ANNUAL AHARURAL LEADERSHIP HEALTH CARE CONFERENCE

FEBRUARY 19-22, 2023 SAN ANTONIO, TX

JW MARRIOTT SAN ANTONIO HILL COUNTRY





Health Equity Policy in Rural Health Systems

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CMS / HHS Health Equity Policy Milestones

Jan:

Executive Order Whole of Gov't
Response to
Racism and Equity

Oct:

WH COVID-19 Equity Task Force Final Report

Dec:

Hospital equity quality measures on CMS pre-rulemaking list

Apr:

Required hospital equity / MH measures proposed in IPPS + more RFIs

July:

Health Equity
Adjustment
proposed for
MSSP

Dec:

More equity
quality
measures on
CMS prerulemaking list

2021

2022

Apr - Jul:

Equity RFIs in Annual CMS
Payment Rules + Proposed
MIPS equity-related
improvement activities

Nov:

Finalized MIPS equity-related Improvement Activities

Dec:

WH
Maternal
Health
Call to
Action

Apr:

HHS and CMS Health Equity Plans

Aug:

Hospital equity and MH measures finalized in IPPS

Nov:

Finalized MSSP Health Equity Adjustment

CMS Health Equity Framework



Priority 2:

Assess Causes of Disparities Within CMS Programs, and Address Inequities in Policies and Operations to Close Gaps

Priority 3:

Build Capacity of Health Care Organizations and the Workforce to Reduce Health and Health Care Disparities

"The term 'underserved communities" refers to populations sharing a particular characteristic, including geographic communities...

This includes members of racial and ethnic communities, people with disabilities, members of the...(LGBTQ+) community, individuals with limited English proficiency, members of rural communities, and persons otherwise adversely affected by persistent poverty or inequality."

-- CMS Health Equity Framework, 2022

Priority 4:

Advance Language Access, Health Literacy, and the Provision of Culturally Tailored Services

Source: CMS

New Hospital IQR Health Equity Measures

Required starting with CY 2023 reporting:

- Hospital Commitment to Health Equity
 - ➤ Attestation-based measure reflecting implementation of equity-related practices in five domains (11 practices total)



- Screening for Social Drivers of Health
 - ➤ Reflects percentage of adult inpatients screened for five HRSNs
- Screen Positive Rate for Social Drivers of Health
 - ➤ Reflects percentage of admitted adult inpatients screening positive for having a HRSN, reported as five separate rates (for each HRSN)



Health-Related Social Needs (HRSNs)

- Food insecurity
- Housing instability
- Transportation problems
- Utility difficulties
- Interpersonal safety

Other Notable Equity-Related Policies

Maternal Health

- CMS Care Compare Birthing Friendly Designation
- New quality measures



CMMI ACO REACH model

Requires health equity plan, health equity benchmark adjustments

Medicare Shared Savings Program

- Advance Investment Payments that account for social need
- New Health Equity adjustment for quality measures

Medicaid Section 1115 Waivers

Joint Commission Health Equity Standards

New standards for hospitals effective Jan. 1, 2023:



Leadership

Designation of a health equity leader

Data and Assessment

- Assessment of patients' HRSNs and provision of info about community resources and supportive services
- Identification of health disparities in patient population by stratifying quality and safety data by sociodemographic characteristics

Action Plan and Response

- Written action plan to address at least one identified disparity
- Assessment of progress on action plan and revisions where needed
- Informing key stakeholders including senior leadership, licensed practitioners, and staff – about progress

AHA Health Equity Roadmap



The Health Equity Roadmap is a framework to help hospitals and health care systems chart their own paths toward transformation — thus becoming more equitable and inclusive organizations.

The Six Levers of Transformation

Research and experience show that leading health equity strategies cut across six levers of transformation within health care organizational structures.













Questions? Email info.equityroadmap@aha.org

The Continuum

Hospitals and health systems can be in any of the following positions along the continuum.



Exploring •

Exploring the values and resources needed to publicly commit to embarking upon a journey toward health equity.



Committing •

Committing the resources to listen, learn, train and implement policies and practices that establish equity as the standard practice.



Immersing •

Immersing the leadership and system into accountability for implementing policies, procedures and cultural structures that support diversity, equity and inclusion.



Affirming

Affirming a just, equitable system culture with continuous equity self-assessments of policies and practices that remove structural barriers to equity.



Transforming •

Transforming beyond the system toward supporting a sustainable and equitable ecosystem of health care within the community.

Health Equity Roadmap: How to Participate

Visit <u>equity.aha.org</u> to sign up (the HETA is designed to be completed at the <u>individual</u> hospital level).

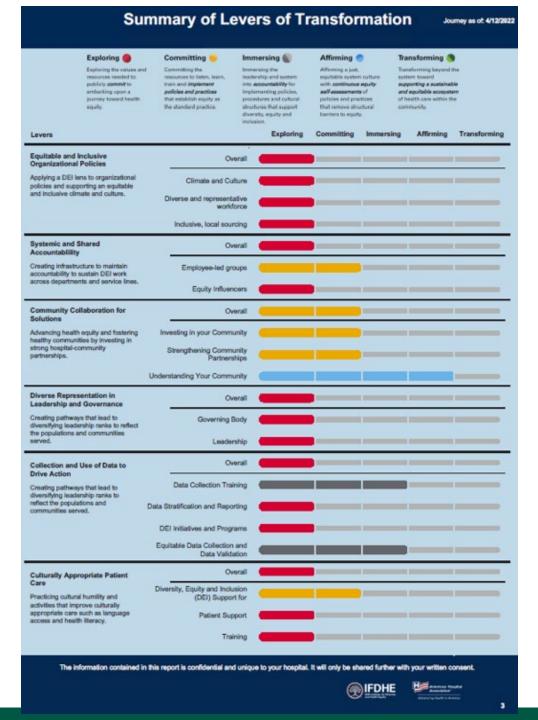
Identify and gather internal team to complete the HETA.

