



# 2022 Community Benefit Report



*As the new President and CEO of John Muir Health, I'm acutely aware that we are the community's health system and I understand the responsibility that comes with that special connection. John Muir Health exists to serve you, and I want to acknowledge the outstanding work of our staff, providers, and community partners throughout this past year to uphold our mission to improve the health of the communities we serve with quality and compassion. We're fortunate to have a team that is committed to addressing the needs of our most vulnerable community members.*

*As you will see throughout this report, John Muir Health partners with local school districts, such as Antioch Unified, and numerous community organizations, including Junior Achievement and RYSE that focus on creating a healthier and safer next generation. We greatly appreciate their partnership and contributions to uplift our youth and support youth resiliency, especially with the challenges and impacts of the past three years. This work is representative of the power of partnerships and what can be accomplished through teamwork. At John Muir Health, we continue to evolve, but we will always be true to our mission and our community values.*

*Michael S. Thomas*

**Michael S. Thomas**  
President and CEO, John Muir Health

As a not-for-profit health system, John Muir Health is committed to improving the health of the communities we serve with quality and compassion.



**JOHN MUIR  
HEALTH**

*Front cover photo: Rise Up Against Racism Little Library at El Dorado Middle School in Concord.*



We foster change through nurturing our youth and their families

## Community Health Needs

Our Community Health Needs Assessment, informed by input from community stakeholders, guides our work and strategy to improve the lives of vulnerable populations.

Our programming for 2022 focuses on the following three priority areas:



