAs in DEI initiatives
- Each opportunity provides:
  - Concrete, practical strategies
  - Real-world examples from the field
Spread the Word

• Available on www.ipfcc.org under PFCC Best Practices - DEI and PFACs
• Share on social media in your networks - tag @IPFCC

Panel Discussion

Meet the Panelists

Dr. Ndidi Unaka
Cincinnati Children's Hospital Medical Center

Kanisha Dolsingh
New York-Presbyterian Komansky Children’s Hospital

Darcel Jackson
Children’s National Hospital

Vicki Mascareño Nelson
UVM Children’s Hospital and UVM Medical Center

Q&A

• Chat in your questions for the panelists OR
• Raise hand & host will unmute you
The DEI Journey

• Requires intention and bravery
• Needs a clear plan and goals
• Calls for patience
• Focuses on progress over perfection

Thank You for Joining Us!

Please fill out the survey:
https://www.surveymonkey.com/r/Sept27DEIWebinar