

36TH ANNUAL **AHA RURAL HEALTH CARE** | LEADERSHIP CONFERENCE

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JW MARRIOTT SAN ANTONIO HILL COUNTRY

# Health Equity Policy in Rural Health Systems

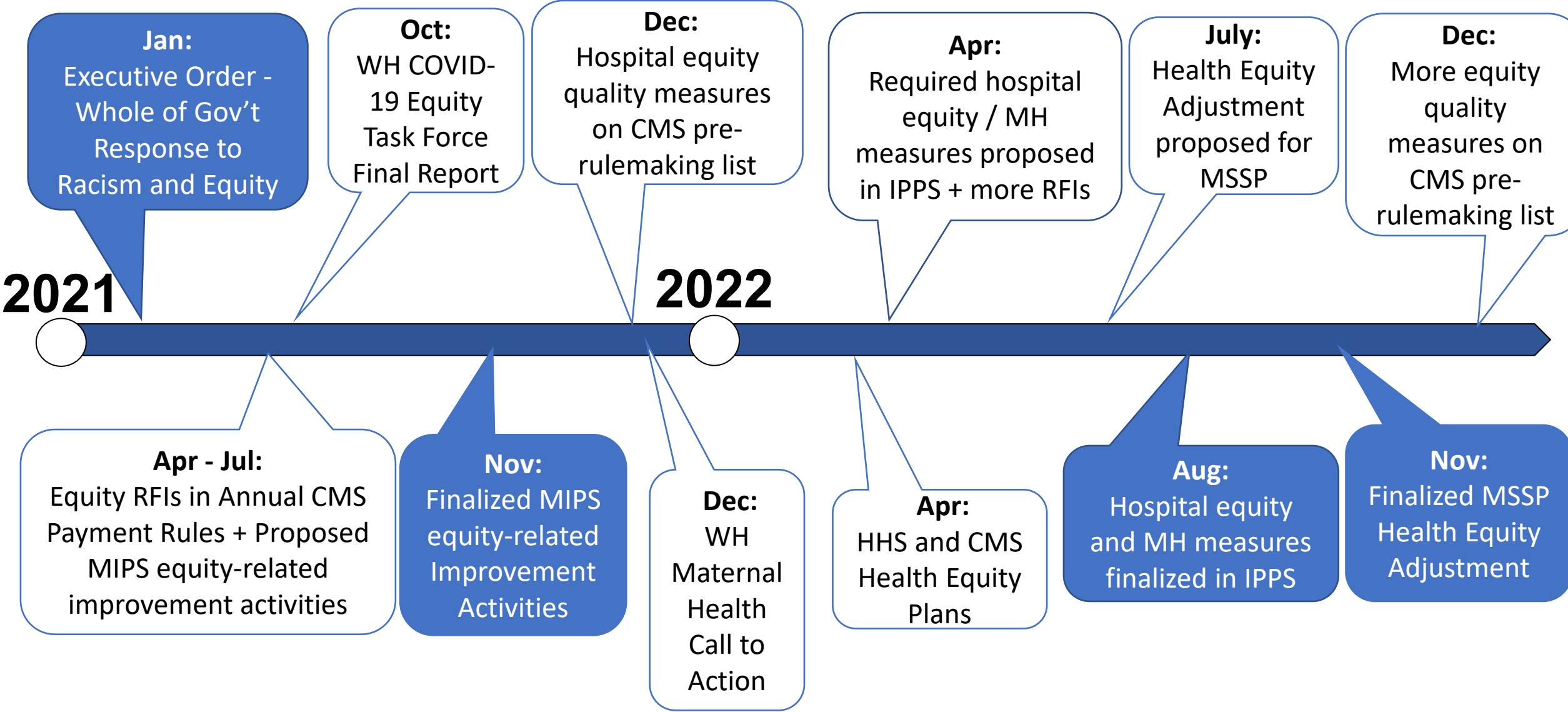
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# CMS / HHS Health Equity Policy Milestones



# CMS Health Equity Framework



“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



# 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 Six Levers of Transformation

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



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.



Questions? Email [info.equityroadmap@aha.org](mailto: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

1

Visit [equity.aha.org](https://equity.aha.org) to sign up (the HETA is designed to be completed at the individual hospital level).

2

Identify and gather internal team to complete the HETA.