### Access to Care

including primary and specialty care



### Behavioral and Mental Health Services

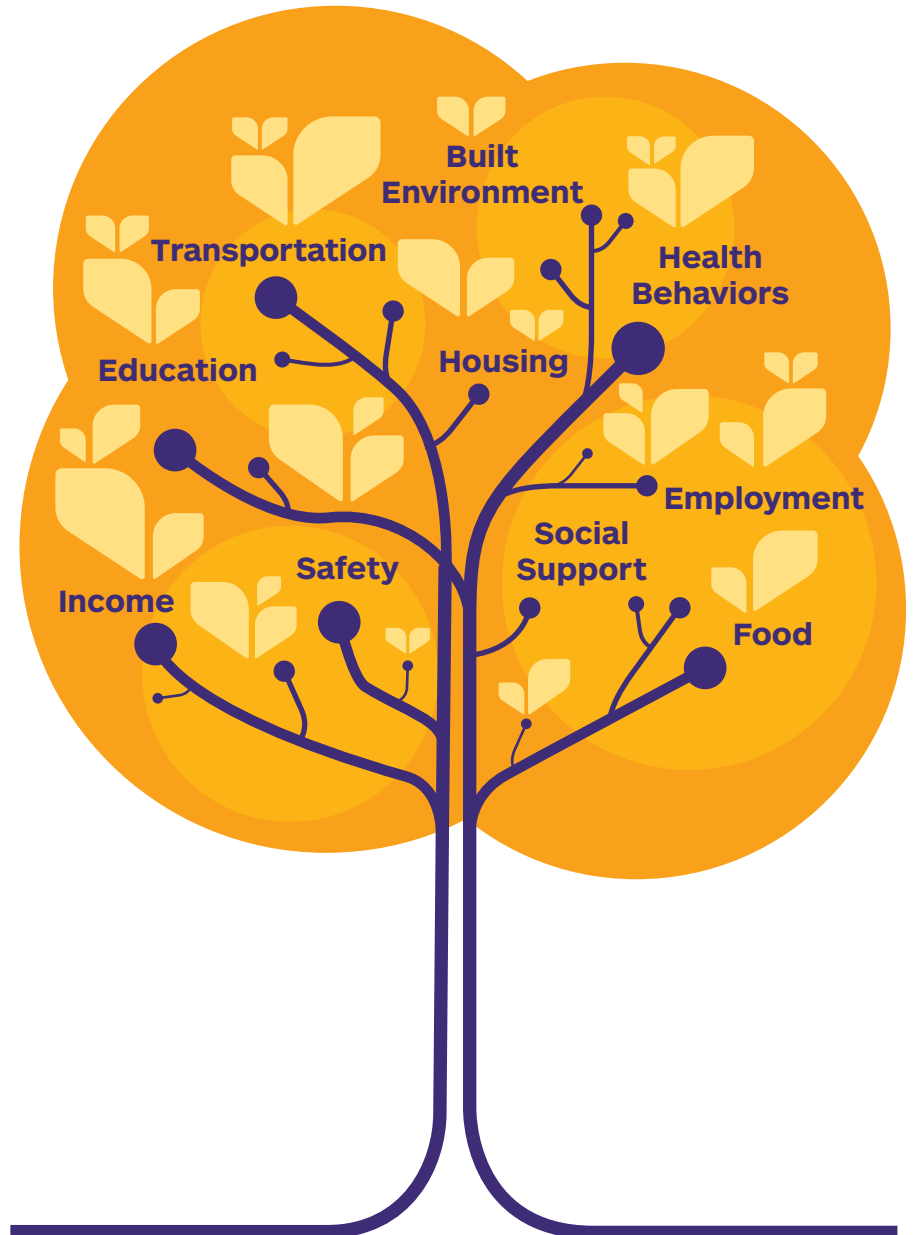


### Economic Security

including food, housing, community and family safety

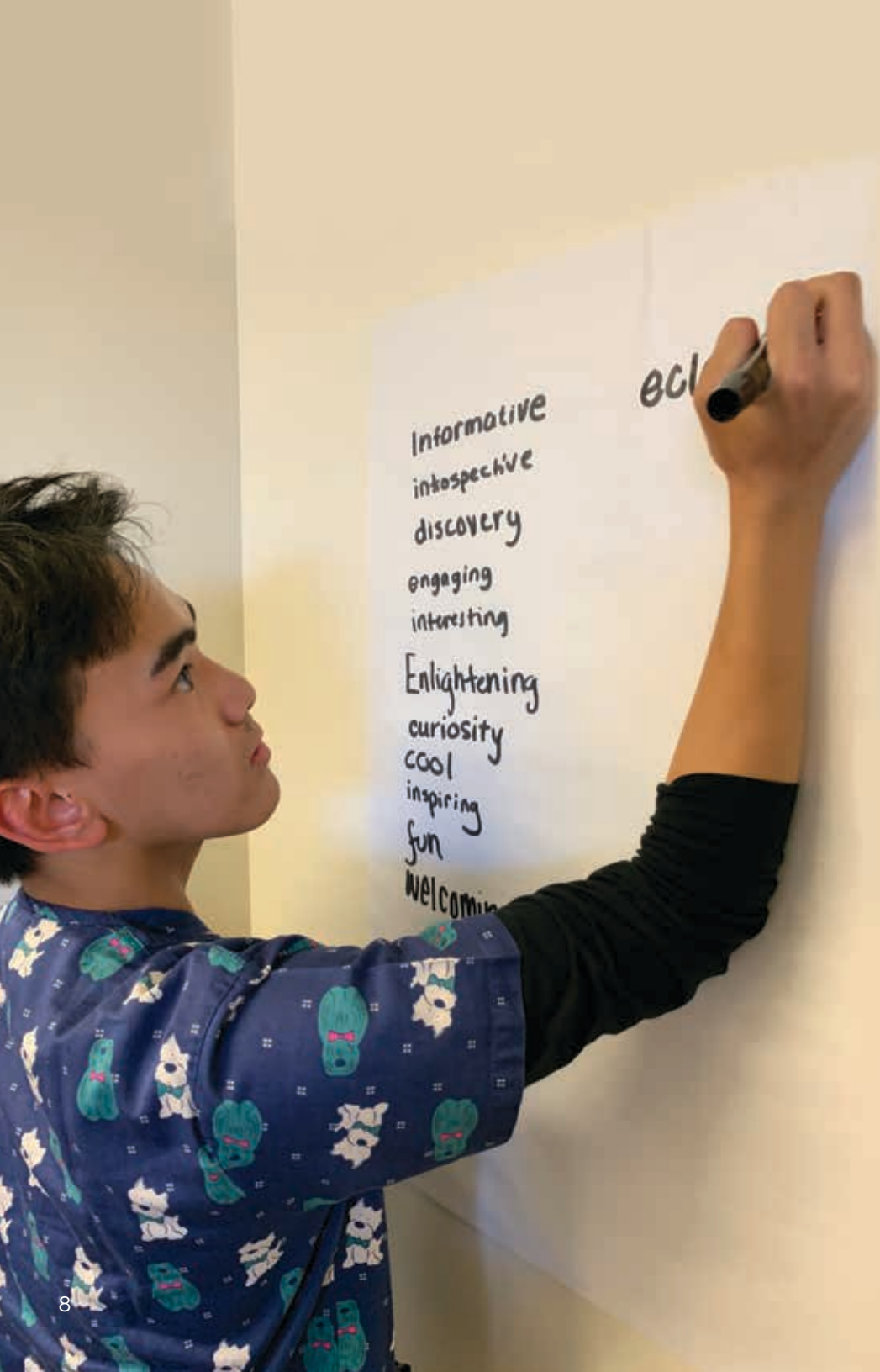
# Growing Resilient Communities

John Muir Health invests in programming that is rooted in providing a strong system of support for the entire community.



## Community Supports

*Volunteers assemble 2,500 student backpacks during the annual Backpack Drive.*



John Muir Health supports vibrant and healthy communities through strong partnerships with nonprofit organizations, schools, clinics, and other community-based providers to address our community health needs.

*Young Healers high school student reflects on internship experience.*

# Community Benefit

## PROGRAMS & PARTNERSHIPS

John Muir Health supports vibrant and healthy communities through strong partnerships with community-based nonprofit organizations, clinics and other health care providers to address community health needs.

### John Muir Health-Led Programs

#### ACCESS TO CARE

- Community School Nurse
- Diabetes Education Empowerment Program
- Every Woman Counts
- Lung Cancer Screening
- Mobile Health Clinic
- Ronald McDonald Mobile Dental Clinic and Dental Collaborative of Contra Costa
- Specialty Care Program

#### BEHAVIORAL HEALTH

- Complex Community Care Coordination

#### ECONOMIC SECURITY *(Food, Housing, Community and Family Safety)*

- Contra Costa Health Services Healthcare for the Homeless
- Beyond Violence
- Restorative Justice Initiative
- Young Healers High School Program
