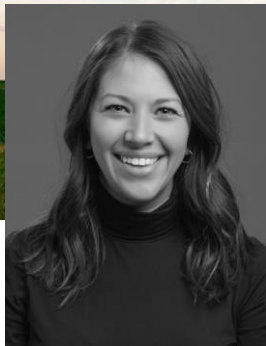


Achieving Health Equity: From Assessment to Action

Inspiring
Connections

2022 SMALL & RURAL HOSPITALS ANNUAL MEETING



Lisa Harries

*Assistant Vice President
Health Equity & Policy*

Illinois Health & Hospital
Association



Adam Kohlrus

*Assistant VP Quality, Safety
and Health Policy*

Illinois Health & Hospital
Association

➤ Welcome & Introductions

➤ Health Equity Action Day

➤ Racial Equity in Healthcare Progress Report

➤ Overview of data analytics, learning collaboratives and Equity Charters

➤ Open Forum and Questions

Inspiring
Connections

2022 SMALL & RURAL HOSPITALS ANNUAL MEETING

Health Equity Action Day

Accelerating Health Equity Across Illinois

SECOND ANNUAL
**IHA Health Equity
ACTION DAY**

Friday, May 13, 2022



➤ Welcome & Introductions

➤ Health Equity Action Day

➤ Racial Equity in Healthcare Progress Report

➤ Overview of data analytics, learning collaboratives and Equity Charters

➤ Open Forum and Questions

Inspiring
Connections

2022 SMALL & RURAL HOSPITALS ANNUAL MEETING

3

SECOND ANNUAL
**IHA Health Equity
ACTION DAY**



Accelerating Health Equity Across Illinois

Friday, May 13, 2022 | 9 - 11:30 am

Key Highlights:

- [Health Equity Action Day Welcome](#)
- 2,000+ health care workers from over 100+ member hospitals, other associations, government entities (including CDPH, IDPH and Cook County) and several community-based organizations
- Evaluation survey results showed that attendees rated the quality of the program presentations and speakers as 4.7 (out of 5.0)



➤ Welcome & Introductions

➤ Health Equity Action Day

➤ Racial Equity in Healthcare Progress Report

➤ Overview of data analytics, learning collaboratives and Equity Charters

➤ Open Forum and Questions

Inspiring
Connections

2022 SMALL & RURAL HOSPITALS ANNUAL MEETING

4

2022 Health Equity Action Day Recap

Member & Attendee Feedback

- ❑ "I appreciated the **diversity of all of the speakers and the great resources and ideas** they have provided us with to strengthen our health equity initiatives!!"
- ❑ "Excellent presentations. I **really appreciated the attention "down state" hospitals received** to show-case their efforts & collaboration in this important area."
- ❑ "Thank you so much to each of you who prepared this awesome I shall call it **PRODUCTION. The information was valuable, the content presented simply EPIC, and the flow of this webinar was very good and engaging.** I love the movement of our state toward accessible and equitable healthcare for all communities (especially people of color)."
- ❑ Wonderful program - **it was great learning about the important equity action happening around our state and made me so hopeful for the future of healthcare in Illinois.** Thanks to all the speakers, **Heather our keynote was especially impressive!** Thank you, IHA!"
- ❑ "Great program highlighting the **need for collective impact** to address health equity and combat racism."



➤ Welcome & Introductions

➤ Health Equity Action Day

➤ Racial Equity in Healthcare Progress Report

➤ Overview of data analytics, learning collaboratives and Equity Charters

➤ Open Forum and Questions

Inspiring
Connections

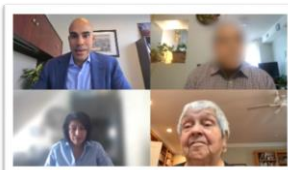
2022 SMALL & RURAL HOSPITALS ANNUAL MEETING

5

2022 Health Equity Action Day Recap

Health Equity Policy Update

- Healthcare Transformation Collaboratives to Reduce Health Disparities
- Landmark legislation expanding Telehealth Access
- Black Caucus Healthcare Pillar Bill to Advance Health Equity – including a conversation with IL Senate Leader, Mattie Hunter, and IL Rep Camille Lilly on the topic
- Home visits and reimbursements to improve maternal health outcomes
- Safety net hospital health equity and access leadership program
- Medicaid expansion to undocumented immigrants – including conversation with IL House Leader Elizabeth Hernandez, Carmen Velasquez (founder of Alivio Medical Center and Healthy IL campaign) and a patient sharing their experience with health benefits for immigrants



