



Advancing Health in America



**Institute for Diversity
and Health Equity**

An affiliate of the American Hospital Association

AHA's Institute for Diversity and Health Equity

Roundtable Discussion | Diversity, Equity & Inclusion
Hospital Association of Southern California

#123forEquity Pledge

- Launched in 2015
- Pledging to commit to four goals:
 1. Increasing the collection and use of race, ethnicity, language preference (REaL) data, other socio-demographic data, and sexual orientation and gender identity (SOGI) data.
 2. Increasing cultural competency training
 3. Increasing diversity in leadership and governance
 4. Improving and strengthening community partnerships

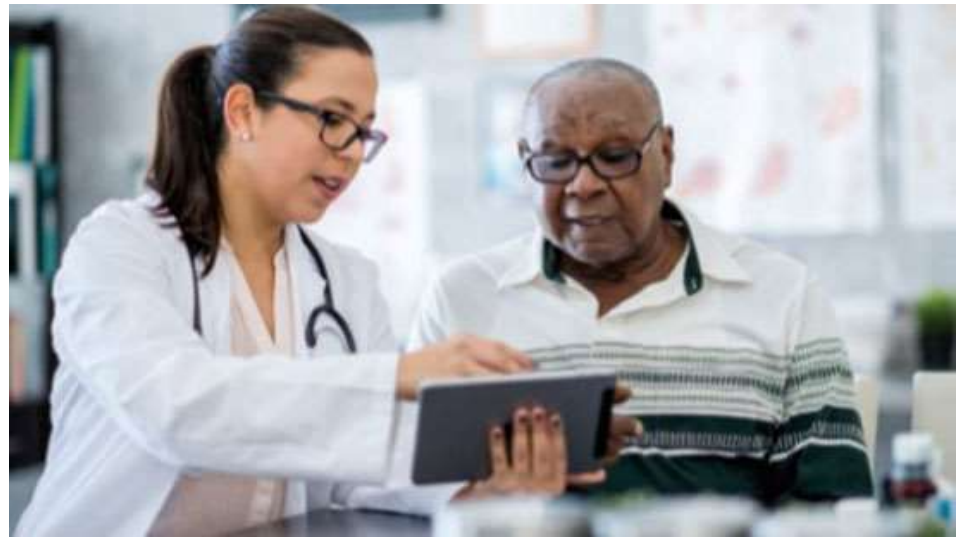
Diversity

- Leadership diversity
- Governance (Trustee) diversity
- Pipeline & recruitment
- Workforce development
- Supplier diversity
- Diversity of diversities



Inclusion

- Unconscious & implicit bias
- Cultural competency
- Patient / employee experience
- Employee resource groups



Community Partnerships

- Social needs of patients
- Social determinants of health
- Policy & advocacy
- Anchor strategies
- Population & public health
- Community & socially just investments



EQUITY Advances with Diversity + Inclusion + Partnerships

Essential Health Equity, Diversity & Inclusion Resources

<https://ifdhe.aha.org/essential-health-equity-diversity-inclusion-resources>

The Collection and Use of Patient Data

By collecting and stratifying patient data, hospitals and care systems can identify which health care disparities exist – and then target interventions to address the disparities. This involves collecting race, ethnicity, and language preference (REaL), and other socio-economic data.

■ Tackling Health Equity: A Two-Part Podcast for Trustees (July 2020)

This two-part podcast discusses the health equity challenges that board members can expect to encounter and how best to address different challenges. Part one covers data that should be included in board reports and dashboards to improve visibility of the issues of inequity.

URL: trustees.aha.org/tackling-health-equity-how-boards-can-do-it

■ Collecting REaL Data to Conquer COVID-19 Podcast (July 2020)

This conversation features two health system chief diversity officers about their efforts to learn more about the patients they are serving through REaL data collection, stratification and utilization.

URL: www.aha.org/advancing-health-podcast/2020-07-08-collecting-real-data-conquer-covid-19

■ Addressing Health Care Disparities through Race, Ethnicity and Language (REaL) Data (June 2020)

This brief contains multiple resources and case studies of how hospitals are using REaL data to their advantage.

URL: ifdhe.aha.org/addressing-health-care-disparities-through-race-ethnicity-and-language-real-data

■ A Framework for Stratifying Race, Ethnicity and Language Data (October 2014)

This guide provides a framework that allows hospitals and care systems to stratify patient data to identify health care disparities. This framework consists of five steps.

URL: www.hpoe.org/Reports-HPOE/REAL-data-FINAL.pdf

■ Evaluation of the National Standards for Culturally and Linguistically Appropriate Services in Health and Health Care (National CLAS Standards) (2018)

This toolkit describes the National CLAS Standards and provides meaningful and practical guidance on delivering culturally and linguistically appropriate services.

URL: minorityhealth.hhs.gov/assets/PDF/Evaluation_of_the_Natn_CLAS_Standards_Toolkit_PR3599_final.508Compliant.pdf

■ Screening for Social Needs: Guiding Care Teams to Engage Patients (June 2019)

This tool helps hospitals and health systems facilitate sensitive conversations with patients about their non-medical needs that may be a barrier to good health.

URL: www.aha.org/toolkitsmethodology/2019-06-05-screening-social-needs-guiding-care-teams-engage-patients

Essential Health Equity, Diversity & Inclusion Resources

Increase Diversity in Leadership and Governance

■ Tackling Health Equity: How Boards Can Do It: Part Two (July 2020)

This podcast discusses the importance of board diversity and offers suggestions for navigating difficult conversations about race and privilege, and outlines specific steps boards can take to better understanding and addressing inequities that affect health care delivery systems.