- CLIMB Near Peer Mentorship Program



Denotes youth-focused programs

## Community Partnerships

#### ACCESS TO CARE

- Independent Living Resources
- Inspiring Communities
- Lifelong Medical Care
- La Clínica de la Raza
- Order of Malta Clinic of Northern California
- Mobility Matters
- Operation Access
- RotaCare Concord and RotaCare Pittsburg
- RotaCare Transitional Care Clinic
- St. Vincent de Paul
- Walnut Creek Seniors Club

#### BEHAVIORAL HEALTH

- Fred Finch Youth and Family Services
- Meals on Wheels of Diablo Region
- Mental Health Connections
- Monument Crisis Center
- Monument Impact
- Village Community Resource Center
- Women's Cancer Resource Center

#### ECONOMIC SECURITY *(Food, Housing, Community and Family Safety)*

##### Economic Security (general)

- Health Career Connections
- Junior Achievement of Northern California

##### Community and Family Safety

- Bike East Bay
- Beyond Violence
- Center for Human Development
- Family Justice Center
- Healthy and Active Before 5
- KidPower
- Meals on Wheels of Diablo Region
- Monument Crisis Center
- Planting Justice
- Rise Up Against Racism
- RYSE
- One Day At a Time
- Ultimate Fieldhouse

##### Food

- 18 Reasons
- Alameda County Community Food Bank
- Food Bank of Contra Costa and Solano
- Fresh Approach
- White Pony Express

##### Housing

- Philip Dorn Respite Center
- Contra Costa Health, Housing & Homeless Services
- Hope Solutions
- Support4Recovery
- Trinity Center

#### SCHOOL DISTRICTS

- Antioch Unified School District
- Brentwood Union School District
- Mt. Diablo Unified School District
- Pittsburg Unified School District
- San Ramon Valley Unified School District