➤ Welcome & Introductions

➤ Health Equity Action Day

➤ Racial Equity in Healthcare Progress Report

➤ Overview of data analytics, learning collaboratives and Equity Charters

➤ Open Forum and Questions

Inspiring
Connections

2022 SMALL & RURAL HOSPITALS ANNUAL MEETING

6

2022 Health Equity Action Day Recap

IHA Member Pillar Stories



Our People:
Lurie Children's



Our Organization:
Edward-Elmhurst Health



➤ Welcome & Introductions

➤ Health Equity Action Day

➤ Racial Equity in Healthcare Progress Report

➤ Overview of data analytics, learning collaboratives and Equity Charters

➤ Open Forum and Questions



Our Patients:
OSF Saint Luke Medical Center



Our Community:
Memorial Health
(with SIU & HSHS)



Inspiring
Connections

2022 SMALL & RURAL HOSPITALS ANNUAL MEETING

7

2022 Health Equity Action Day Recap

OSF Pillar Story



OSF Saint Luke Medical Center's Our Patients Pillar Video

➤ Welcome & Introductions

➤ Health Equity Action Day

➤ Racial Equity in Healthcare Progress Report

➤ Overview of data analytics, learning collaboratives and Equity Charters

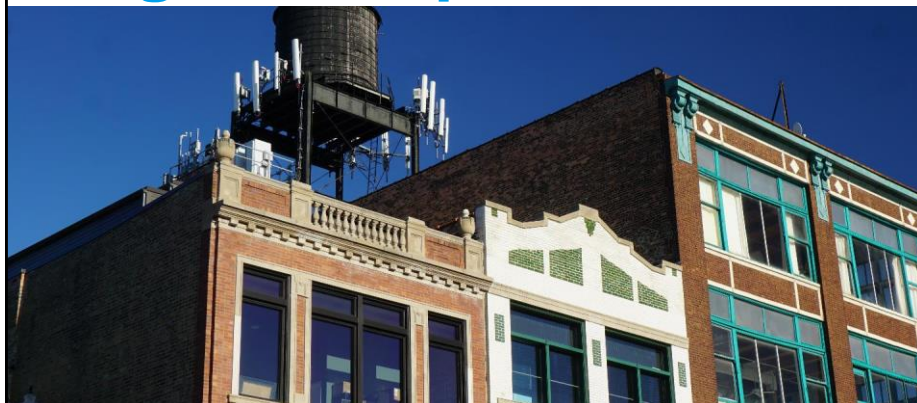
➤ Open Forum and Questions

Inspiring
Connections

2022 SMALL & RURAL HOSPITALS ANNUAL MEETING

8

Racial Equity in Healthcare Progress Report



➤ Welcome & Introductions

➤ Health Equity Action Day

➤ **Racial Equity in Healthcare Progress Report**

➤ Overview of data analytics, learning collaboratives and Equity Charters

➤ Open Forum and Questions

Inspiring
Connections

2022 SMALL & RURAL HOSPITALS ANNUAL MEETING

9

Statewide Collective Action

We have been purposeful and committed to engaging a range of state and national partners as the Progress Report has been developed, tested and disseminated

Socialization and Collaboration Partners

America's Essential Hospitals	Metopio
American Hospital Association's Institute for Diversity and Health Equity (IFDHE)	Press Ganey
Centers for Medicare & Medicaid Services (CMS)	Racial Equity Rapid Response Community Response Network
Chicago Department of Public Health (CDPH)	Racial Equity Rapid Response Data Group
Democracy Collaborative / Healthcare Anchor Network	Racial Equity Rapid Response Provider Working Group
Human Rights Campaign's Healthcare Equality Index	University of Illinois at Chicago School of Public Health
Illinois Coalition for Immigrant & Refugee Rights	U.S. Senator Dick Durbin's Office
Institute for Healthcare Improvement (IHI)	Vizient

