An emerging model for fostering an organizational culture of equity -- the nurse-founded and nurse-led Ascension Texas Council on Racial and Health Equity (ATCORHE) -- was established in 2019 in response to the alarming rates of Severe Maternal Mortality and Morbidity (SMM) within Central Texas. As a dynamic, interdisciplinary council, our primary programmatic goal is the elimination of race-based maternal health disparities while ensuring health equity for all.

### Purpose

- A multi-pronged approach to anti-racism education was developed and continues to be offered in conjunction with paradigm-shifting multidisciplinary, didactic simulations and implicit bias training.
- Collaborative partnerships were formed with community organizations and area universities to share resources, initiate research, and ensure outreach to marginalized women in our service area.
- Initial data collection and analysis regarding workforce development was completed.
- Multiple initiatives are in development, including the following:
  - The establishment of a patient Food “Farmacy,” and Pop-Up Pantry;
  - An evidence-based discharge follow-up program for mothers and newborns;
  - Alternative models of prenatal care.

### Methods

ATCORHE’s outcomes are based on the successful implementation of equity-based initiatives that include the following:

- The delivery of anti-racism education to 680 associates and 43 physicians thus far;
- The addition of social determinants of health screening questions to our EMR;
- Redesignation of doulas as allied health professionals;
- Substantial funding received for both the use of virtual reality with anti-racism provider education and NICU implicit bias training; and
- Workforce development and data analysis in collaboration with executive leadership.

### Findings

In order to create more equitable health outcomes for all women, particularly women of color, nothing less than a proactive disruption of the healthcare system will suffice. The purpose of ATCORHE is to change awareness of and responses to race-based health inequities through intensive associate/physician education efforts. Likewise, ATCORHE endeavors to incorporate a racial and health equity lens to all aspects of care, which informs actions influencing system sectors such as workforce development, patient care practice, and network policies.

### Conclusions

A special thanks to all of the members of ATCORHE, as well as those organizational and community leaders, associates, and providers who have supported us while investing their time, actions, and expertise to achieve health equity for all.