EqualHealth

2015

Annual Report
Our Mission

The mission of EqualHealth is to inspire, empower, and support the development of leaders among Haiti’s next generation of health professionals. Our goal is to foster the development of a self-sustaining Haitian medical education system that is a source of pride for Haiti, equips Haitian health professionals to provide high-quality care to all Haitians, and is built on a foundation of equity and collaboration. Challenging the status quo in global health work, we develop innovative medical education and professional development tools and forums for bidirectional exchange that are tailored to the needs of Haitian health professionals.
1_INTRODUCTION
Dear Friends, Supporters, Partners, and Colleagues,

As we look back on 2015 and the work EqualHealth did during the past year, it strikes us that, contrary to convention, perhaps it is not our work, but rather our partners’, that should be the focus of this letter of reflection.

To be sure, 2015 was a year of continued growth and development for our work, as all of our existing programs grew in size and impact and exciting new initiatives were born. From our fifth annual conference welcoming its largest crowd ever, to the graduation of the first class of the Teach the Teacher faculty development program, to the launching of our unique Marshall Wolf Medical Education Fellowship, the past year has certainly seen its share of exciting developments. We invite you to learn more about them in the pages that follow.

Beyond these accomplishments, a new movement emerged in 2015 that we feel is even more deserving of mention. In November, we were invited to speak at a social medicine conference in Port-au-Prince that was conceived of, organized, and implemented entirely by a group of young Haitian health professionals who are alumni of our annual social medicine course. Having come together to form their own organization, SocMed Alumni Haiti (SMAH), this group of dynamic students put on a truly remarkable conference, one that deeply inspired over 200 of their peers – and, apart from a small grant from EqualHealth and coaching from EqualHealth’s remarkable Haiti-based staff, they did so completely on their own. Since then, SMAH has also joined EqualHealth as one of the organizing leaders of the Social Medicine Consortium, a global partnership advocating for the expansion of social medicine education that has received the prestigious support of the Josiah Macy Jr. Foundation.
To us, the formation of SMAH represents several things. It is eloquent proof of the principle that investment in human potential is the best investment of all, and that for each participant in our programs, many others will be educated over time. It is also evidence of progress towards EqualHealth’s goal of fostering a self-sustaining Haitian medical education system that is a source of pride to Haiti. And finally, it is one of many reasons to believe that, with young, deeply committed leaders like these, the future of medical education and health care in Haiti is bright indeed.

It is our great privilege to work with partners like SMAH, and we are pleased to take this opportunity to highlight the transformative work they are doing. Your support of EqualHealth is not ultimately about supporting our organization, but rather the movement that we are building together with our Haitian partners. We invite you to join us.

Michelle Morse, MD, MPH and Zadok Sacks, MD
Founding Co-Directors, EqualHealth
In November, our nursing team returned to Haiti to share the results of an extensive needs assessment survey with their Haitian colleagues. This study involved 100 participants from four institutions, including Saint Boniface Hospital in Fond des Blans, University Hospital in Mirebalais, Saint Nicholas Hospital in St. Marc, and Saint Therese Hospital in Hinche, and was the first of its kind to address the continuing education needs of Haitian nurses. It found that Haitian nurses are overwhelmingly interested in having access to continuing nursing education and identified several perceived barriers, such as limited time and lack of funding, that limit their access to educational opportunities. The research team is currently working on publishing these findings.