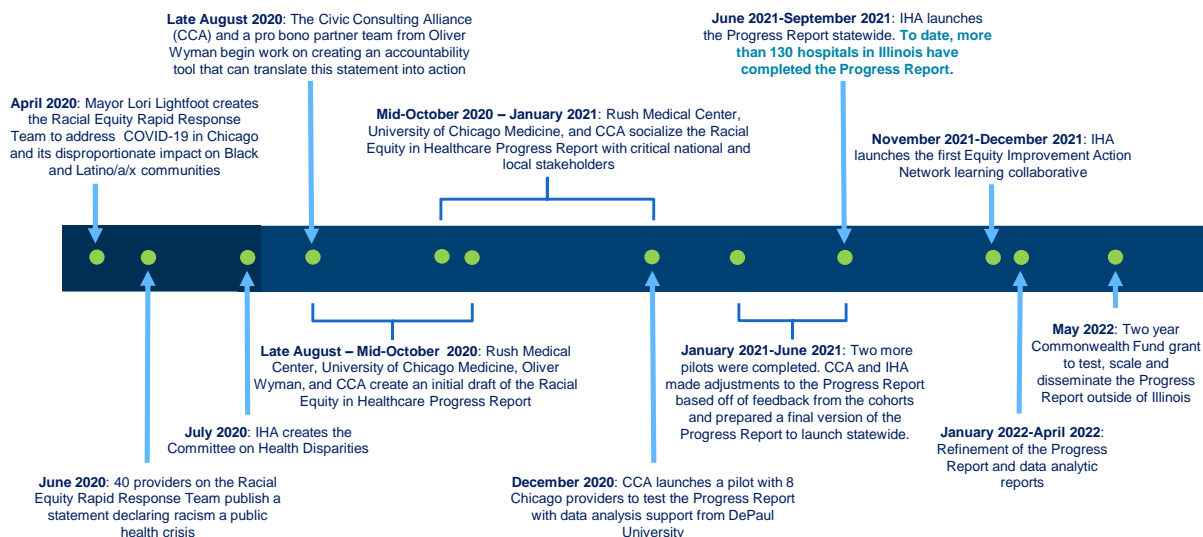
Inspiring
Connections

2022 SMALL & RURAL HOSPITALS ANNUAL MEETING

10



Over the last two years our collective action has resulted in the implementation of a statewide accountability tool to promote racial equity



The Progress Report is grounded in five guiding principles, which focus on the importance of intentional processes and collective action to make impactful change

Centering on Racial Equity

Promoting Organizational Growth

Facilitating Collaboration

Focusing on High Impact Metrics

Mobilizing Toward Action

Guiding Principles in Action

- ✓ A long-term accountability tool to **document progress** toward achieving racial health equity.
- ✓ First version is a **landscape scan** of current racial health equity work.
- ✓ Baseline information will only be **reported in the aggregate** to facilitate **collaborative best practice sharing**.
- ✓ As providers gain greater capabilities and resources to support this work, **metrics will evolve to increase impact, and a public scoring mechanism may be added.**

Progress Report Structure and Metrics

Progress Report Structure



Racial Equity in Healthcare Progress Report: 10 Key Composite Metrics

DEMOGRAPHIC PROFILES

(5 questions, these 5 questions will be represented by a bar graph)

1. **Board, Management & Workforce resemble our community**
Questions 1, 2
2. **Patient Demographics**
Questions 3, 4, 5

OUR PEOPLE

(7 questions)

3. **Diversity and Inclusion Training in our workforce**
Questions 6, 7, 8, 9, 10, 11, 12

OUR ORGANIZATION

(3 questions)

4. **Leadership practices to advance racial equity**
Questions 13, 14, 15

OUR PATIENTS

(12 questions)

5. **Patient Assessment**
Questions 16, 17, 18
6. **Patient Supports for Social Determinants of Health**
Questions 19, 20, 21
7. **Quality Improvement practices**
Questions 22, 23, 24, 25, 26
8. **Access to free and discounted care**
Question 27

OUR COMMUNITY

(4 questions)

9. **Investment in the community**
Questions 28, 29, 30
10. **Partnerships with patients and community**
Question 31

