The Transformation of Mission-Based Health Care through Diversity, Equity and Inclusion into the Third Century project aims to bolster diversity in the healthcare workforce and eliminate health disparities in urban communities by identifying, testing and adopting evidence-based strategies and tools.

The project is funded by a grant from the University of Cincinnati as part of its Creating our Third Century vision and extends for three years the work of the Urban Universities for Health Equity through Alignment, Leadership and Transformation of the Healthcare Workforce (UU HEALTH), which started in 2012. The UU HEALTH project made several notable strides, including: development of the Regional Health Workforce Profile, mission-based healthcare goals and targets, a national study on holistic admission practices in health professions, social media campaign, cultural competency tools and an institutional data dashboard.

**Creating our Third Century**

**Goal 1.** The University of Cincinnati will work in collaboration with community stakeholders to develop a health workforce that increases access to health care and the opportunity for optimal health for all in the local urban community.

**Mission-based Strategies**

- Work collaboratively to align consensus around health equity, health workforce development and diversity with community stakeholders through engagement with the Community Advisory Board.

- Work collaboratively with the regional health care systems to support the diversity of the region’s health care workforce through peer-to-peer learning sessions; partnering with other key stakeholders to grow, recruit, retain, and professionally develop diverse talent in the Tristate region; and focus on health disparities among targeted populations.

**Goal 2.** The University of Cincinnati will produce students who are culturally competent to ensure the local health care workforce has the background, qualities, and skills to serve community needs and decrease health disparities in the local urban community.

**Mission-based Strategies**

- Evaluate and enrich the cultural competency of all students within the AHC colleges of allied health sciences, medicine, nursing and pharmacy through self-reported cultural competency surveys, e-curriculum cultural competency reviews, and interprofessional education.

- Assess progress on communities’ responses to having a trusted provider to inform program planning within AHC colleges.
Goal 3. The University of Cincinnati will increase the educational opportunity for talented and diverse students to be recruited in order to graduate a health care workforce that reflects the diversity of the population in the local urban community.

Mission-based Strategies

- Finalize the development of a sustainable, actionable AHC Institutional Data Dashboard for the AHC colleges of allied health sciences, medicine, nursing and pharmacy to collect, evaluate and inform diversity goals, educational pipeline programs and program planning.

- Collaborate and align with the State of Ohio Minimum Data Warehouse with the AHC Institutional Data Dashboard to inform all of the workforce in the local area.

- Support efforts to partner and align regional pipeline programs to increase health care workforce diversity. Explore expanding the AmeriCorps model within Cincinnati Public Schools to support pipeline programming.