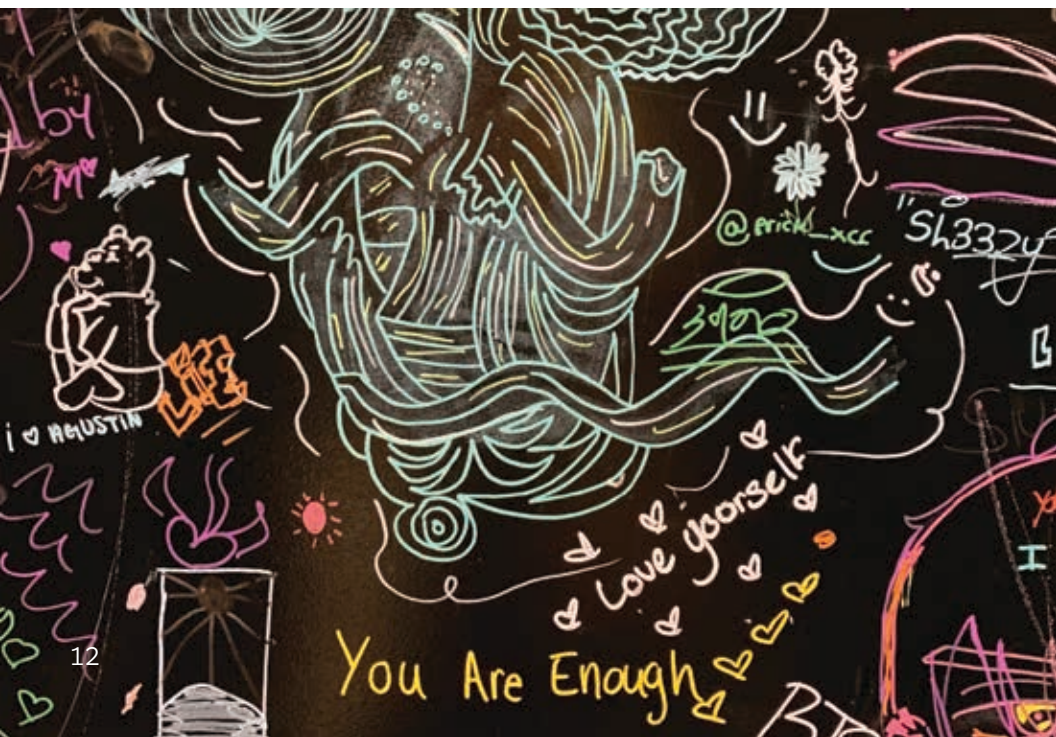
*White Pony Express provides care packages during the Mobile Health Clinic's special Ukrainian Refugee Clinic Day.*

# Youth Resiliency: Building a Healthier Next Generation

From a young person's perspective, the tumult caused by the pandemic, including interrupted schooling, isolation, and loss of loved ones, has been a prolonged tragedy. An entire generation has been impacted and many have felt isolated and a loss of connection.

Against this background, John Muir Health has prioritized investment in our youth, focusing on fostering youth resiliency. Our partnerships bring necessary aid directly to schools and community-based nonprofit organizations, and through career programs and scholarships.

*Three in five U.S. girls reported feeling sad or hopeless in 2021, the highest level seen in a decade and nearly twice the rate among teenage boys.<sup>2</sup>*



*Experts tell us that this was already a fragile population. Between 2009-2019, there was an increase of 40% in persistent sadness/hopelessness with teens, and a 36% rise in those who seriously considered suicide. Anxiety and depression also doubled during the pandemic.<sup>1</sup>*

