



Health Equity

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A photograph of a family of three—a man with glasses, a young girl, and a woman—smiling together at what appears to be a fair or festival. The image is overlaid with a semi-transparent white filter. In the bottom left corner, there is a small purple heart logo.

What is Health Equity?

Health Equity - CMS

“The attainment of the highest level of health for all people, where everyone has a fair and just opportunity to attain their optimal health regardless of race, ethnicity, disability, sexual orientation, gender identity, socioeconomic status, geography, preferred language, and other factors that affect access to care and health outcomes.” – The Centers for Medicaid and Medicare Services (CMS)





A photograph of a family of three—a man with glasses, a young girl, and a woman—smiling together at what appears to be a fair or festival. They are surrounded by colorful balloons. The image is overlaid with a semi-transparent white filter.

What are Health Disparities?



Health Disparities

“Health disparities are preventable differences in the burden of disease, injury, violence, or opportunities to achieve optimal health that are experienced by socially disadvantaged populations.”

“Health disparities are inequitable and are directly related to the historical and current unequal distribution of social, political, economic, and environmental resources.”

– Centers for Disease Control & Prevention (CDC)



Disparities in Health Outcomes

Diabetes

Cancer Outcomes

Infant Mortality

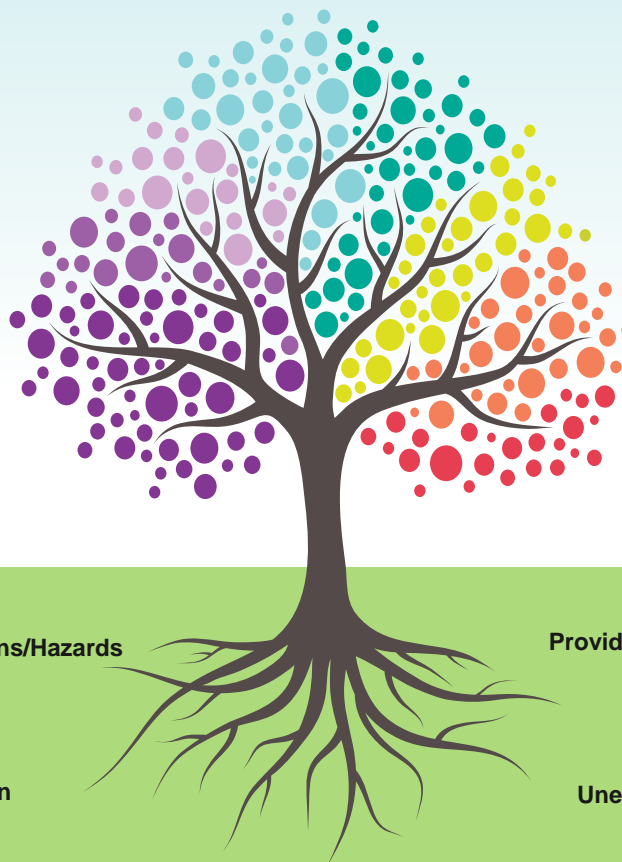
Obesity

Heart Disease

Malnutrition

Smoking

Substance Abuse



Roots of Inequities

- Environmental Toxins/Hazards
- Poor Quality of Care
- Discrimination
- Poverty
- Uninsured
- Provider Implicit/Explicit Biases
- Poor Quality of Schools
- Unemployment
- Racism





Equality or Equity?



Health Equality

Health equality focuses on treating everyone the same and ensuring equal access to health care without factoring differences in need and ability. All are given the exact same quantity of resources.

Health equality can help bridge the gap, but it is not the same as equity.



