## **RUSH Health Equity Theory of Change**

The strategic plan advances this theory of change, which is a representation of RUSH's health equity approach and vision

• .		·		
DOMAINS	SHORT TERM OUTCOMES	INTERMEDIATE	LONG TERM	TRUE NORT
Approaches to advance health equity	Change within RUSH	Systemic and RUSH-level impacts	Population-level change	Desired end state
PATIENT CARE	Expand access to quality care, including primary, pediatric, senior, women's, maternal and mental health and substance use services  Ensure language access and culturally responsive care in communities that we serve	communities and beyond  RUSH people have high well-being, across all job groups  RUSH learns and shares in authentic community partnerships and community-engaged research  The system is aligned and collaborates to advance equity  RUSH innovates in payment reform (also external)  Patients, consumers, and community trust RUSH  Strong, inclusive, and bi-directional community partnerships drive equity	Systematically eliminate inequities in patient health care outcomes  RUSH service communities are safe and economically	Improved community well-being and increased life expectancy, especially among legacy residents, in all geographic areas served by RUSH  Contributing to global change in health care as an anti- racist and multicultural
EDUCATION & WORKFORCE DEVELOPMENT	Partner with community, develop health care career pathways for community, and hire local to ensure that the <b>diversity</b> of RUSH people reflects the populations we serve Invest in and create a learning environment for RUSH people and the next generation of <b>health care providers</b> , <b>educators and leaders</b> in antiracism and equity competencies Integrate <b>health equity into curricula</b> of Rush University programs			
COMMUNITY ENGAGEMENT	Increase investments in the communities we serve by <b>investing and spending local</b> Build and strengthen diverse <b>partnerships</b> , staff volunteer opportunities, and bidirectional feedback loops  Create bi-directional pathways to facilitate <b>learning with the community</b>			
RESEARCH	RUSH centers social determinants of health and health equity in <b>community-partnered research</b> Broadly <b>disseminate key findings</b> that advance health equity and establish RUSH as a leader in the field		stable, without medical debt	
POLICY AND ADVOCACY	Establish RUSH as <b>a convener</b> , <b>partner and advocate</b> to pursue health care payment reform and policies that impact social determinants of health (e.g. housing and environment), positive health outcomes, and life expectancy	work and investments  RUSH influences efforts to protect  communities from environmental harm including pollution and toxins		institution advancing equity

Grounding lenses and principles: trauma-informed care, intersectionality, and antiracism principles