URL: trustees.aha.org/tackling-health-equity-how-boards-can-do-it

■ How to Increase Board Diversity and Why? (July 2015)

This blog provides a case and steps for increasing board diversity and guiding questions for discussion.

URL: trustees.aha.org/articles/916-how-and-why-to-increase-board-diversity

■ Best Practices for Building Leadership Diversity Programs (December 2014)

This guide highlights best practices for building leadership diversity programs and case studies demonstrating these elements.

URL: ifdhe.aha.org/system/files/media/file/2020/08/best-practices-for-building-leadership-diversity-programs.pdf

■ Diversity in Health Care: Examples from the Field (July 2015)

This collection of case studies from the field highlights diversity initiatives at six hospitals across the country.

URL: www.hpoe.org/resources/ahahret-guides/2619

■ Henry Ford Health System Board Essential for Diversity (September 2017)

This blog describes how Henry Ford Health System's executive diversity recruitment committee helps the organization stay committed to improving its talent pipeline, talent development practices, supplier diversity and other things essential to an inclusive culture.

URL: trustees.aha.org/articles/1300-henry-ford-health-system-board-essential-for-diversity

■ Local Hiring: Building the Pipeline to a Healthy Community Webinar (April 2018)

This webinar features resources for health systems to develop an inclusive, local hiring pipeline through creating more external community connections and internal career paths.

URL: www.healthycommunities.org/inclusive-local-hiring-building-pipeline-healthy-community

Essential Health Equity, Diversity & Inclusion Resources

Increase Cultural Competency Training

Cultural competency in health care describes the ability of systems to provide care to patients with diverse values, beliefs and behaviors. This includes tailoring health care delivery to meet patients' social, cultural and linguistic needs.

- **Building a Culturally Competent Organization: The Quest for Equity in Health Care (June 2011)**

This guide explores the case for cultural competency and provides direction for health care leaders to build a culturally competent organization.

URL: www.aha.org/ahahret-guides/2011-05-11-building-culturally-competent-organization

- **Becoming a Culturally Competent Health Care Organization (June 2013)**

This guide provides a high-level overview for becoming a culturally competent health care organization and includes two case studies.

URL: www.hpoe.org/Reports-HPOE/becoming_culturally_competent_health_care_organization.PDF

- **Health Care organizations utilizing the Implicit Association Test (IAT) (April 2019)**

This guide outlines four ways organizations can use IAT to improve health equity and quality of care.

URL: www.aonl.org/system/files/media/file/2019/04/ifa-implicit-association-0419.pdf

Essential Health Equity, Diversity & Inclusion Resources

Improve and Strengthen Community Partnerships

■ **Community Health Assessment Toolkit (2017)**

This toolkit offers a nine-step pathway for conducting a community health needs assessment and developing implementation strategies.

URL: www.healthycommunities.org/resources/community-health-assessment-toolkit

■ **A Playbook for Fostering Hospital-Community Partnerships to Build a Culture of Health (July 2017)**

The playbook outlines ways to advance hospital-community partnerships by using methods and strategies to develop and evaluate effective and sustainable collaborations.

URL: www.aha.org/system/files/hpoe/Reports-HPOE/2017/A-playbook-for-fostering-hospitalcommunity-partnerships.pdf

■ **Hospital-Community Partnerships to Build a Culture of Health: A Compendium of Case Studies (August 2017)**

This compendium features case studies of effective and sustainable partnerships between hospitals and the communities they serve.

URL: www.aha.org/system/files/hpoe/Reports-HPOE/2017/hospital-community-partnerships-case-study-compendium.pdf

■ **The Partnership for Public Health Project (2020)**

This project developed a suite of tools and resources that showcase leading strategies for active collaboration across the field. Materials cover steps for building trust, gaining alignment, establishing processes and executing a strategic plan.

URL: www.aha.org/center/population-health/community-health-well-being/partnership-public-health

■ **Making the Case for Hospitals to Invest in Housing (2019)**

Given the link between affordable, quality housing and good health, housing is one area that hospitals and health systems are starting to focus on more and more. This issue brief contains findings on hospital community investment refinement strategies around affordable housing.

URL: www.aha.org/issue-brief/2019-04-24-making-case-hospitals-invest-housing

■ **Hospital Community Cooperative (2020)**

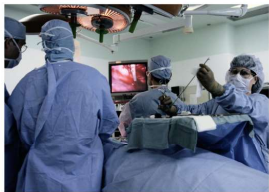
This cooperative brought together ten hospitals and community organizations together to collectively address key social determinants of health (SDOH) in their communities and promote health equity. Case studies cover addressing homelessness, reducing cancer disparities and integrating social services.

URL: www.aha.org/center/population-health/hcc

IFDHE 2015 Benchmarking Study

Diversity and Disparities

A Benchmarking Study of U.S. Hospitals in 2015



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HEALTH RESEARCH &
EDUCATIONAL TRUST
In Partnership with AHA

<https://ifdhe.aha.org/benchmarking-study-us-hospitals-surveys>

- Field Survey
- 1,083 hospitals (out of 6,338)
- 69 CA respondents out of 420

CAVEATS & DISCLOSURES

- Full report is considered “generally representative of all hospitals within the U.S.”
- California respondents are not necessarily representative of all 420 California hospitals.
- Hence, caution should be used when generalizing the findings in this brief to the population of hospitals in California in 2015.



American Hospital
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Dialogue

Thank You!

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