EqualHealth is proud to partner with SocMed Global, Partners In Health, the University of Chicago, the University of Minnesota, and others to launch the Social Medicine Consortium, a collective of committed individuals, universities and organizations fighting for health equity through education, training, service, and advocacy. The Consortium aims to drive a global transformation in health professional education that deepens engagement with social medicine as a core component of training so that health professionals emerge better prepared to partner with patients and communities, identify and respond to the social determinants of health, and advance health equity. As a first step towards this vision, the Consortium will host a symposium entitled “Reimagining Social Medicine” at the University of Minnesota in April 2016. Supported by the Josiah Macy Jr. Foundation, this symposium aims to educate and organize a larger community of health professionals and educators towards health equity through social medicine education.
TO WORK FOR THE PEOPLE IS TO DECIDE WITH THE PEOPLE!
The development of leaders among the next generation of Haitian health professionals remains one of our top priorities, and we therefore are thrilled to welcome the newly formed SocMed Alumni Haiti (SMAH) team to our list of partners. Formed by Haitian alumni of EqualHealth’s annual Social Medicine Course, the goal of SMAH is to promote social medicine through social action and education. To date, they have organized two major social medicine conferences for health profession students at the University of the Aristide Foundation. SMAH is also a leading member of the Social Medicine Consortium and will be sending several delegates to the “Reimagining Social Medicine” symposium in April 2016. We look forward to their continued engagement and leadership in the social medicine movement in Haiti and beyond.
We are proud to have held the largest and longest-running medical education conference in Haiti since 2011. In November 2015, we hosted our largest conference yet, Les Équipes Interdisciplinaires dans les Soins de Santé (Interdisciplinary Teams in Healthcare), which welcomed over 200 Haitian health professionals and students. During this daylong event, participants engaged in lively discussions of how to foster collaboration and understanding between all members of health care teams -- with the ultimate goal of improving patient care.

The conference featured a variety of dynamic, accomplished speakers from across Haiti and beyond, including Dr. Jacklin Saint Fleur, Dr. Berthony Guerrier, Kerry Quealy, Marc Julmisse, Dr. Christophe Milien, Dr. Komal Bajaj, Dr. Toni Eyssallenne, Fabiola Dieudonne, Myzraelle Zidor, Villarson Avignon, and Sauveur Marcel.

In order to ensure that opportunities like this are accessible to all those who wish to attend, EqualHealth holds each annual conference free of charge for all participants, and we are deeply grateful to the donors who make this possible.
“In my view, I think this annual conference is the most important part of the improvement of healthcare in Haiti.”

- Conference Participant
Responding to requests from our Haitian colleagues, EqualHealth began developing our innovative Teach the Teacher (T3) program at University Hospital in Mirebalais (UHM) in 2013, and we ran our first yearlong course from December 2014 through November 2015. Designed to provide medical and nursing educators working in low-resource settings with the skills they need to become the best teachers they can be, T3 gives participants a foundation in educational best practices and provides them with ongoing feedback, support and mentorship as they incorporate these practices into their teaching.

Our T3 team made seven weeklong trips in support of the program, teaching on 18 different topics related to education and professional development. In addition, both Zanmi Lasante/Partners In Health and EqualHealth faculty offered one-on-one mentorship and support to UHM educators and observed their teaching practices. As part of the program, nurses and doctors learned together in interdisciplinary classrooms while also participating in trainings specific to their fields. We and our partners alike believe that this will help foster a strong team-based approach to health care and education in Haiti.

Based on this initial experience, a number of other prominent Haitian teaching hospitals have requested that we expand this program to their site, and we will begin doing so in 2016 while keeping the overarching goal of T3 constant: to learn, engage, teach and work together with our partners to strengthen Haitian health care through education.
SOCIAL MEDICINE COURSE

EqualHealth firmly believes that health care professionals in both low and high-resource communities who plan to care for the underserved must have an understanding of the ways in which social, cultural, historical, socio-economic and political factors can impact health. Our three-week summer immersion course, Beyond the Biological Basis of Disease: The Social and Economic Causation of Illness, is rooted in this belief.

This Haiti-based three-week intensive course brings together medical, nursing, and public health students from Haiti, the United States, Canada, and beyond to learn about the social determinants of health, build cross-cultural partnerships, and prepare to care for patients in underserved areas. This diverse group of students works together to learn about different models of patient care, analyze existing interventions in Haiti, and create their own advocacy project to encourage international organizations to focus on collaborating with the Haitian people.

Students have described the course as “transformative” and “the training of real warriors for social change.” Since its inception, the course has achieved a stunning 97% satisfaction rate from participants, and 100% of students have reported that the course has impacted how they will practice medicine in the future.
THE MARSHALL WOLF MEDICAL EDUCATION FELLOWSHIP