After completing the HETA you will receive a Profile (data visualization) with embedded Transformation Action Planners to begin the work of transformation.

Search for tools and resources on the Health Equity Action Library to implement strategies to advance health equity.

Join the Journey Virtual Community to share information, resources and organizational insights on transformation.

Health Equity Transformation Profile



Transformation Action **Planners**

AHA Health Equity Roadma Transformation Action Planner





AFFIRMING

Culturally Appropriate Patient Care

AFFIRMING

Introduction

We want to welcome you as you take on another part of the Health Equity Transformation journey. Now that you have received your Health Equity Transformation Assessment profile, the fun work of organizational change begins. We have heard from many hospitals and health systems that the greatest challenge is moving forward beyond the proclamation that equity is essential to patient safety and equitable hospital organizations. We have developed this action planner tool to support you in moving across the transformation continuum

Once you have studied and discussed your profile, you will find the links to the appropriate levers that correspond with advancing to your next position on the continuum. As part of this process, you are invited to participate in a community of learners on the equity journey in hospitals and health systems. Sharing your innovative policies and practices, learnings, questions and accomplishments are some of the features of the Health Equity

As your hospital travels across the continuum, we have outlined primary deliverables of each position on the continuum below



Action Planning is a critical step in collectively advancing equity and dismantling structural barriers (e.g., racism, sexism, ageism, etc.) in hospitals and health care systems. This process is designed to support hospitals at every stage of the journey. Some hospitals are just beginning, developing

TRUCTURE: Identify which roles, teams and/or departments will be empowered to steward your DEI effor

looking for data to collect, while others have institutionalized equity through policy and practice. Some are collaborating with a nunity stakeholders to advance health equity in their ecosystem. Regardless of your starting point, AHA invites you to use the on Planners to mobilize your leadership, governing body, staff and community toward institutional change. Discover opportunities practices that will institutionalize equity in your organization





Culturally Appropriate Patient Care Reflections

Current state:	
Since starting the Journey, how has our hospital self-	
assessed the progress of Culturally Appropriate Patient	
Care to remove structural barriers?	
Impacts:	
What structural barriers have we removed that impact	
our ability to collaborate with community for solutions?	
Challenges:	
What have been organizational challenges to removing	
structural barriers to advance equity for this Lever?	
Steps taken:	
What steps have been taken to dismantle structural	
barriers and advance equitable policies and practices for	
Culturally Appropriate Patient Care?	
Results:	
As a result of these actions, what policies and practices	
have changed our organizational culture?	
Leadership:	
How has hospital leadership demonstrated a	
commitment to prioritizing equity self-assessments in	
our progress in Culturally Appropriate Patient Care?	
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022 American Hospital Association May 2022	Association of Basely Association for Basely Association

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ustaining equity advances with policy and practices is critical to dismantling the structural barriers—spend some time thinking bout what internal infrastructure and resources will be supportive of your DEI effort in the short, medium and long term

erm Stewardship	Medium-term Stewardship	p Long-term Stewardship
	Roles:	Roles:
	Teams:	Teams:
	Departments:	Departments:
CATION: What organization	nal resources will you allocate in the short, med	lium and long term?
erm Stewardship	Medium-term Stewardship	p Long-term Stewardship









HEAL **Health Equity Action Library**



HEALTH EQUITY ACTION LIBRARY (HEAL)

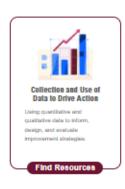
HEAL is a knowledge bank of updated information readily available for all health care organizations, it is a dynamic collection of tools and resources focusing on practical, how-to solutions to help hospitals and health systems of all sizes build more inclusive and equitable communities.

Featuring a carefully curated list of too publications in the health care field. WEAL makes it easier for all health care advocates and professionals to better understand conordarities. challenges and strategies that may help them begin or advance their health equity lourney. These research and quidance resources can be found among six key areas pertinent to all health care organizations: Equitable and inclusive Organizational Policies, Systemic and Shared Accountability, Community Collaboration for Solutions, Diverse Representation in Leadership and Governance, Data Collection and Use to Drive Action and Culturally Appropriate Patient Care.

> For more information on AHA initiatives to help create more equitable health ecosystems and communities, visit the Health Equity Roadmap.

Six Key Resource Areas

Health Equity Action Library













HEAL Health Equity Action Library



Systematic and Shared Accountability

departments and service lines.

KEY AREAS

 Collection and Use of Community Data to Drive Action Collaboration for

 Culturally Appropriate
 Diverse Patient Care

 Equitable and Representation in Inclusive Executive Leadership Organizational Policies and Governance

 Systematic and Shared Accountability

HEAL CATEGORIES

(-) Systematic and Shared Accountability

Health Equity

Employee-Led Groups (15)

Strategy (8)

Compensation and

33 RESULTS FOUND

Search

TOOLKITS/METHODOLOGY

Does Your Hospital Reflect the Community It Serves? 02/08/2018

This toolkit provides checklists to assess the organization's diversity (inclusing leadership), workforce diversity, and patient care while providing action steps to move toward being a more diverse organization. The toolkit also provides case studies of various hospitals who took initatives toward becoming more diverse and their outcomes.

Sign Up Now to Join the Health Equity Roadmap

