Developing a Health Equity Plan for your Health Center Activity Session

Tuesday, March 19, 2024
1:00 – 2:00pm Eastern | 10:00 – 11:00am Pacific

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Disclosure

- With respect to the following presentation, there has been no relevant (direct or indirect) financial relationship between the party listed above (or spouse/partner) and any for-profit company in the past 12 months which would be considered a conflict of interest.

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- We are obligated to disclose any products which are off-label, unlabeled, experimental, and/or under investigation (not FDA approved) and any limitations on the information hat we present, such as data that are preliminary or that represent ongoing research, interim analyses, and/or unsupported opinion.

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The Weitzman Institute is Committed to Justice, Equity, Diversity & Inclusion

At the Weitzman Institute, we value a culture of equity, inclusiveness, diversity, and mutually respectful dialogue. We want to ensure that all feel welcome. If there is anything said in our program that makes you feel uncomfortable, please let us know via email at nca@chc1.com

Moses Weitzman Health System Affiliates

National Training and Technical Assistance Partnership
Clinical Workforce Development

Provides free training and technical assistance to health centers across the nation through national webinars, learning collaboratives, activity sessions, trainings, research, publications, etc.

Team-Based Care

- Fundamentals of Comprehensive Care
- Advancing Team-Based Care

Training the Next Generation

- Postgraduate Residency and Fellowship Training
- Health Professions Training

Emerging Issue

- HIV Prevention

Advancing Health Equity

Preparedness for Emergencies and Environmental Impacts on Health

Karoline Oliveira, Ed.D

Chief Diversity, Equity and Inclusion Officer
Moses/Weitzman Health System

Objectives

- Understand the importance and value of having a health equity plan at your health center

- Outline the steps involved in developing a health equity plan

  – Recording: [Strategies for Advancing Health Equity within Health Centers: The Foundations of a Health Equity Plan](#)

- Begin crafting health equity plan priorities and goals

Activity Session Reminders

- Safe Space versus Brave Space!

- This is an abbreviated training and additional information can be made available.

Moses/Weitzman Health System JEDI Office

- **JEDI Office**: Small, but Mighty!
  - 1 Chief Diversity, Equity & Inclusion Officer (CDEIO) + 1,200 partners across the organization
  - Promotes the expectation that JEDI work is EVERYONE's responsibility
- JEDI Commitment Statement:

  Moses Weitzman Health System Inc., and affiliates, are committed to advancing its values of justice, equity, diversity, and inclusion (JEDI) across the organization. We acknowledge, embrace and value the diversity and individual uniqueness of our patients, students, employees and external partners. MWHS strives to foster a culture of equity and inclusion in broad and specific terms.

  Our commitment to JEDI presents itself in our quality health care delivered to our patients, our passion for inclusive excellence for our employees, the learning environment we foster for our students, and the attention paid to our equitable and inclusive policies and practices across the organization.

Joint Commission New Standard

- Effective January 1, 2023, new and revised requirements to reduce health care disparities will apply to organizations in the Joint Commission's ambulatory health care, behavioral health care and human services, critical access hospital, and hospital accreditation programs.

- A new standard in the Leadership (LD) chapter with 6 new elements of performance (EPs) has been developed to address health care disparities as a quality and safety priority.

OpenAI. (2024, March 15). Webinar Addressing Maternal Health Disparities: Collaborative Efforts Utilizing an Advanced Team-Based Care Model [Webinar script]. OpenAI Webinars. chrome-extension://efaidnbmnnnibpcajpcglclefindmkaj/https://www.jointcommission.org/-/media/tjc/documents/standards/r3-reports/r3_disparities_july2022-6-20-2022.pdf

Elements of Performance

- **EP 1:** The [organization] designates an individual(s) to lead activities to reduce health care disparities for the [organization's] [patients].

- **Ep 2:** The [organization] assesses the [patient's] health-related social needs and provides information about community resources and support services.

- **Ep 3:** The [organization] identifies health care disparities in its [patient] population by stratifying quality and safety data using the sociodemographic characteristics of the [organization's] [patients].

- **Ep 4:** The [organization] develops a written action plan that describes how it will address at least one of the health care disparities identified in its [patient] population.

- **Ep 5:** The [organization] acts when it does not achieve or sustain the goal(s) in its action plan to reduce health care disparities.

- **Ep 6:** At least annually, the [organization] informs key stakeholders, including leaders, licensed practitioners, and staff, about its progress to reduce identified health care disparities.