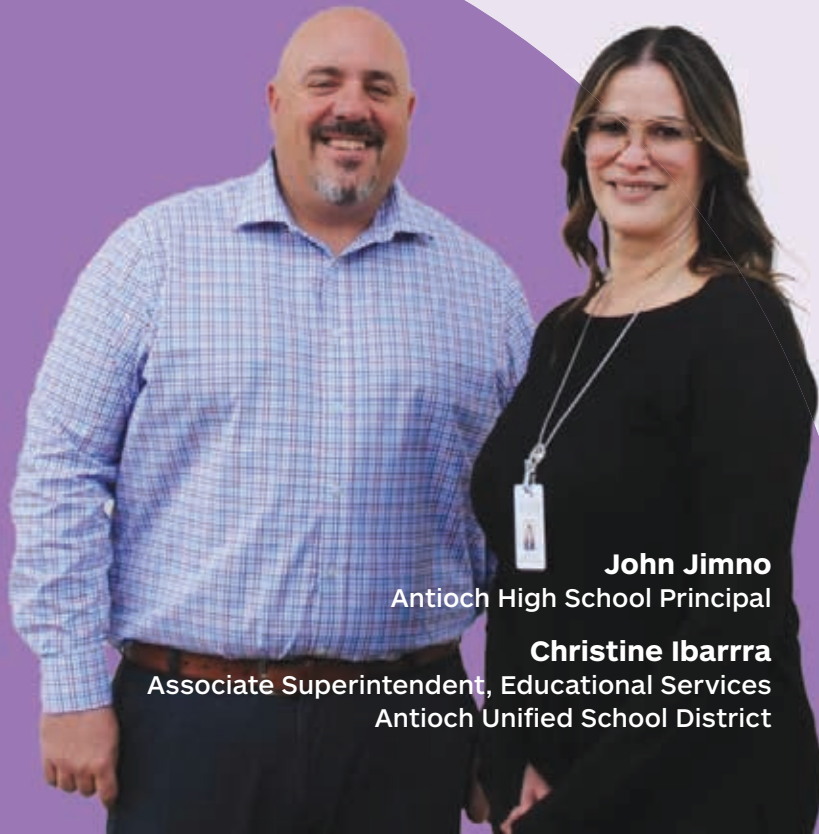
<sup>1</sup> Source: <http://bit.ly/3XJHoVR>

<sup>2</sup> Town Hall Meeting, 7.25.22; The Growing Youth Mental Health Crisis, Rep. Mark DeSaulnier

# Mental Health Services at Antioch Unified School District

## Mental Health Services

John Muir Health has long invested in school and community programs that bring behavioral and mental health support directly to youth. New ways to help are emerging as these needs are prioritized.



**John Jimno**  
Antioch High School Principal

**Christine Ibarra**  
Associate Superintendent, Educational Services  
Antioch Unified School District

## Culture Shift for Better School Environments

Intentional culture change is revolutionizing how the school environment supports its students, where teaching emotional resilience, self-management, and restorative justice is becoming the norm.

A case in point is the Antioch Unified School District. “Trauma is huge in our district, and it has a significant impact on behavior. In fact, post-pandemic, educators saw a huge jump in altercations, and students and staff struggling to cope emotionally,” says Christine Ibarra, Associate Superintendent, Educational Services.

At previous schools, such as Park Middle School, Principal John Jimno started mindfulness. Staff were trained, and a Wellness Room was built, where kids could be explicitly taught how to demonstrate emotional resiliency. Principal Jimno hopes to bring these practices into Antioch High School in the near future.

Ibarra says, “with these trauma-informed practices, we teach kids in a non-punitive way that you don’t have to melt down, you have a safe space, you can get yourself centered, take time to think, and come back to the classroom, engage and learn.”

This helps make a school a safe place, not just physically but emotionally. Jimno adds: “With the grant we benefit from, we also have a therapist on our staff, plus a crisis counselor. John Muir Health is a primary reason we have a full-time clinician on campus, and they are instrumental to our Care Team. If not for the support from John Muir Health, we’d be lost. Antioch High would have medical admissions right now.”

## How Schools Help Reduce Community Harm

“Usually when you have a student who’s having a hard time in school, it’s a manifestation of something bigger,” Jimno adds. We’re trying to dig into what that is, instead of just having a quick fix while a student is at school.”

“We have a unique position to help educate the community, because we touch so many families,” says Ibarra. “In a less affluent community like this, there may be distrust or stigma, based on experiences with structured organizations. Part of what a school can do is try to be a ‘yes first’ organization.”