Overview of Data Analytics, Learning Collaboratives and Equity Charters



➤ Welcome & Introductions

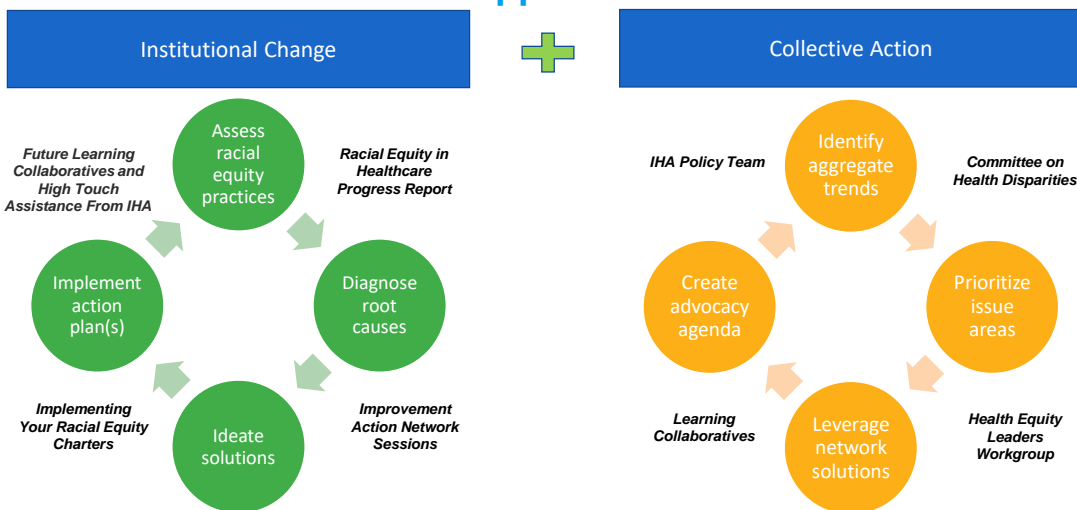
➤ Health Equity Action Day

➤ **Racial Equity in Healthcare Progress Report**

➤ Overview of data analytics, learning collaboratives and Equity Charters

➤ Open Forum and Questions

IHA will continue to support the development of organizations and the larger healthcare ecosystem with a two-pronged improvement approach



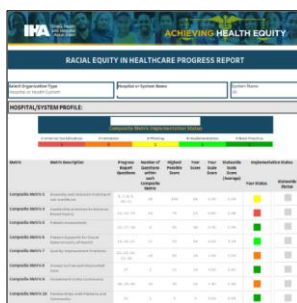
Progress Report Analytics provide a quantitative look at how your organization scores across 10 composite metrics



Page 1: Hospital Dashboard

Represents composite metrics 1 & 2

- Board, Management & Workforce resemble our community
- Patient Demographics



Page 2: Hospital Dashboard

Represents composite metrics 3-10

- Provides your hospital's score as well as statewide benchmarking



Page 3&4: Benchmarking

Enables hospitals to compare themselves with statewide averages

23 hospitals and health systems engaged in our first learning collaborative



2022 SMALL & RURAL HOSPITALS ANNUAL MEETING

17

This human-centered design sprint requires high engagement, consensus-building, and collaboration outside of the scheduled IAN sessions

	REFLECT Session 1: Overview of Implementation Journey	FOCUS Session 2: Begin Equity Implementation Canvas	PLAN Session 3: Develop Racial Equity Charter	Commit
Focus & Goals	<p><i>Why am I here? Help me understand where we can focus our work!</i></p> <ul style="list-style-type: none"> Understand & reflect on your Progress Report data Select institution-level focus areas to keep improving in racial equity work 	<p><i>How will we make progress within our selected focus area(s)?</i></p> <ul style="list-style-type: none"> Begin to build out your implementation plan by thinking of resources, progress, and goals 	<p><i>What will our action plan look like?</i></p> <ul style="list-style-type: none"> Build your implementation timeline Start developing a Racial Equity Charter for one of your focus areas 	<p><i>How do we continue this collaborative learning after these IAN sessions?</i></p> <p>Hospitals</p> <ul style="list-style-type: none"> Finalize your Racial Equity Charter(s), get leadership sponsorship, and send to IHA
Homework & Resources	<p>Session 1 Homework</p> <ul style="list-style-type: none"> Socialize your data and self-assessment with your leaders by leading sessions at your respective hospitals/healthcare institutions <p>Resources</p> <ul style="list-style-type: none"> Data Report & Guidance Document Mural User Guide Facilitation Guide IHA individual support 	<p>Session 2 Homework</p> <ul style="list-style-type: none"> Socialize your equity improvement canvas and matrix diagram by leading sessions at your respective hospitals/healthcare institutions <p>Resources</p> <ul style="list-style-type: none"> Data Report Racial Equity Charter resource page Facilitation Guide IHA individual support 	<p>Session 3 Homework</p> <ul style="list-style-type: none"> Socialize your gameplan by leading sessions at your respective hospitals/healthcare institutions Finalize your Racial Equity Charter(s) <p>Resources</p> <ul style="list-style-type: none"> Racial Equity Charter resource page Facilitation Guide IHA individual support 	<ul style="list-style-type: none"> Begin implementation of your organization's Racial Equity Charter(s) <p>IHA</p> <ul style="list-style-type: none"> Develop and publish Equity Implementation Playbook to support IAN participants <p>Future IAN Sessions</p> <ul style="list-style-type: none"> Share best practices Higher touch implementation support
Deliverables	<p>Deliverables</p> <ul style="list-style-type: none"> Choose a focus area(s) 	<p>Deliverables</p> <ul style="list-style-type: none"> Reach consensus on: your team, aim statement, measurement processes, and change ideas 	<p>Deliverables</p> <ul style="list-style-type: none"> Finalize and secure leadership sponsorship on your Racial Equity Charter(s) 	