Equality



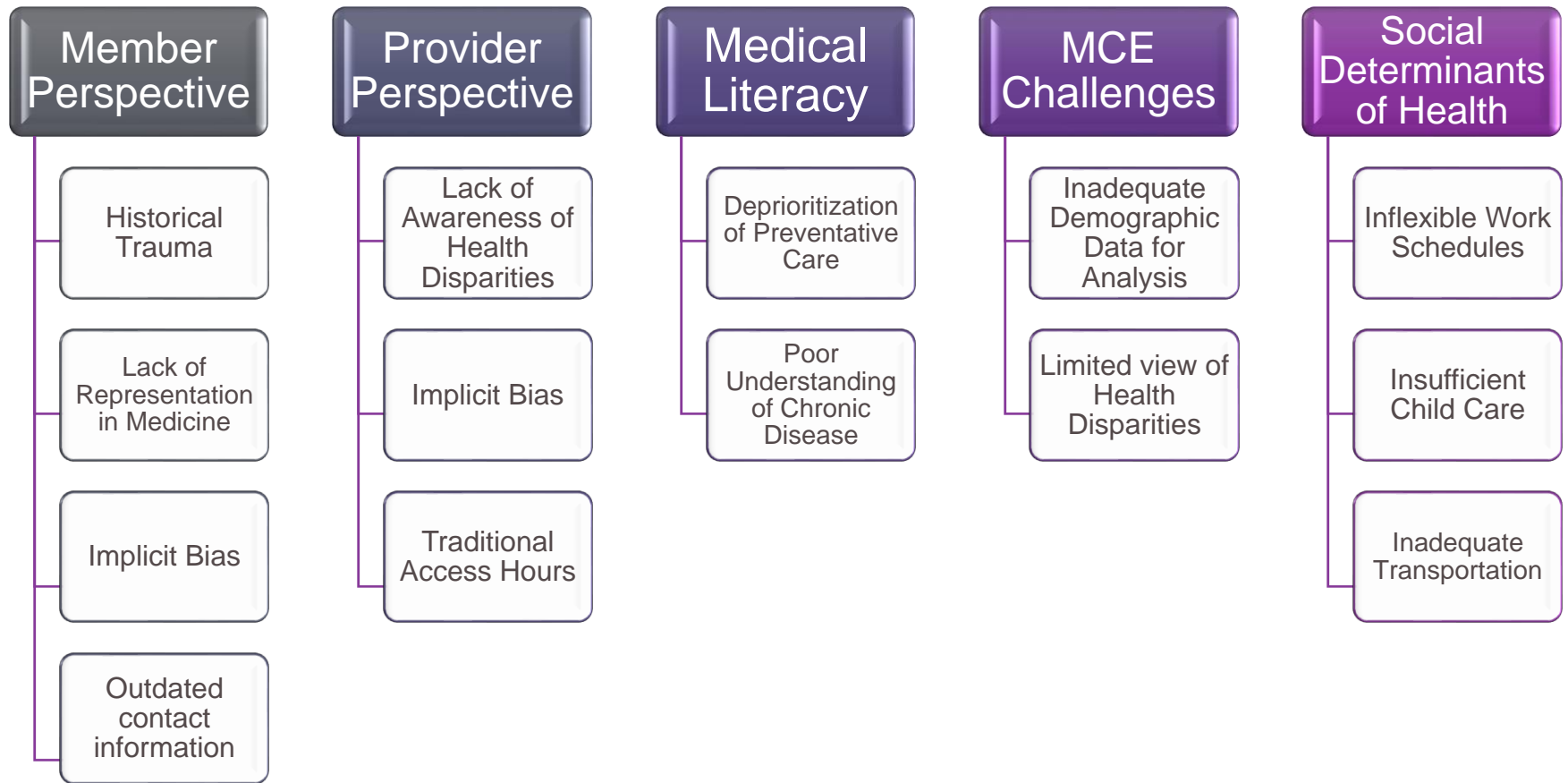
Equity



Health Equity Challenges and Opportunities



Challenges in Efforts to Promote Health Equity

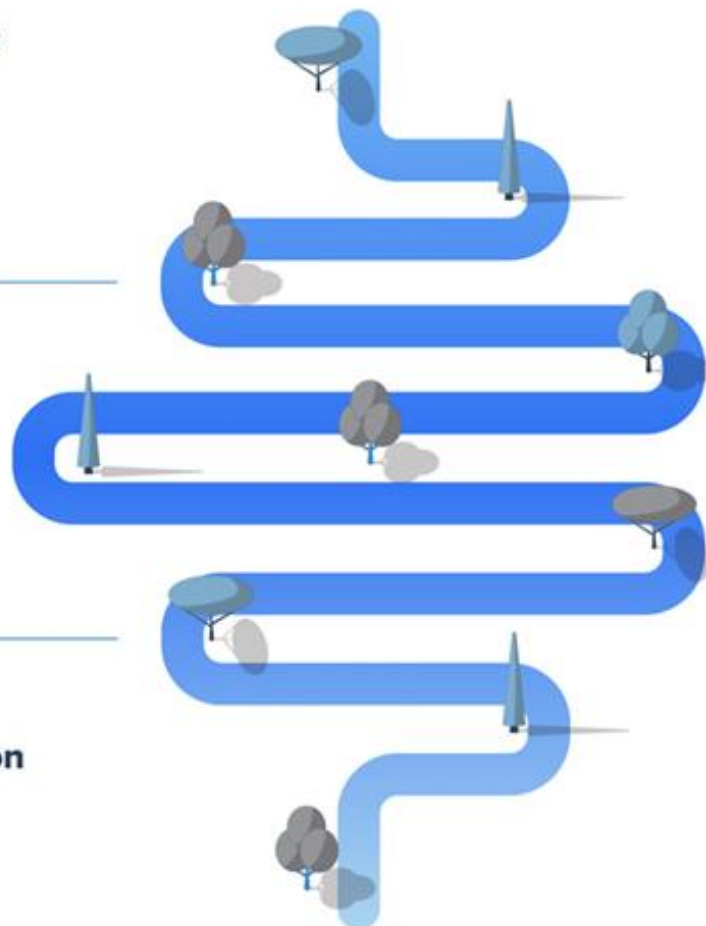


Health Equity Interventions

Community Impact

Upstream

Transform the Community



Individual Impact

Midstream

Impact the individual

Medical Intervention

Downstream

Treat the Symptom

Strategies

Improve community conditions

Addressing individuals social needs

Providing clinical care

Tactics

Laws, policies, and regulations that create community conditions supporting health for all people.