OpenAI. (2024, March 15). Webinar Addressing Maternal Health Disparities: Collaborative Efforts Utilizing an Advanced Team-Based Care Model [Webinar script]. OpenAI Webinars. chrome-extension://efaidnbmnnnibpcajpcglclefindmkaj/https://www.jointcommission.org/-/media/tjc/documents/standards/r3-reports/r3_disparities_july2022-6-20-2022.pdf

What is Health Equity?

"Health equity means that everyone has a fair and just opportunity to be as healthy as possible. This requires removing obstacles to health, such as poverty, discrimination, powerlessness, and their consequences, including lack of access to good jobs with fair pay, safe environments, and quality education, housing, and health care." - Robert Wood Johnson Foundation

Health equity is achieved when every person has the opportunity to "attain his or her full health potential" and no one is "disadvantaged from achieving this potential because of social position or other socially determined circumstances." – Centers for Disease Control and Prevention

1. Robert Wood Johnson Foundation. (2017, May). What Is Health Equity? Retrieved March 11, 2024, from https://www.rwjf.org/en/insights/our-research/2017/05/what-is-health-equity-.html
2. Centers for Disease Control and Prevention. (2021, May 17). Designing Community Health Efforts. CDC. Retrieved from https://www.cdc.gov/nccdphp/dnpao/health-equity/health-equity-guide/designing-community-health-efforts.html

Health Disparities

Health disparities are preventable differences in the burden of disease, injury, violence, or opportunities to achieve optimal health that are experienced by populations that have been disadvantaged by their social or economic status, geographic location, and environment.

Racial and ethnic minority groups	People with disabilities	Women	People who identify as LGBTQI+ (lesbian, gay, bisexual, transgender, queer, intersex, or other)	People with limited English proficiency	Other groups

1. Centers for Disease Control and Prevention. (July 1, 2022). Health Equity: What is Health Equity? Retrieved March 11, 2024, from https://www.cdc.gov/healthequity/whatis/index.html

Examples of Health Disparity Data Points

- The average life expectancy among Black or African American individuals in the United States is four years lower than that of White individuals

- Compared to non-Hispanic White adults and Asian adults, incidence estimates were higher for non-Hispanic Black adults and Hispanic adults

- Non-Hispanic blacks/African Americans have 2.4 times the infant mortality rate as non-Hispanic whites

- LGBTQ+ youth are at greater risk for poor mental health, violence, and HIV than their non-LGBTQ+ peers

1. Centers for Disease Control and Prevention. (July 1, 2022). Health Equity: What is Health Equity? Retrieved March 11, 2024, from https://www.cdc.gov/healthequity/whatis/index.html
2. Centers for Disease Control and Prevention. National Diabetes Statistics Report website. https://www.cdc.gov/diabetes/data/statistics-report/index.html. Accessed March 11, 2024
3. CDC 2022. Infant Mortality Statistics from the 2020 Period Linked Birth/Infant Death Data Set. National Vital Statistics Reports. Table 2. https://stacks.cdc.gov/view/cdc/120700
4. Centers for Disease Control and Prevention. (July 1, 2022). Lesbian, Gay, Bisexual, and Transgender Health: Youth. Retrieved March 11, 2024, from https://www.cdc.gov/lgbthealth/youth.htm#print

Importance of Health Equity Plans

1. Standardized guidelines ensure consistent, equitable care.

2. Clear expectations prioritize and operationalize health equity within the organization, roles, and priorities.

3. Establishing a foundation for accountability enables progress assessment and self-accountability in achieving health equity goals.

4. Aids providers in equitable decision-making for patient care, resource allocation, and service delivery, contributing to fair and just practices.

5. Incorporates best practices in health equity by aligning with effective approaches for addressing disparities.

6. Establishes data guidelines for monitoring, improving, and demonstrating transparency in achieving health equity.

Health Equity Plan (HEP)

- Your organizations roadmap to address health disparities

- The Health Equity Plan is a joint initiative, fostering collaboration between the Justice, Equity, Diversity, and Inclusion (JEDI) office and clinical teams.

- Encompassing various sectors including HR, JEDI, clinical teams, and operations, the plan ensures a comprehensive approach to health equity across the entire organization.

Steps for Developing a HEP

Establish a Health Equity Team → Identify Priorities → Develop Goals → Utilize Goals to Guide Health Equity Work

Who's on your HEP team?

➤ Define team roles and expectations at the beginning

➤ Identify champions and partners within the team

➤ Build a diverse team with representation from all organizational levels, encompassing various roles, departments, levels of expertise, gender, race/ethnicity, etc.