In October 2015, EqualHealth was proud to launch our newest program, the Marshall Wolf Medical Education Fellowship -- an initiative aimed at developing a cadre of exceptional clinical educators and leaders among Haiti’s next generation of health professionals. Two early-career Haitian physicians were selected for the 12-month fellowship, which is split between Boston and Haiti and includes a rich curriculum of educational experiences at several world-class institutions, including Harvard Medical School, Harvard Business School, Boston Medical Center, Brigham and Women’s Hospital, and Boston Children’s Hospital; leadership training for the fellows and their colleagues at their home institutions; targeted ongoing mentorship; and the design and implementation of a research project. The fellowship is named in honor of Dr. Marshall Wolf, a tireless supporter of excellence in medical education in the US, Haiti, and beyond, and is in line with EqualHealth’s long-term vision of a Haitian medical education system that is both high-quality and self-sustaining.
EqualHealth established its Visiting Professor Program in 2011 in order to address the dearth of continuing medical education opportunities for health professionals in Haiti. This program responds to specific interests and needs expressed by Haitian hospitals and medical schools by pairing them with physician and nurse-educator experts in corresponding fields. Visiting Professors then teach one-or two-week courses for healthcare professionals at our partner institutions.

In 2015, the Visiting Professor Program worked with the University Hospital in Mirebalais (UHM) to continue the development and implementation of a longitudinal obstetrics and gynecology teaching curriculum. This initiative, which has helped to elevate the standard of care at UHM and has been met with an overwhelmingly positive response, included a weeklong laparoscopy training, an electronic fetal heart monitoring training, and an ultrasound course and was met with an overwhelmingly positive response. During the ultrasound training, visiting professor Dr. Roxane Handal worked alongside a Haitian physician who promptly used those same ultrasound techniques to identify a pregnant woman in danger and arrange a lifesaving C-section.

The Visiting Professor Program has provided numerous educational opportunities at other partner sites as well, such as teaching fetal heart rate monitoring at St. Boniface Haiti Foundation’s newly opened Maternal and Neonatal Health Center. Across EqualHealth partner sites, visiting professors served 371 health care providers in the past year, enabling them to continue growing in their ability to provide their patients with the best possible care.
## REVENUES

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<th>TYPE</th>
<th>2015 (USD)</th>
<th>2014 (USD)</th>
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<tr>
<td><strong>Private Contributions</strong></td>
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<td>Individuals and Family Foundations</td>
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<td>Other Public Charities</td>
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<td>Gifts in Kind</td>
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<td><strong>Program Service Revenue</strong></td>
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<td>Social Medicine Course Fees</td>
<td>14,940</td>
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<td>Visiting Professor Volunteer Fees</td>
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<td>Other Service Revenue</td>
<td>7,291</td>
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<td><strong>Other Fundraising Revenue</strong></td>
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<td><strong>TOTAL</strong></td>
<td>190,248</td>
<td>158,562</td>
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## EXPENSES

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<th>TYPE</th>
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<td>Annual Conference</td>
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<td>Teach the Teacher</td>
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<td><strong>Medical Education</strong></td>
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<td>Visiting Professor Program</td>
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<td><strong>Leadership Training</strong></td>
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<td>Social Medicine Course</td>
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<td>Medical Education Fellowship</td>
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<td><strong>Monitoring, Evaluation &amp; Acad. Prgms.</strong></td>
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<td><strong>Administration and Human Resources</strong></td>
<td>24,455</td>
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<td><strong>Fundraising and Outreach</strong></td>
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<td><strong>TOTAL</strong></td>
<td><strong>196,582</strong></td>
<td><strong>136,765</strong></td>
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### BREAKDOWN

<table>
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<tr>
<th>TYPE</th>
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<tr>
<td>Change in Net Assets</td>
<td>-6,334</td>
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<td>Net Assets, Beginning of Year</td>
<td>28,278</td>
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<td>Net Assets, End of Year</td>
<td>21,944</td>
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<td>Contributions Receivable in 2016</td>
<td>75,000</td>
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### VALUE OF VOLUNTEER SERVICES*: $308,400

Figure is a conservative estimate based on the Independent Sector’s 2014 estimated value of volunteer time ($23.07) per hour for all volunteer hours not requiring specialized skills; the Bureau of Labor Statistics’ 2014 mean hourly wage data for volunteer hours requiring specialized skills; and the out-of-pocket, unreimbursed travel expenses incurred by volunteers traveling on EqualHealth business.

Administration and Fundraising costs as a percentage of total expenses INCLUDING the value of volunteer services: 6.5%
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SPECIAL THANKS

Dr. Marshall Wolf
Dr. Joel Katz
Manoushka Gedeon
& the BWH Division of
Global Health Equity
Sean Judge
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