Inspiring Connections

2022 SMALL & RURAL HOSPITALS ANNUAL MEETING

18

Human Centered Design Approach

ACHIEVING HEALTH EQUITY

	REFLECT	FOCUS	PLAN	COMMIT																																																	
Racial Equity Organizational Demographics	<p>1. Composite Metrics 1 & 2:</p> <p>At the end of the year, each year demographic profiles for the year and last year were compared.</p> <table border="1"> <thead> <tr> <th></th> <th>2019</th> <th>2020</th> <th>2021</th> <th>2022</th> <th>2023</th> <th>2024</th> </tr> </thead> <tbody> <tr> <td>Age</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Gender</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Ethnicity</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Income</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Education</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Health Status</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>		2019	2020	2021	2022	2023	2024	Age							Gender							Ethnicity							Income							Education							Health Status							<p>3. Improvement Journey</p> <p>Our Successes</p> <p>Our Challenges</p> <p>Our Focus</p> <p>Our Impact</p> <p>Our Vision</p> <p>Our Mission</p> <p>Our Values</p> <p>Our Goals</p> <p>Our Objectives</p> <p>Our Strategies</p> <p>Our Tactics</p> <p>Our Tools</p> <p>Our Resources</p> <p>Our Partners</p> <p>Our Stakeholders</p> <p>Our Community</p> <p>Our World</p> <p>Our Future</p> <p>Our Hope</p> <p>Our Faith</p> <p>Our Love</p> <p>Our Life</p> <p>Our Death</p> <p>Our Legacy</p> <p>Our Impact</p> <p>Our Vision</p> <p>Our Mission</p> <p>Our Values</p> <p>Our Goals</p> <p>Our Objectives</p> <p>Our Strategies</p> <p>Our Tactics</p> <p>Our Tools</p> <p>Our Resources</p> <p>Our Partners</p> <p>Our Stakeholders</p> <p>Our Community</p> <p>Our World</p> <p>Our Future</p> <p>Our Hope</p> <p>Our Faith</p> <p>Our Love</p> <p>Our Life</p> <p>Our Death</p> <p>Our Legacy</p>	<p>Plan Diagram</p> <p>Timeline</p> <p>Commit</p>	<p>Commit</p>
	2019	2020	2021	2022	2023	2024																																															
Age																																																					
Gender																																																					
Ethnicity																																																					
Income																																																					
Education																																																					
Health Status																																																					
Our People	<p>1. Composite Metric 3:</p> <p>At the end of the year, each year demographic profiles for the year and last year were compared.</p> <table border="1"> <thead> <tr> <th></th> <th>2019</th> <th>2020</th> <th>2021</th> <th>2022</th> <th>2023</th> <th>2024</th> </tr> </thead> <tbody> <tr> <td>Age</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Gender</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Ethnicity</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Income</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Education</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Health Status</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>		2019	2020	2021	2022	2023	2024	Age							Gender							Ethnicity							Income							Education							Health Status							<p>4. Improvement Journey</p> <p>Our Successes</p> <p>Our Challenges</p> <p>Our Focus</p> <p>Our Impact</p> <p>Our Vision</p> <p>Our Mission</p> <p>Our Values</p> <p>Our Goals</p> <p>Our Objectives</p> <p>Our Strategies</p> <p>Our Tactics</p> <p>Our Tools</p> <p>Our Resources</p> <p>Our Partners</p> <p>Our Stakeholders</p> <p>Our Community</p> <p>Our World</p> <p>Our Future</p> <p>Our Hope</p> <p>Our Faith</p> <p>Our Love</p> <p>Our Life</p> <p>Our Death</p> <p>Our Legacy</p>	<p>Plan Diagram</p> <p>Timeline</p> <p>Commit</p>	<p>Commit</p>
	2019	2020	2021	2022	2023	2024																																															
Age																																																					
Gender																																																					
Ethnicity																																																					
Income																																																					
Education																																																					
Health Status																																																					