# School Nursing: Catching Issues Early



Community Health Nurse Adrienne Ramirez-Christensen, BSN, RN, PHN, has a daily view into the health of elementary schoolers at Cambridge and Meadow Homes schools in Concord. Besides her clinical work, such as immunizations and physicals, she assesses behavioral issues. Working with students who have anxiety and cannot focus in class, Adrienne helps with de-stressing methods, including breathing techniques and tools to manage distraction. As a bilingual clinician for

students and families, she is a trusted connection who links families to other organizations such as the local Family Justice Center and food banks.

“My presence at the schools helps build a strong connection between students and families, focused on their health. With John Muir Health’s funding and support, so many under-represented students and families now have low-cost or free access to community and medical services,” she says.

*Adrienne Ramirez-Christensen, BSN, RN, PHN  
with a Cambridge Elementary  
School student.*



# Restorative Justice: Long-term Culture Work in the Schools

Another type of culture change that John Muir Health supports is Restorative Justice (RJ), a worldview and philosophy that builds community and brings people together to address the needs and obligations of the community when harm happens. The intention is to repair and rebuild relationships whenever possible. Reportedly, RJ has a high rate of success in fostering a culture of safety, reducing community violence, suspensions and expulsions in schools.

Naima Grace Shalhoub is an experienced Restorative Justice trainer and practitioner. She teaches staff and teachers to hold RJ circles with students, which rests on the foundation of community building, with training centered on relationships through the lens of racial and economic

equity. It offers a non-punitive approach to repairing harm.

She describes what a classroom community building circle might look like. “Participants and the circle keeper sit in a circle. The keeper begins with an opening that shifts the space, inviting every member of the group to be a part of creating a brave space. It’s values-driven—for instance, leaning on kindness and respect. In a circle, a student might feel more connected with peers, gain a sense of belonging, and shift the way they see themselves. To feel that they are seen and validated makes them more resilient,” Shalhoub says.

Another trainer, Komoia Johnson, Ph.D., says that when there is conflict, community members are invited to participate in a process to address the conflict restoratively. “Most conflicts that lead to harm stem from miscommunication or lack of communication. When we sit in a circle with one another, we begin to learn about each other, and are less likely to harm each other. Conflict is normal, but harm should never be normalized.”

*Restorative Justice centerpiece table.*



*Most conflicts that lead to harm stem from miscommunication or a lack of communication. Conflict is normal, but harm should never be normalized.*

Through Restorative Justice, their self-confidence and connection to the school increased. They were more likely to seek out a caring adult when in conflict, versus fighting.

“When schools show that they care about a young person holistically, they are more likely to get better grades as well as make better social and behavioral choices,” Johnson adds.

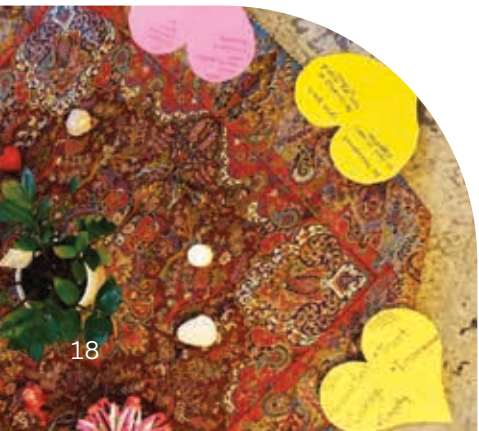
“John Muir Health has made a huge investment in youth resiliency and youth justice. Funding this training so that schools can do this work themselves is so important. I see the John Muir Health Restorative Justice Initiative and partnership as really creating ripples in the community,” Shalhoub says. “Relationships are the glue that holds a community together. That’s the way forward.”

**Total of:  
10 Schools**

- Antioch Unified School District
- Brentwood Union School District
- Contra Costa County Department of Education
- Pittsburg Unified School District

**Staff Trained**

- 196 school staff, teachers, and administrators received trainings
- 24 school staff selected as Summer Cohort RJ Ambassadors



# Resilient Communities: John Muir Health's Beyond Violence Program

In the greater community, violence prevention programs are also prioritized by John Muir Health. Beyond Violence (BV) serves as a hospital-based violence intervention program, developed to interrupt the cycle of violence in our communities, specifically among youth ages 15-25 who have been injured by gunshot, stabbing or assault. The program consists of key players including John Muir Health's Emergency, Social Services, and Trauma Departments, Community Health Improvement staff, and five external Contra Costa County community-based nonprofit partners.

