



2021 IHA Health Equity Action Day—June 18, 2021

Activities and Resources for Hospitals, Healthcare Providers and Participants

IHA Health Equity Action Day is designed for Illinois' hospital and healthcare community to take coordinated, affirmative and concrete action to advance health equity. We know that hospitals and health systems are working to address health disparities every day—but acting in unison on one specially designated day will focus our attention, individually and collectively, on this critical public health issue and strengthen our commitment to health equity.

During the morning, hospitals, healthcare providers and individual participants can “tune in” to a keynote address and panel discussion by health equity experts, and hear from hospital leaders and elected officials about the importance of advancing health equity across the state. Also during the morning's program, IHA, along with the Illinois Primary Health Care Association, will launch the *Racial Equity in Healthcare Progress Report*, a long-term accountability tool to document progress toward achieving racial health equity.

In the afternoon, hospitals and health systems are encouraged to engage with their own leaders, employees, medical staffs, clinical team members, trustees and communities in one or more activities aimed at raising awareness of racial health disparities or taking action to achieve health equity.

We know that most hospitals and health systems have already started down the path of achieving health equity, with their own plans and programs. Those hospitals and health systems can use their own resources to continue to pursue their own plans for the afternoon activities.

For hospitals and healthcare organizations looking for guidance or inspiration, the following is an extensive list of tools and resources to consider. The resources are organized into two sections:

Section 1: *Introductory or Individual Tools and Resources* contains shorter and simpler activities and information that can easily be shared with an entire staff, a department or with individuals.

Section 2: *More Comprehensive Tools and Resources* contains tools and resources organized by the four “pillars,” or themes, of the *Racial Equity in Healthcare Progress Report: Our People, Our Organization, Our Patients and Our Community*. Many of the resources and activities in this section are more comprehensive in nature and are suitable to implementation over the long term. However, they might still serve as the basis for afternoon activities. For example, staff might be asked to review and discuss some of the resources or activities for potential adoption by the organization in the future. Or, a single component of a larger resource could form the basis of an initial discussion or planning session.



Section 1: *Introductory or Individual Tools and Resources*

The following resources could be shared with an entire workforce, used in department/division settings or on an individual basis.

- [TED Talks Playlist: The Link Between Health and Racism](#). Nine videos (less than 20 minutes each) that explore various aspects of racial health disparities. One or more videos could be used as a primer or as discussion starters.
- [What Is Health Equity, and Why Does It Matter?](#) Produced by the Institute for Healthcare Improvement (IHI), this is a 30-minute interview with David R. Williams, PhD, MPH, Professor of Public Health at the Harvard T.H. Chan School of Public Health. It's a good primer and discussion starter.
- [IHI Video Series](#). This is the same interview with Williams, but broken into eight shorter segments. Links to transcripts as well as discussion questions are included.
- [TED Talk: How Inequality Kills](#), with Dr. David Ansell, Senior Vice President of Community Affairs, Rush University Medical Center, author of *The Death Gap*, and Co-Chair of IHA's Health Equity Leaders' Workgroup. With a specific focus on Chicago, but applicable in all regions, this 15-minute video is a good primer and discussion starter.
- [TEDx Talk: Allegories on Race and Racism](#). Dr. Camara Jones, a physician and leading speaker on racism in healthcare, shares four allegories on "race" and racism. She hopes that these "telling stories" empower you to do something different and that you will remember them and pass them on.
- [TED Talk: Social Determinants of Health](#), with Dr. Claire Pomeroy, president of the Albert and Mary Lasker Foundation. 15-minute video.
- [Disparities in Health and Health Care: 5 Key Questions and Answers](#). Produced by the Kaiser Family Foundation, this material has some charts that provide basic, foundational information about health disparities (approximately 15 pages).
- [The American Medical Association's Prioritizing Equity Video Series](#). The Prioritizing Equity series illuminates how COVID-19 and other determinants of health uniquely impact marginalized communities, public health and health equity, with an eye on both short-term and long-term implications.



- [The American Medical Association’s \(AMA\) Strategic Plan to Embed Racial Justice and Advance Health Equity](#). Download the PDF of the AMA’s plan. While it is over 80 pages, you can use parts of it as a primer or discussion starter. For example, see the Executive Summary or Section 1 – Background and Primer.
- [The New England Journal of Medicine: How Structural Racism Works](#). This six-page article identifies and explores racist policies as the root cause of racial health inequities in the United States. Download the PDF as a primer or discussion starter.
- Read the Biden Administration’s Presidential Orders on racial and sexual equity:
 - [Executive Order On Advancing Racial Equity and Support for Underserved Communities Through the Federal Government](#)
 - [Executive Order on Preventing and Combating Discrimination on the Basis of Gender Identity or Sexual Orientation](#)
 - [Memorandum Condemning and Combating Racism, Xenophobia, and Intolerance Against Asian Americans and Pacific Islanders in the United States](#)

Section 2: *More Comprehensive Tools and Resources*

Pillar 1: *Our People*

The resources in this section focus on Board and leadership team demographics; employee engagement in anti-racist, implicit bias and racial health disparity trainings; and pay equity.

A diverse Board and staff promotes inclusion, better provider-patient communication and greater accessibility to all individuals compared to a homogenous workforce that further exacerbates current health disparities. Actively listening and incorporating diverse opinions, as well as constant reflection of internal biases and engagement in anti-racist programs/trainings, needs to be present at all levels for real progress in an organization. Specific tools and resources are identified below.