Our Organization	<p>1. Composite Metric 4:</p> <p>At the end of the year, each year demographic profiles for the year and last year were compared.</p> <table border="1"> <thead> <tr> <th></th> <th>2019</th> <th>2020</th> <th>2021</th> <th>2022</th> <th>2023</th> <th>2024</th> </tr> </thead> <tbody> <tr> <td>Age</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Gender</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Ethnicity</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Income</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Education</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Health Status</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>		2019	2020	2021	2022	2023	2024	Age							Gender							Ethnicity							Income							Education							Health Status							<p>4. Improvement Journey</p> <p>Our Successes</p> <p>Our Challenges</p> <p>Our Focus</p> <p>Our Impact</p> <p>Our Vision</p> <p>Our Mission</p> <p>Our Values</p> <p>Our Goals</p> <p>Our Objectives</p> <p>Our Strategies</p> <p>Our Tactics</p> <p>Our Tools</p> <p>Our Resources</p> <p>Our Partners</p> <p>Our Stakeholders</p> <p>Our Community</p> <p>Our World</p> <p>Our Future</p> <p>Our Hope</p> <p>Our Faith</p> <p>Our Love</p> <p>Our Life</p> <p>Our Death</p> <p>Our Legacy</p>	<p>Plan Diagram</p> <p>Timeline</p> <p>Commit</p>	<p>Commit</p>
	2019	2020	2021	2022	2023	2024																																															
Age																																																					
Gender																																																					
Ethnicity																																																					
Income																																																					
Education																																																					
Health Status																																																					
Our Patients	<p>1. Composite Metrics 5, 6, 7 & 8:</p> <p>At the end of the year, each year demographic profiles for the year and last year were compared.</p> <table border="1"> <thead> <tr> <th></th> <th>2019</th> <th>2020</th> <th>2021</th> <th>2022</th> <th>2023</th> <th>2024</th> </tr> </thead> <tbody> <tr> <td>Age</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Gender</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Ethnicity</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Income</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Education</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Health Status</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>		2019	2020	2021	2022	2023	2024	Age							Gender							Ethnicity							Income							Education							Health Status							<p>4. Improvement Journey</p> <p>Our Successes</p> <p>Our Challenges</p> <p>Our Focus</p> <p>Our Impact</p> <p>Our Vision</p> <p>Our Mission</p> <p>Our Values</p> <p>Our Goals</p> <p>Our Objectives</p> <p>Our Strategies</p> <p>Our Tactics</p> <p>Our Tools</p> <p>Our Resources</p> <p>Our Partners</p> <p>Our Stakeholders</p> <p>Our Community</p> <p>Our World</p> <p>Our Future</p> <p>Our Hope</p> <p>Our Faith</p> <p>Our Love</p> <p>Our Life</p> <p>Our Death</p> <p>Our Legacy</p>	<p>Plan Diagram</p> <p>Timeline</p> <p>Commit</p>	<p>Commit</p>
	2019	2020	2021	2022	2023	2024																																															
Age																																																					
Gender																																																					
Ethnicity																																																					
Income																																																					
Education																																																					
Health Status																																																					
Our Community	<p>1. Composite Metrics 9 & 10:</p> <p>At the end of the year, each year demographic profiles for the year and last year were compared.</p> <table border="1"> <thead> <tr> <th></th> <th>2019</th> <th>2020</th> <th>2021</th> <th>2022</th> <th>2023</th> <th>2024</th> </tr> </thead> <tbody> <tr> <td>Age</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Gender</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Ethnicity</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Income</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Education</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Health Status</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>		2019	2020	2021	2022	2023	2024	Age							Gender							Ethnicity							Income							Education							Health Status							<p>4. Improvement Journey</p> <p>Our Successes</p> <p>Our Challenges</p> <p>Our Focus</p> <p>Our Impact</p> <p>Our Vision</p> <p>Our Mission</p> <p>Our Values</p> <p>Our Goals</p> <p>Our Objectives</p> <p>Our Strategies</p> <p>Our Tactics</p> <p>Our Tools</p> <p>Our Resources</p> <p>Our Partners</p> <p>Our Stakeholders</p> <p>Our Community</p> <p>Our World</p> <p>Our Future</p> <p>Our Hope</p> <p>Our Faith</p> <p>Our Love</p> <p>Our Life</p> <p>Our Death</p> <p>Our Legacy</p>	<p>Plan Diagram</p> <p>Timeline</p> <p>Commit</p>	<p>Commit</p>
	2019	2020	2021	2022	2023	2024																																															
Age																																																					
Gender																																																					
Ethnicity																																																					
Income																																																					
Education																																																					
Health Status																																																					

