



Issue 6

As a medical group, how can we impact health equity?

A group of our colleagues at the Institute for Healthcare Improvement (IHI), led by Ronald Wyatt, recommends 5 areas of focus:



1. **MAKE HEALTH EQUITY A STRATEGIC PRIORITY**
 - Define and commit to health equity
 - Leadership demonstrates commitment to prioritizing health equity
 - Secure funding for programs and services that promote health equity
 - Continuous advocacy and community empowerment around health equity
2. **DEVELOP STRUCTURES AND PRACTICES TO SUPPORT HEALTH EQUITY WORK**
 - Establish a committee to oversee and manage equity work
 - Have mechanisms to involve patients and community members in the planning and development of programs and services
 - Work to improve health equity for populations
 - Use data and tools to monitor equity efforts
 - Dedicate money to equity programs
3. **TAKE SPECIFIC ACTIONS TO ADDRESS THE MULTIPLE DETERMINANTS OF HEALTH ON WHICH THE ORGANIZATION CAN HAVE A DIRECT IMPACT**
 - Collect REAL/SOGI data
 - Tailor improvement efforts to meet the needs of marginalized populations

- Provide economic and development opportunities for staff at all levels
 - Purchase from women- and minority-owned businesses
4. DECREASE ALL FORMS OF ORGANIZATIONAL DISCRIMINATION & OPPRESSION
- Structure programs and services to welcome all to your offerings and space
 - Train staff to reduce implicit bias around race, gender identity, sexual orientation, spoken language, disability status, etc. in patient care
 - Create employment policies to reduce implicit bias around race, gender identity, etc.
5. DEVELOP PARTNERSHIPS WITH OTHERS TO IMPROVE HEALTH AND EQUITY AT THE SOCIETAL/POPULATION LEVEL
- Partner with community services, groups, to address social determinants of health
 - Monitor and evaluate effectiveness of partnership on health outcomes

Source:

Wyatt R, Laderman M, Botwinick L, Mate K, Whittington J. *Achieving Health Equity: A Guide for Health Care Organizations*, 2016. (Available at www.ihl.org)

WANT MORE INFO ON HEALTH EQUITY?



Centers for Disease Control and Prevention
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If you would like to receive current Health Equity Information from the CDC – consider signing up for their quarterly newsletter – **Health Equity Matters**. It's filled with articles, data and more.

https://tools.cdc.gov/campaignproxyservice/subscriptions.aspx?topic_id=USCDC_539