3

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

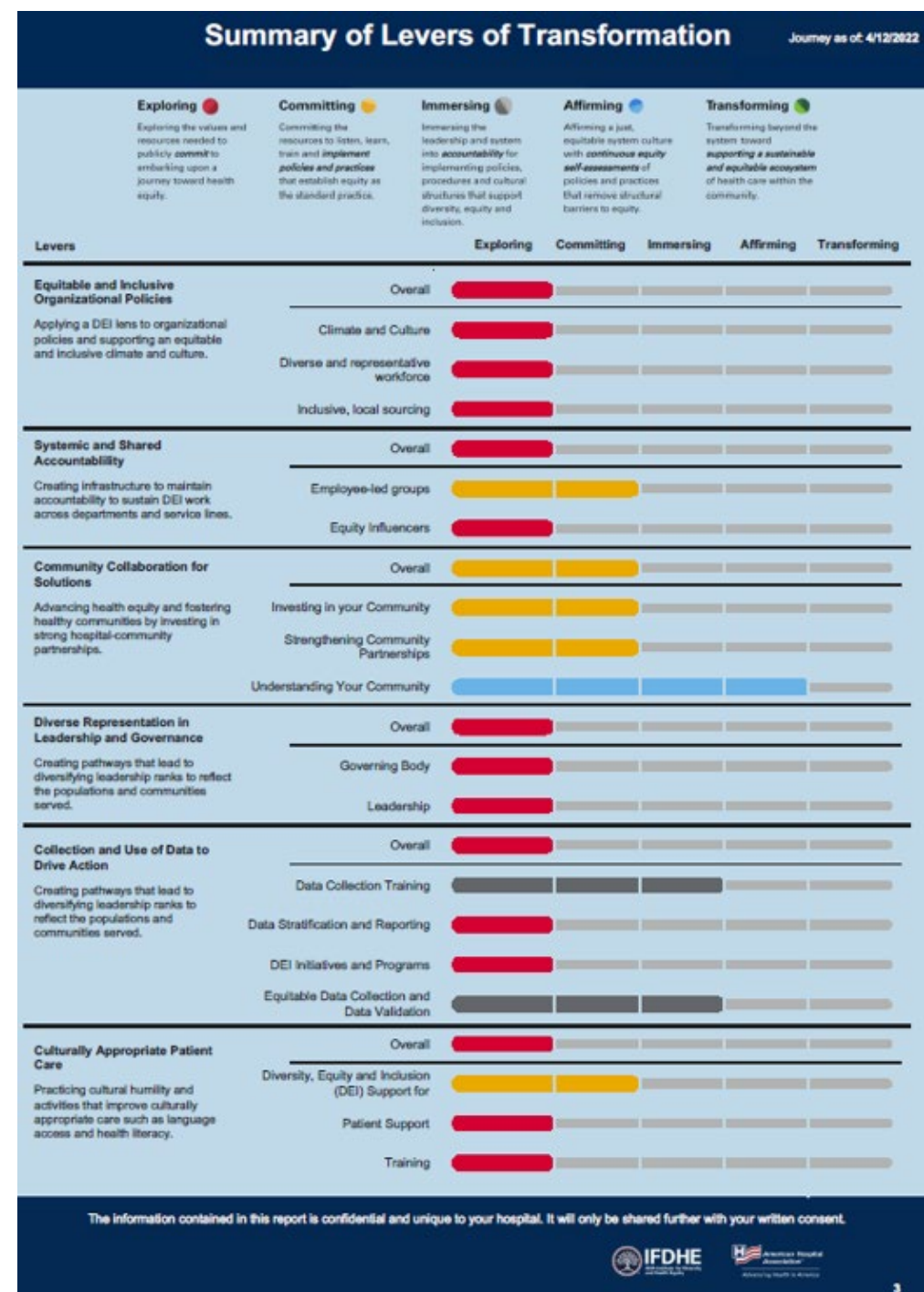
4

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

5

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

# Health Equity Transformation Profile





# 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 top publications in the health care field, HEAL makes it easier for all health care advocates and professionals to better understand opportunities, challenges and strategies that may help them begin or advance their health equity journey. These research and guidance 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



**Collection and Use of Data to Drive Action**

Using quantitative and qualitative data to inform, design, and evaluate improvement strategies.


Find Resources



**Community Collaboration for Solutions**

Advancing health equity and fostering healthy communities by investing in strong hospital-community partnerships.

Find Resources



**Culturally Appropriate Patient Care**

Practicing cultural humility and activities that improve culturally appropriate care such as language access and health literacy.


Find Resources



**Diverse Representation in Executive Leadership and Governance**

Creating pathways that lead to diversifying leadership ranks to reflect the populations and communities served.


Find Resources



**Equitable and Inclusive Organizational Policies**

Applying a diversity, equity and inclusion (DEI) lens to organizational policies and supporting an equitable and inclusive climate and culture.

Find Resources



**Systematic and Shared Accountability**

Creating infrastructure to maintain accountability to sustain DEI work across departments and service lines.

Find Resources

## HEAL Health Equity Action Library

### Systematic and Shared Accountability

Creating infrastructure to maintain accountability to sustain DEI work across departments and service lines.



KEY AREAS:

- Collection and Use of Data to Drive Action
- Community Collaboration for Solutions
- Culturally Appropriate Patient Care
- Diverse Representation in Executive Leadership and Governance
- Equitable and Inclusive Organizational Policies
- Systematic and Shared Accountability

#### HEAL CATEGORIES

(-) Systematic and Shared Accountability (33)

Health Equity Champions (16)

Employee-Led Groups (15)

Communication Strategy (8)

Compensation and

33 RESULTS FOUND

#### TOOLKITS/METHODOLOGY

**Does Your Hospital Reflect the Community It Serves?**

02/08/2018

This toolkit provides checklists to assess the organization's diversity (including 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 initiatives toward becoming more diverse and their outcomes.

# Sign Up Now to Join the Health Equity Roadmap

