

Health Equity Reflections

Resource on Tomorrows Healthcare:

PCMH Health Equity Presentation by Dr. John Cowden

September 14, 2023 Virtual Statewide Session

<https://www.tomorrowshhealthcare.org/home/communities/pcmh/pcmh-learning-sessions/2023-learning-sessions-2/september-14-2023-virtual-statewide-session>

Health equity, like safety, is everyone's work.

Reliance on the Experts

Vs.

Health Equity Integration



Health equity, like safety, is everyone's work.



It must be **co-owned**.

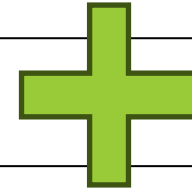
Advantages to Integration vs. “Add-on”

- Flexible and adaptable to each team's work
- Processes become standard work
- “Owned” by each team and individual
- Broader and deeper engagement among team members
- Change in mindset → change in culture

Standardize questions, not solutions

Universal Questions

Ask standard questions related to DEI and HE at predictable checkpoints in work processes, or “bottlenecks” everyone must pass through



Preamble

Example:

We have learned in our work that there are many things that can come into play when something unexpected happens, including characteristics of the people involved. For example, a person’s background, beliefs, experiences, culture, and other characteristics can affect their behavior, and might play a role in an event. This can be true for patients, family members, or staff.

Question

Because of this, we have begun asking everyone involved whether they think any of the following things might have played a role in some way: language, culture, race and ethnicity, age, gender, sexual orientation, religion, or any other characteristic of anyone involved. How do you think characteristics such as these played a role in this event, if at all?



DEI Checklists

Ask standard questions in the form of a checklist (used once or repeatedly) to integrate DEI/HE into regular work processes in any setting



Downloadable tools

(EDI Checklists and Universal Question Set)



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