The BV program aids in the healing of those affected by violence through support and resources delivered by a Trauma Response Intervention Specialist (IS). One IS, Maria Escobedo, plays a large role in the BV program through one of our Concord-based nonprofit partners, Center for Human Development.

Maria shares that the BV program is not only a great asset to youth throughout Contra Costa County, but their families and support systems as well. "We make sure to focus on the youth's goals so they can continue to improve themselves mentally, physically, and even through education," Maria says. "We also want to assure that their support system is able to get them back on their feet," she continues. This ensures that the program can meet a variety of needs for the whole family, and through onsite direct access to mental health therapy, young people and their families are cared for holistically.

Most recently, John Muir Health was awarded a state grant of \$1.8 million to expand the BV program to include adults of any age. This expansion signifies the importance of the work, particularly how the program provides a robust support network of resources and services.

## Beyond Violence External Partners

- West County: RYSE
- East County: One Day at a Time
- Central County: Center for Human Development
- Adults: Family Justice Center
- Mental Health Services: Fred Finch Youth and Family Services



*Beyond Violence  
Coordinator Huda Assaf,  
with Family Justice Center  
Intervention Specialist,  
Christina Jefferson.*



*We make sure to focus on the youth's goals so they can continue to improve themselves mentally, physically, and even through education. We also want to assure that their support system is able to get them back on their feet.*

—**Maria Escobedo**  
Trauma Response Intervention Specialist,  
Center for Human Development

# Fostering A Path to Health Careers

John Muir Health further invests in youth through workforce development programs such as Junior Achievement of Northern California and the Young Healers High School Internship Program. Junior Achievement honored John Muir Health with its Work Readiness Partner of the Year award last year for providing innovative, hands-on education, and introducing students to medical careers, and has since inducted John Muir Health into their Hall of Fame.

The Young Healers program supports student internships in which they develop projects to address health disparities. In one example, College Park High School student, Sam Benabou, and his team, developed an innovative project to combat melanoma in the homeless population.

Sam says that he had always believed he was destined to be a doctor. “After learning about health disparities and medical research underrepresentation during the Young Healers internship, I became attracted to a new pathway—public health.” He is now a student at Stanford University and is engaging with John Muir Health’s *Climb Near Peer Mentorship Program*.

## A need for a Belonging and Equity Scholarship Committee

John Muir Health also recently launched its very first “I Belong” Scholarship, giving deserving students from underrepresented schools and communities in Contra Costa County (CCC) an opportunity to further their education in health care. The scholarship was launched by the Belonging and Equity Scholarship Committee, a committee that was developed resulting from the need to increase diverse representation and encourage young people from under-resourced backgrounds to pursue careers in healthcare.

***19 students from four CCC schools were selected to receive a scholarship of either \$500 or \$1,000. They attended: Mt. Diablo High School, Dozier-Libbey Medical High School, Richmond High School, and Antioch High School.***



***After learning about health disparities and medical research underrepresentation during the Young Healers internship, I became attracted to a new pathway—public health.***

**—Sam Benabou**  
Former Young Healers intern

# Health Professions Education

## Workforce Development

We are committed to supporting the education efforts of students, youth, and health professionals. Each year, we offer multiple training opportunities for physicians, nurses, pharmacists, and other students.

We also offer the **Young Healers High School Internship Program**, in partnership with Junior Achievement of Northern California, and college-level opportunities in partnership with **Health Career Connections**.

Our **Family Medicine Residency Program**, in its sixth year, trains medical residents and includes a rotation on Vulnerable Populations Health.



*John Muir Health Nurse Educators with Young Healers High School Interns.*

In total for 2022, **1,162 health professionals** were trained during residencies, internships and fellowships, for a Community Benefit of **\$7,313,564.**



**440 Trained**

Physicians & Medical Students



**499 Trained**

Nurses and Nursing Students



**136 Trained**

Other Health Professional Education



**87 Scholarships**

For Professional Education

# Community Health Education

Community Health Education resources that focus on wellness and prevention were provided to **2,838** individuals who represent patients, the underserved and broader communities.