➤ Secure buy-in from multiple departments to support equity initiatives

➤ Facilitate collaboration across silos through team efforts

Champions & Partners at CHC

Champions:	Partners:
The role of the HEP "Champion" is to drive the efforts within their designated priority.	The role of HEP "Partner" is to collaborate with champions, and other partners, in support of the efforts within their designated priority.
Priority 1: Chief Diversity, Equity and Inclusion Officer	Vice President Human Resources Manager of Talent Acquisition
Priority 2: Regional Vice President & Medical Director of the Center for Key Populations	Director of Business Intelligence Senior Quality Improvement Data Manager
Priority 3: Chief Medical Officer, Clinical Director of the Child Guidance Clinic, Chief Dental Officer	Director of the Center for Key Populations Medical Director of the Center for Key Populations VP/Chief Quality Officer Senior Quality Improvement Data Manager
Priority 4: Weitzman Institute Vice President and Director	Director of Research

Step 2: Identify Priorities

➢ Analyze chronic illness rates and patient data to pinpoint health disparities

➢ Engage in focus groups with patients and clinical teams to understand challenges and areas needing improvement

➢ Look at broader healthcare issues and decide which areas need the most attention

➢ Gather input through surveys and interviews to understand community perspectives and priorities

Step 3: Develop Measurable Goals

➢ Align goals with identified health disparities

➢ Incorporate patient experience metrics into goals

➢ Establish ongoing assessment plan

➢ Involve key stakeholders in goal development

➢ Define clear roles and responsibilities

➢ Allocate necessary resources for goal achievement

Step 4: Utilize Goals to Guide Health Equity Work

➢ The established team is instrumental in implementing strategies to achieve the goals through effective communication.

➢ Consistently refer to set goals for ongoing health equity work; regularly assess progress, learn from insights, and adjust strategies as needed.

➢ Implement metrics and data collection to monitor progress over time; document and report this progress for transparency and accountability.

➢ Periodically revisit and adjust goals based on work progress and changing priorities.

➢ Encourage a culture of continuous learning and adaptation within the team.

HEP Executive Summary at CHC

Health Equity Priorities	Measurable Goals	Accountability	Time Line
Identification of Health Disparities and begin Initial Plan for Improved Health Outcomes for CHCI Patients	Identify at least 3 conditions in each discipline to examine the disparate outcomes and develop a performance improvement strategy to improve	Clinical Chiefs and Leaders	FY2022-2023
Meaningful Data Documentation, Collection, and Analysis	Identify at least 3 data reports to work on including race and ethnicity, language, SOGI, and gender	Business Intelligence and Clinical Leaders	FY2022-2023
Awareness of Health Care Equity and Competency	Development of JEDI training program cycle for all employees including leadership JEDI-related Grand Rounds Trainings for clinical staff	Justice Equity Diversity Inclusion (JEDI) Office	FY2022-2023

Activity

HEP Priorities and Goal Development Brainstorm

- Activity Objectives:
  - To identify key priorities for promoting health equity within the organization or community.
  - To develop actionable goals that address identified health disparities and inequities.
- Instructions:
  - Brainstorm and outline ideas for developing at least one priority and at least one goal of your Health Equity Plan.

Priority Brainstorm Prompts:

1. What are the most pressing health disparities or inequities you have observed within your organization or community?

2. Do you know the profile of your patients?

3. What are some of your organization barriers?

   - Lack of cultural competence and cultural humility among clinical staff

   - Lack of training on implicit bias

   - Outdated policies and practices, etc.)

1*. What priority area did you identify as the most pressing health disparity or inequity within your organization or community, and what factors contribute to its prevalence?

Goal Brainstorm Prompt:

1. In light of the identified health disparities or inequities, what specific goal can you set to promote health equity and improve outcomes for underserved populations?

Priority #1: xx

Action Plan/Activity	Expected Outcome	Action Item Timeline	Point Person/Team	Notes

Health Equity Plan Chart Example

Priority #1: Accessible and Culturally Competent Services

Action Plan/Activity	Expected Outcome	Action Item Timeline	Point Person/Team	Notes
Conduct cultural competency training for staff	Increased staff understanding and ability to provide culturally competent care	Q3 2024	Human Resources Department	Training modules to be developed and implemented

Time to Share:

Were there any challenges or barriers you encountered while brainstorming and outlining priorities and goals for your Health Equity Plan?

