

# **New and Emerging Opportunities in Maryland for Addressing Social Determinants of Health**

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**HEZ Summit**

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Maryland Hospital Association

# Diversity and Disparities

A Benchmark Study of U.S. Hospitals in 2013



**INSTITUTE FOR DIVERSITY**  
in Health Management

An affiliate of the American Hospital Association

**HRET**

HEALTH RESEARCH &  
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# Summary Findings

## Collection and use of data:

- Hospitals actively collecting patient demographic data including race (97%); ethnicity (94%); and primary language (95%)
- 22% of hospitals use data to identify disparities in treatment or outcome

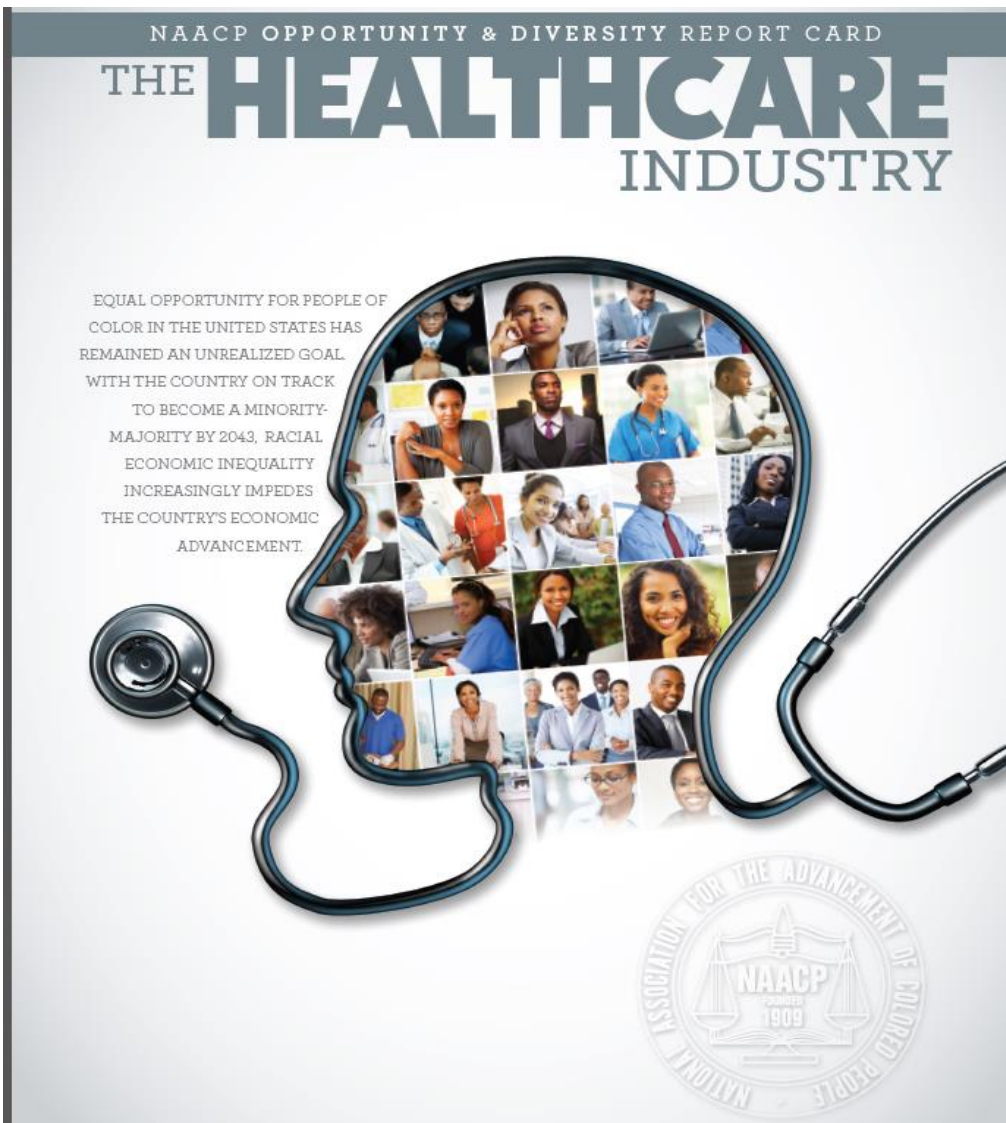
## Cultural competency training:

- 86% of all hospitals educate all clinical staff during orientation; an increase from 81% in 2011
- 65% of hospitals require all employees to attend diversity training

## Leadership:

- Minorities represent 31% of patients nationally
- Minorities comprise:
  - 14% of hospital board members, unchanged from 2011
  - 12% of executive leadership positions, unchanged from 2011
  - 17% of first- and mid-level management positions; up from 15% in 2011

# NAACP Report Card



Ascension Health	Catholic Health Initiatives	Community Health Systems
C	C	F

Dignity Health	Hospital Corporation of America	Tenet Healthcare
B	D-	C-

# NAACP Report Card -- C-Suite

- “Yet in study after study, we see that although some of the less skilled positions are highly diverse, the middle and upper reaches of management and the so-called C-suite of corporate governance remain almost exclusively the domain of white men.
- It is paradoxical that an industry more aware of the concrete benefits of diversity than most industries has been unable to achieve it.”
- “The monitoring of procurement diversity is lacking or at best rudimentary, and reflects a *blind spot that is more pronounced in the healthcare industry than any other industry* the NAACP has surveyed to date.”

# National Call to Action to Eliminate Health Care Disparities



Tomorrow's Doctors, Tomorrow's Cures®



American College of  
Healthcare Executives  
*for leaders who care*®



American Hospital  
Association



Catholic Health Association  
of the United States



AMERICA'S  
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HOSPITALS

[www.equityofcare.org](http://www.equityofcare.org)

# Equity of Care

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- The campaign aims to improve the quality of care for every patient by:
  - increasing the collection and use of race, ethnicity and language preference data
  - increasing cultural competency training
  - increasing diversity in governance and leadership

# Hospitals that Sign the Pledge

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- Choose a quality measure to stratify by race, ethnicity and language preference
- Determine whether a health care disparity exists, and if so, implement a plan to address the gap
- Provide cultural competency training for all staff or finalize a plan to ensure staff receives cultural competency training
- Have a dialogue with the hospital board and leadership team on how the organization reflects the community it serves, and what actions can be taken to address any gaps if the board and leadership do not reflect the community



# Universal Commitment Across Maryland Hospitals



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## EQUITY OF CARE



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#### PRESENTATIONS AND TALKING POINTS

#### PRESS RELEASES

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2014 Waiver Education Series

Ignite Sessions

Infographics on Health Care Issues

#### MHA PUBLICATIONS

Readmissions Reduction Playbook

Skilled Nursing Facility Partnership Development Guide

Home Health Agency Partnership Development Guide

Post-Acute Care Market Profile

HCAHPS Report & Quick Reference Guide

Update Newsletter

#### PUBLIC HEALTH

#### OPIOID RESOURCES FOR HOSPITALS

#### EQUITY OF CARE

### A CALL TO ACTION

According to the U.S. Census Bureau, racial and ethnic minorities will become a majority of the nation's population in 2042. Currently, Maryland is the seventh most diverse state in the country, with racial and ethnic minorities accounting for 46.2 percent of the population. Despite this diversity, stubborn disparities persist when it comes to health care.

That's why the Maryland Hospital Association (MHA) is participating in the national effort to eliminate health care disparities. MHA is working with its member hospitals to secure their commitment to the national Equity of Care campaign, launched by five national health care associations (American College of Healthcare Executives, American Hospital Association, Association of American Medical Colleges, America's Essential Hospitals and Catholic Health Association of the United States).

The campaign aims to improve the quality of care for every patient by:

- increasing the collection and use of race, ethnicity and language preference data
- increasing cultural competency training
- increasing diversity in governance and leadership

Hospitals that commit to the campaign pledge to:

- Choose a quality measure to stratify by race, ethnicity and language preference (to jumpstart this effort, MHA is providing each hospital in Maryland with a handful of quality measures that have already been stratified by race, ethnicity and language)
- Determine whether a health care disparity exists, and if so, implement a plan to address the gap
- Provide cultural competency training for all staff or finalize a plan to ensure staff receives cultural competency training
- Have a dialogue with the hospital board and leadership team on how the organization reflects the community it serves, and what actions can be taken to address any gaps if the board and leadership do not reflect the community

■ PLEDGE TO ACT



Thank you