Equity Improvement Canvas

Action planning supports the change-making process because it requires your team to critically analyze your proposed solutions and implementation approach.

This canvas will assist your team with articulating your aim statement, identifying how you will measure your success, and brainstorming what you will do differently. To spur your thinking and support your problem-solving process, this canvas will have you:

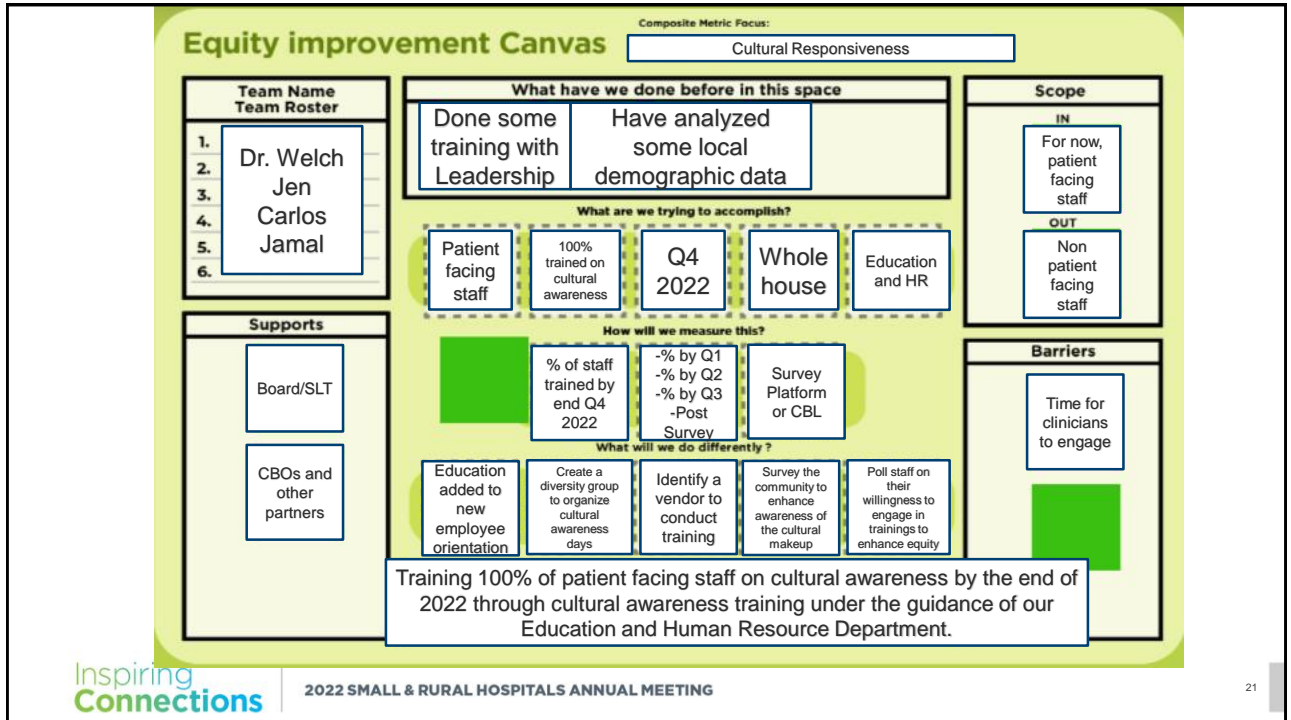
1. Reflect on past organizational work and create an aim statement to facilitate the selection of change ideas that directly impact your organization's racial equity goals;
2. Outline a team roster, organizational supports, and potential barriers, as well as define outcome and process measures to create organizational buy-in and proactively address implementation problems.

Ultimately, this canvas will help you decide your organizational goals, feasible and impactful solutions, and measures of success to track progress.

There is not a specific sequence in which you need to approach this canvas. The goal is to check all of these boxes. The order does not matter.

Equity Improvement Canvas		Composite Metric Focus	
		Type here	
Team Name Team Roster 1. Type here 2. Type here 3. Type here 4. Type here 5. Type here 6. Type here	What have we done before in this place 	Scope IN OUT 	
Supports 	What are we trying to accomplish? Population Goal Time Expectation Location Guidance 	 	
 	How will we measure this? Outcome Process Tracking Tool 		
	What will we do differently? Idea 1 Idea 2 Idea 3 Idea 4 Idea 5 		
	Aim Statement Type here 		

Change ideas should be about making things different, changing current processes, and thinking outside the box given your current resources! Successful change ideas, 90-95% of the time, are not about receiving more resources or implementing more of the same ideas/changes that have previously failed to create your desired impact.



21

Providers in the first IAN cohort are addressing focus areas across all 5 Progress Report domains

By the Numbers **71** Attendees **23** Hospitals **43** Focus Areas

# of Hospitals	Racial Equity Organizational Demographics	Our People	Our Patients	Our Organization	Our Community
	11	9	8	8	7
Top 3 Focus Areas	Patient Facing Staff (7)	Cultural Responsiveness (4)	Collection, auditing, integration (3)	Employee Engagement (3)	Community Investment (2)
	Senior Leadership (3)	Implicit and Explicit Bias (4)	Health Outcomes by Race (2)	Employee recruitment, promotion (3)	Local Purchasing (2)
	Board Diversity (1)	Resource for Staff (1)	Patient Experience Data (1)	Educational Scholarships (1)	Local Hiring and Pathways (1)

Finally, to complete the IAN journey, you will fill out an Equity Charter for each of your selected focus areas

Equity Charter

The Equity Charter supports the change-making process by building executive leadership buy-in for your initiative through the clear and concise articulation of your project goals, outcomes, and processes.