HEP Key Takeaways

➢ Establishing a HEP Team ensures a collaborative and comprehensive approach

➢ Identifying priorities is the foundation for targeted interventions and improvements

➢ Developing measurable goals aligns efforts and provides a clear direction for the HEP

➢ Utilizing goals to guide health equity work requires ongoing commitment, evaluation, and adaptation
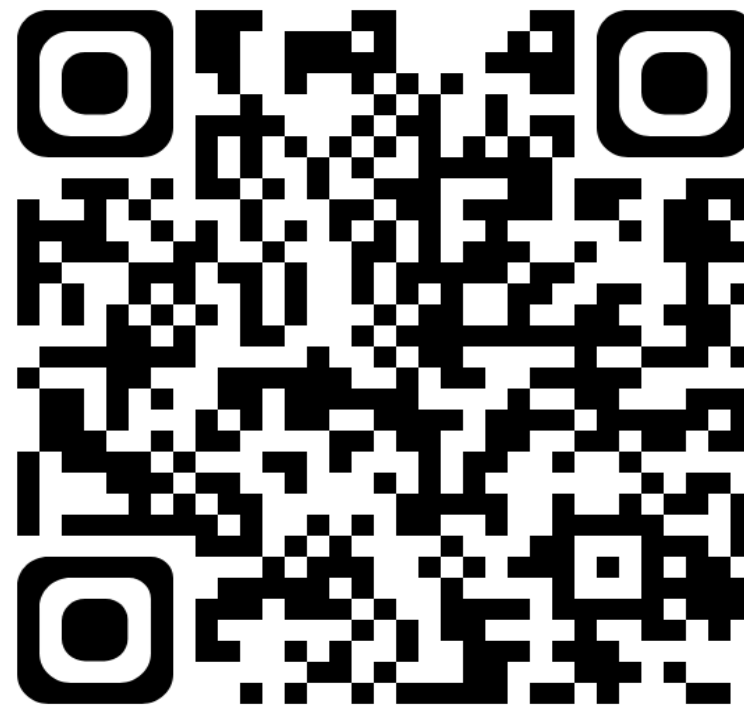
Questions?

Wrap-Up

Areas of JEDI Focus for Supporting Employees

➢ Commitment from Leadership

➢ Human Resources

➢ Development and Incorporation of a Health Equity Plan

➢ Employee Engagement and Inclusion

➢ Accountability

Scan to learn more about Dr. Oliveira and JEDI at Moses/Weitzman Health System!

Comprehensive & Team-Based Care Learning Collaborative

- Free eight-month participatory experience designed to provide knowledge, tools, and coaching to support health centers and look-alikes in improving a UDS measures by implementing a model of team-based care

- Outcomes of the learning collaborative:
  – Identified a clinical team to work on a quality improvement project
  – Improved UDS measures, such as hyptertension, cancer screenings, etc.
  – Implemented pre-visit planning and morning huddles
  – Integrated behavioral health with warm welcomes/handoffs

- For more information/questions, please reach out to Meaghan Angers (angersm@mwhs1.com) or click here!

Team-Based Care

● **Fundamentals of Comprehensive Care**
● **Advancing Team-Based Care**

Explore more resources!

National Learning Library:
Resources for Clinical Workforce Development

CLINICAL WORKFORCE DEVELOPMENT
Transforming Teams, Training the Next Generation

The National Training and Technical Assistance Cooperative Agreements (NCAs) provide free training and technical assistance that is data driven, cutting edge and focused on quality and operational improvement to support health centers and look-alikes. Community Health Center, Inc. (CHC, Inc.) and its Weitzman Institute specialize in providing education and training to interested health centers in Transforming Teams and Training the Next Generation through;

National Webinars on advancing team based care, implementing post-graduate residency training programs, and health professions student training in FQHCs.

Invited participation in **Learning Collaboratives** to advance team based care or implement a post-graduate residency training program at your health center.

Please keep watching this space for information on future sessions. To request technical assistance from our NCA, please email NCA@chc1.com for more information.

https://www.weitzmaninstitute.org/ncaresources

Health Center
Resource Clearinghouse

https://www.healthcenterinfo.org/
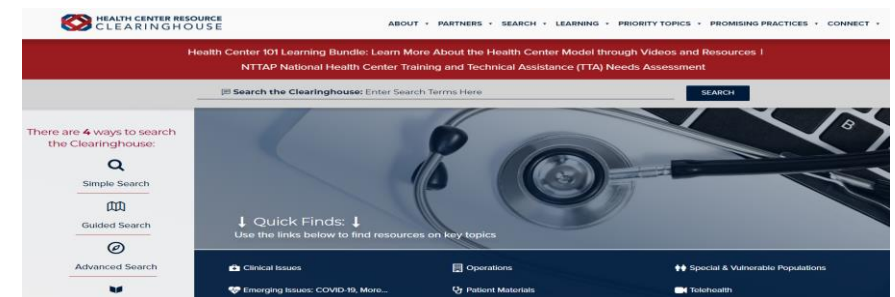
Contact Information

For information on future webinars, activity sessions, and learning collaboratives: please reach out to nca@chc1.com or visit https://www.chc1.com/nca