- American Hospital Association:
 - [Recruiting for a Diverse Health Care Board](#)
 - [Health Equity Resource Series: Training and the Culture of Learning](#)
 - [Becoming a Culturally Competent Health Care Organization](#)
 - [4 Ways Health Care Organizations Can Utilize the Implicit Association Test \(IAT\)](#)
- [Next Generation Health Workforce & Workplace](#): Diversity Best Practices guide examining challenges in the workforce and strategies to increase diversity and inclusion in the workplace.



- [CLAS Standards](#): Centers for Medicare & Medicaid Services' practical guide to implementing the Culturally and Linguistically Appropriate Services (CLAS) Standards.
- [Conscious & Unconscious Biases in Health Care](#): This course focuses on conscious and unconscious biases in healthcare and their impact on people who are disproportionately affected by disparities in health and healthcare. It offers an array of innovative activities, based on current evidence and best practices, that are intended to diminish the negative impact of biases.
- American Academy of Family Physicians: [Implicit Bias Facilitator Guide and Associated Activities](#)
- The Society for Human Resource Management: [The Importance of Pay Equity](#)
- Lucidchart Blog: [A Guide to Pay Equity Analysis](#)

Pillar 2: Our Organization

The resources in this section focus on plans and tools that organizations use to evaluate their efforts toward racial health equity and anti-racism. Engaging with different tools and trainings focused on these topics help organizations better understand and engage with their patients who experience barriers to health access and care.

Self-reported data relating to race, ethnicity, language (REaL); sexual orientation, gender identity (SOGI); and social determinants of health (SDoH) are vital in identifying and reporting inequities in care. As a result, providers can better serve their patients and communities and implement needed services or programs. Specific tools and resources are identified below.

- American Hospital Association
 - [Health Equity Resource Series: Data-Driven Care Delivery – Data Collection, Stratification and Use](#)
 - [Addressing Health Care Disparities through Race, Ethnicity and Language \(REaL\) Data](#)
 - [Health Equity, Diversity & Inclusion Measures for Hospitals and Health System Dashboards](#)
 - [How Advancing Racial Equity Can Create Business Value](#)
 - [Inclusive, Local Hiring: Building the Pipeline to a Healthy Community](#)
- [America's Essential Hospitals' Resources on Structural Racism](#). America's Essential Hospitals has compiled resources on advancing population health and addressing structural racism.
- [Racial Equity Action Plan](#): "How-to" manual for a racial equity action plan from the Government Alliance on Race and Equity.



- [Racial Health Equity and Anti-Racist Action Plans](#): Racial Equity Tools' compilation of existing racial health equity action plans.
- [Supplier Diversity](#): Association for Healthcare Resource and Materials Management's guide to increasing supplier diversity through the use of action steps and plans.
- [Healthcare Anchor Network](#): A national collaboration of 60 leading healthcare systems building more inclusive and sustainable local economies, including readiness checklists for [Local Hiring Pathways](#) and [Local Sourcing Efforts](#).
- U.S. Centers for Disease Control and Prevention: [Social Determinants of Health](#).
- [SOGI – The Most Important Terms to Know](#). BestMedicine by Renown Health.

Pillar 3: Our Patients

The resources in this section focus on the patient experience and an organization's dedication to evaluating patient safety and health outcomes to unveil underlying disparities and implement care improvement projects. Specific tools and resources are identified below.

- Agency for Healthcare Research and Quality: [What Is Patient Experience?](#)
- American Hospital Association: "[Screening for Social Needs: Guiding Care Teams to Engage Patients](#)"
- Illinois Health and Hospital Association: [Charity Care and Financial Assistance resources](#) to help ensure patients can access needed healthcare and obtain financial assistance.
- Wolters Kluwer Health, Inc.: [Creating a Toolkit to Reduce Disparities in Patient Engagement](#)
- National Academy of Medicine: [Patient and Family Engaged Care: An Essential Element of Health Equity](#).

Pillar 4: Our Community

The resources in this section focus on ways healthcare organizations can engage with community partners to reduce health disparities and achieve health equity.

Community engagement is fundamental to creating lasting change and improvements in the healthcare system because of its ability to widen organizational possibilities for care improvement. Without the collaboration and consideration of unique, diverse perspectives, healthcare planning and



implementation falls to the wayside. Resources and tools to engage in these practices are identified below.

- American Hospital Association
 - [A Playbook of Fostering Hospital-Community Partnerships to Build a Culture of Health](#)
 - [Building Hospital-Community Partnerships: Leveraging strengths to improve community health](#)
 - [Creating Effective Hospital-Community Partnerships to Build a Culture of Health](#)
 - [Societal Factors that Influence Health: A Framework for Hospitals](#)
- Center for Disease Control and Prevention: [Health Equity Guide: Meaningful Community Engagement in Health and Equity](#)
- Healthcare Anchor Network: [Community Investment Checklist](#)
- The George Washington University: [Principles to Consider for the Implementation of a Community Health Needs Assessment Process - NNPHI](#)
- DePaul University: [What is Asset Based Community Development](#)
- University of California, Berkeley: [Community-Based Participatory Research: A Strategy for Building Health Communities and Promoting Health through Policy Change](#)
- Child Welfare Information Gateway: [Community-Based Resources: Keystone to the System of Care](#)
- World Health Organization: [Community Engagement for Quality, Integrated, People-Centered and Resilient Health Services](#)
- [Healthy Chicago 2025](#): Chicago Department of Public Health presentation of findings from the recent community health assessment and a framework for action in the next five years