*Young boy happy to receive a refurbished bicycle from Bike East Bay.*

Education serves as a foundation for future change

Diabetes Education Classes

COVID-19 Education Seminars

Nutrition Seminars

Behavioral Health Community Classes

Childbirth and Parenting Prep

Mental Health Workshops

Cancer Support Groups

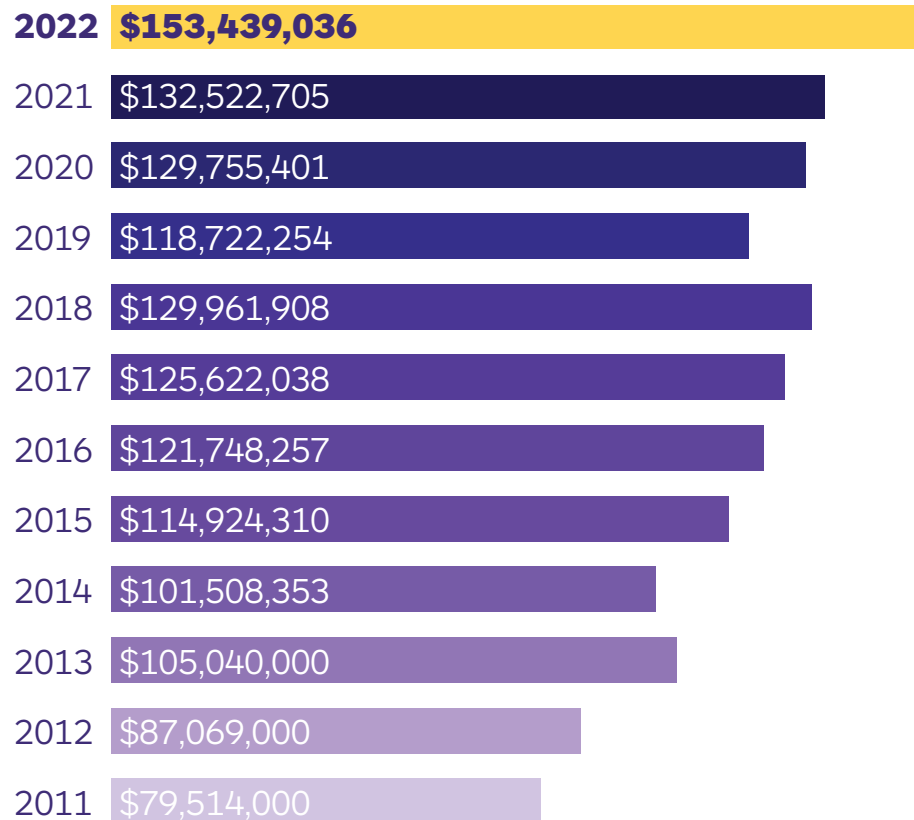
Spiritual Care Grief Support Groups

# Community Benefit

## BREAKDOWN

John Muir Health's Community Benefit contributions focus on improving the health and wellness of our communities.

### Total Community Benefit Contributions



**\$6,147,462**

#### Community Health Improvement & Community Building

- Community programs that provide access to health care, health education and support services
- Mentorship and leadership development
- Community Benefit operations

**\$8,002,348**

#### Health Professions Education & Research

- Family Medicine Residency Program
- Internships
- Government-funded research
- RN Residency Program

**\$3,457,537**

#### In-Kind & Financial Contributions

- Community organization sponsorships
- Grants to support nonprofits serving vulnerable communities
- Board of Director staff service on nonprofit boards

**\$4,579,740**

#### Subsidized Health Services

- Clinical services provided despite a financial loss, in addition to Charity Care and Medi-Cal

**\$7,714,641**

#### Charity Care

- Care provided at no cost or reduced cost for low-income population

**\$123,537,308**

#### Unpaid Costs of Medi-Cal

- The difference in cost of care and payments received from Medi-Cal



# John Muir Health's commitment to the community



**JOHN MUIR  
HEALTH**

To learn more visit:  
[johnmuirhealth.com](https://johnmuirhealth.com)

Email us at:  
[community.benefit@johnmuirhealth.com](mailto:community.benefit@johnmuirhealth.com)





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