

EQUITY QUOTIENT

*Building a stronger
health care workforce
through gender equity
and diversity*

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Jane van Dis, MD, Co-Founder





THE PROBLEM

In medicine's traditional, hierarchical culture...

- **66%** of female physicians experience **gender bias**
- **50%** experience **sexual harassment** by the time they complete medical school
- Harassment & discrimination costs **\$1,200**/physician/yr
- Burnout costs **\$1,000**/physician/year
- Total cost spent on problems **related to gender equity**
\$9,000/physician/year



“

Health care cannot change a pervasive problem in an interconnected system with an isolated intervention.”

-Dr. Esther Choo, EQ Founder



THE EQ SOLUTION

Confidential health care culture assessment,
client-specific workforce strategies and
continuous workplace improvement

WHAT IS EQ?



EQ is a web/mobile-based assessment system and physician-to-physician information platform

We aim to reduce an organization's overall expenditures related to recruitment/hiring, burnout, attrition, discrimination, and harassment

BUILDING BLOCKS OF EQ SERVICES



Measure

experience of gender equity across 5 Key Domains

Identify & Address

harassment upstream

Increase

employee engagement, responsiveness

Lessen

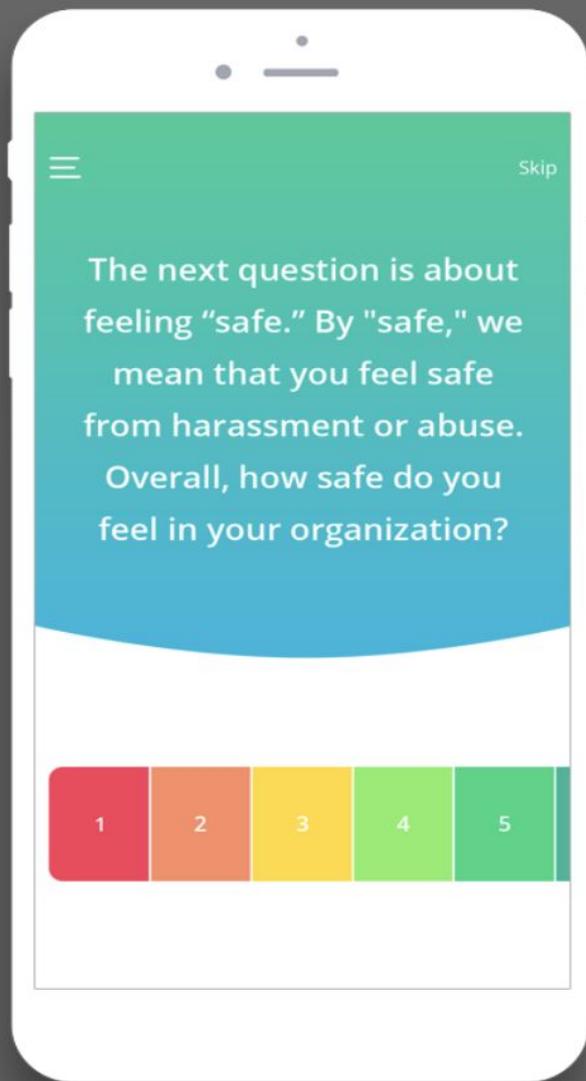
gender-based sources of physician burnout

Hire and Retain

a diverse workforce

Track

effect of workplace interventions

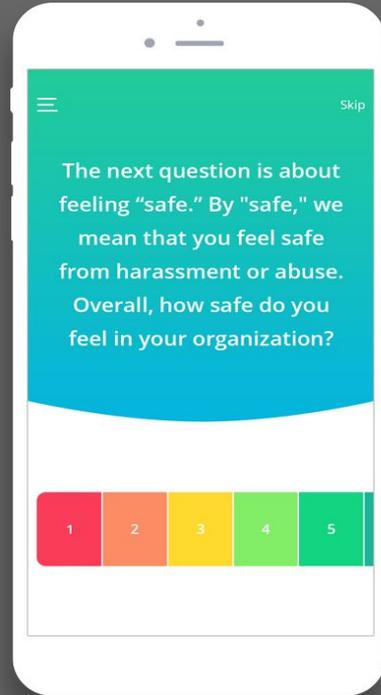


EQ ASSESSMENT



- Application or web survey collects real-time, detailed metrics from all health care employees
- Allows early identification of risky, malevolent, and/or unproductive behavior
- Data filtered by multiple demographic variables incl age, gender, race, sexual identity e.g.

DATA → EMPLOYER DASHBOARD



Employers view key metrics in a dashboard → can implement long term strategy for workplace engagement/equity and respond quickly to issues flagged by the program

Employee → Organization



EQ's SERVICE PATHWAY



CONFIDENTIAL BASELINE ASSESSMENT

We provide a baseline assessment and work with health care organizations to develop personalized 1-, 3-, and 5-year equity and inclusion targets

ONGOING CULTURE METRICS

Employees respond to repeated, brief, targeted follow up assessments to determine "on the ground" changes in organizational culture within defined domains

EMPLOYEE FEEDBACK LOOP

Employees have access to policies, procedures, and protections, and a route for confidential discussion or reporting

WHY USE EQ?



Focus

Uniquely focused on the micro and macro experiences of gender in the healthcare workplace

Experience

We are physician leaders with > 15 years of experience in a wide variety of health care settings

Rich, Bidirectional

Continuous assessment brings the opportunity for a rich understanding of workplace dynamics and improved communication

OUR TEAM



UCLA

Jane van Dis, MD
OB Hospitalist Group



Esther Choo, MD MPH
Oregon Health &
Science University



Reshma Jagsi, MD
University of Michigan



Stephanie Abbuhl, MD
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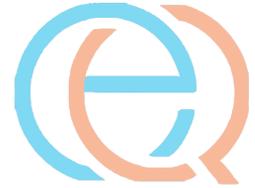


Anupam Jena, MD
Harvard University



Aaron Caughey, MD
Oregon Health & Science
University

“It isn’t enough to simply talk about equity – one must believe in it. And it isn’t enough to simply believe in it, one must work for it.”



Any questions?

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