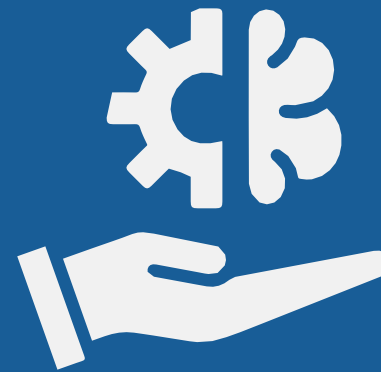




### Instability

- Uncertain Policy Environment
- Rising Patient Vulnerability
- Reputational and Operational Risks



### Impact on Healthcare Institutions

- Escalating Violence Against Providers
- Workforce Morale, Burnout, Moral Distress, and a Retention Crisis
- Mitigation Strategies Being Undermined
- Fear



### Enterprise Risk Management (ERM)

- Risk Identification
- Risk Assessment
- Mitigation Strategies
- Ongoing Monitoring

# E.R.M. Strategies and Key Questions

01

Lead with Integrity

02

Collaboration with Key Stake Holders

03

Proactive Patient Support

04

Community-Based Risk Reduction

05

Data to Drive Change



## Leadership

- How are we integrating SDoH and PDoH into our enterprise risk management framework to proactively address emerging threats to patient care and institutional stability?
- What steps are we taking to address psychological safety in reporting about inequities in care?
- How do we assess the unintended consequences of new policies or operational changes on marginalized communities?
- How are we leveraging data to identify and address disparities in health outcomes before they escalate into crises?



## Collaboration

- How can we create structured, cross-functional collaborations between health equity, risk management, patient safety, and legal teams to proactively address policy and operational changes impacting marginalized populations?
- How are front-line staff voices included in decision-making, particularly regarding unintended consequences of institutional policies?
- How can we leverage community partnerships to close healthcare access gaps created by shifting policies?



## Patient Support

- How can we integrate proactive screening for social determinants of health into routine patient care to better identify and address risks before they escalate?
- How can we ensure that patient safety initiatives explicitly address disparities in language access, financial barriers, and discrimination-related risks?
- What strategies can we implement to build trust and reduce fear among vulnerable patients who may be hesitant to seek care due to political and social instability?

# Resources

- American Society for Healthcare Risk Management (ASHRM)- Equity of Care Assessment
- American Hospital Association- Equity of Care: A Tool Kit for Eliminating Health Care Disparities
- American Medical Association's 2024-2025 Strategic Plan to Advance Health Equity