The Equity Charter will assist your team in building organizational support by:

1. Detailing, in an efficient and precise manner, the project aim statement and its associated change ideas to create a well defined and universally understood project vision; and,
2. Ensuring project accountability and engagement by highlighting the project scope, measures, and team membership.

Ultimately, the Equity Charter will become the guiding document for your work in this space.

IMA Illinois Health and Hospital Association		
ACHIEVING HEALTH EQUITY		
Racial Equity Charter (2022)		
This project charter clarifies expectations among the team and establishes the project's aim, measures, change ideas, Scope, and team members.		
Composite Metric: _____		Focus Area: _____
WHAT ARE WE TRYING TO ACCOMPLISH?		
Aim Statement: (Can be found on the "Equity Improvement Canvas")		
HOW ARE WE GOING TO MEASURE THIS?		
Outcome Measures: (Can be found on the "Equity Improvement Canvas")	Current	Target
Process Measures: (Can be found on the "Equity Improvement Canvas")	Current	Target
WHAT WILL WE DO DIFFERENTLY TO ACHIEVE PROGRESS?		
Change Ideas: (Can be found on the "Matrix Diagram")	Score (25 Can be found on the "Matrix Diagram")	
Supports: _____		
Barriers: _____		
SCOPE		
In-Scope: (Can be found on the "Equity Improvement Canvas")	Out of Scope: (Can be found on the "Equity Improvement Canvas")	
TEAM (Can be found on the "Equity Canvas")		
Executive Sponsors		
Team Members		
Ad-Hoc Stakeholders		

Equity Implementation Playbook

IMA Illinois Health and Hospital Association

ACHIEVING HEALTH EQUITY

Racial Equity in Healthcare Progress Report Playbook: From Data to Action

do tank
Business design, redesigned.

IMA Illinois Health and Hospital Association

ACHIEVING HEALTH EQUITY

The Playbook

This playbook will move your organization to action. It contains the human-centered design scaffolding you need to translate your data from the Progress Report into tangible next steps. The playbook outlines a 7-step process which will enable your organization to reflect upon your data, focus on tangible best practices, outline a plan to execute those best practices, and commit to action through an equity charter.

REFLECT
1. Analyze your data

FOCUS
2. Identify Focus Areas

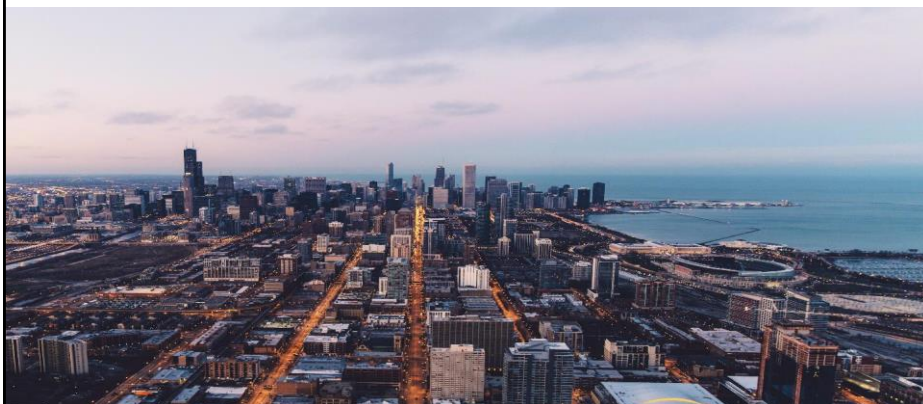
PLAN
3. Focus Area Assessment
4. Equity Improvement Canvas
5. Matrix Diagram
6. Equity Gameplan

COMMIT
7. Complete your Equity Charter

Next Steps

1. Engage in Health Equity Action Day. If you have not yet done so view the recording which is only going to be available until July 13th. We encourage you to share this broadly within your organizations.
2. Complete the Racial Equity in Healthcare Progress Report. This assessment will assist your organization in creating a broad health equity strategy.
3. Complete an Equity Charter. These charters are succinct executive one pagers capturing the work your organization is engaged in on the equity front. These will be important tools for IHA as we advocate for hospitals across the state by demonstrating the action steps which are being taken. IHA is aiming to collect 100 Equity Charters in 2022.

Open Forum and Questions



- Welcome & Introductions
- Health Equity Action Day
- Racial Equity in Healthcare Progress Report
- Overview of data analytics, learning collaboratives and Equity Charters
- Open Forum and Questions