Include patient screening questions about social factors like housing and food access; use data to inform care and provide referrals

Social workers, community health workers, and/or community-based organizations providing direct support/assistance to meet patients social needs.

Medical interventions



Why is Equity Important to Providers?



Provider Importance

- *Provides insight into patient experience to improve health outcomes*
- *Leads to more efficient healthcare systems overall*
- *Healthier populations require less medical care*
- *Improved patient-doctor engagement*
- *Knowledgeable to patient differences and disparities*
- *Cultural awareness and humility*
- *Social Determinants of Health (SDOH)*

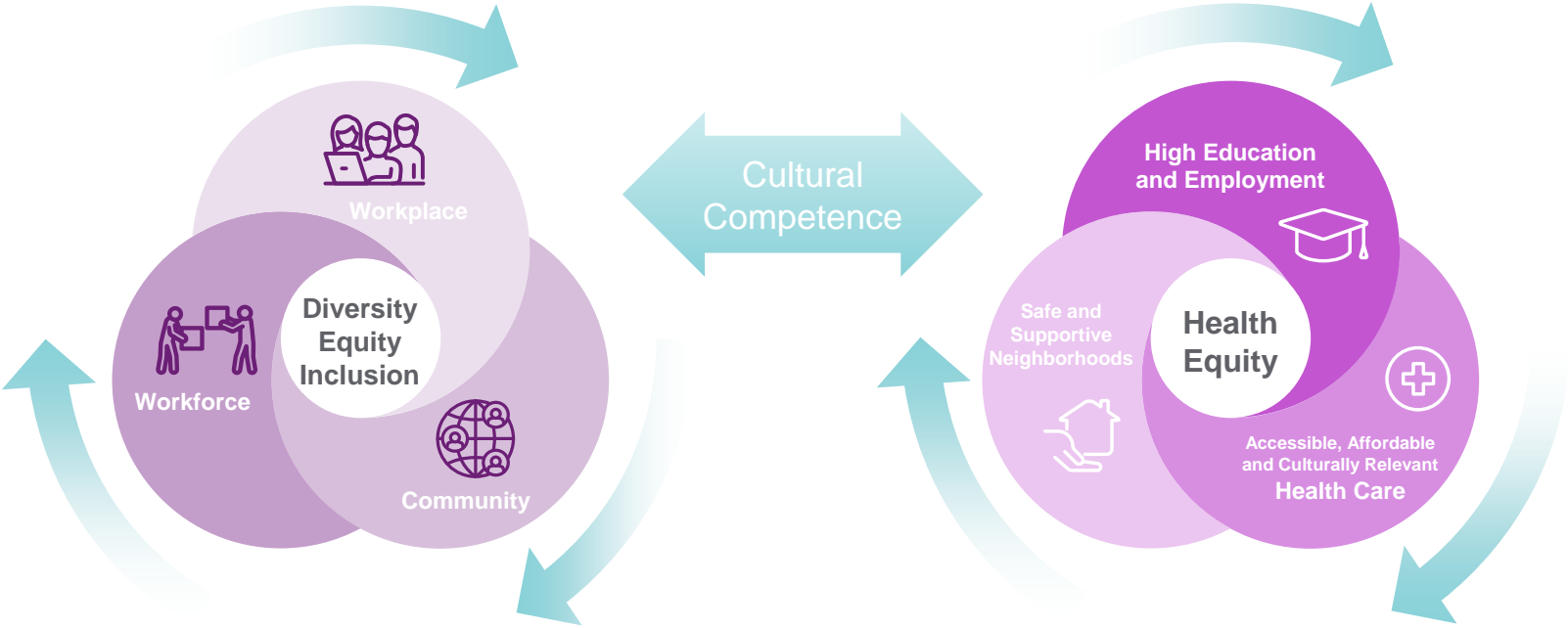


A group of people, including a man with glasses and a woman smiling, are shown in a close-up shot. They are holding several large, colorful balloons (white, purple, and pink) in front of them. The background is slightly blurred, suggesting an outdoor event or festival.

How Can My Office Make a Difference?

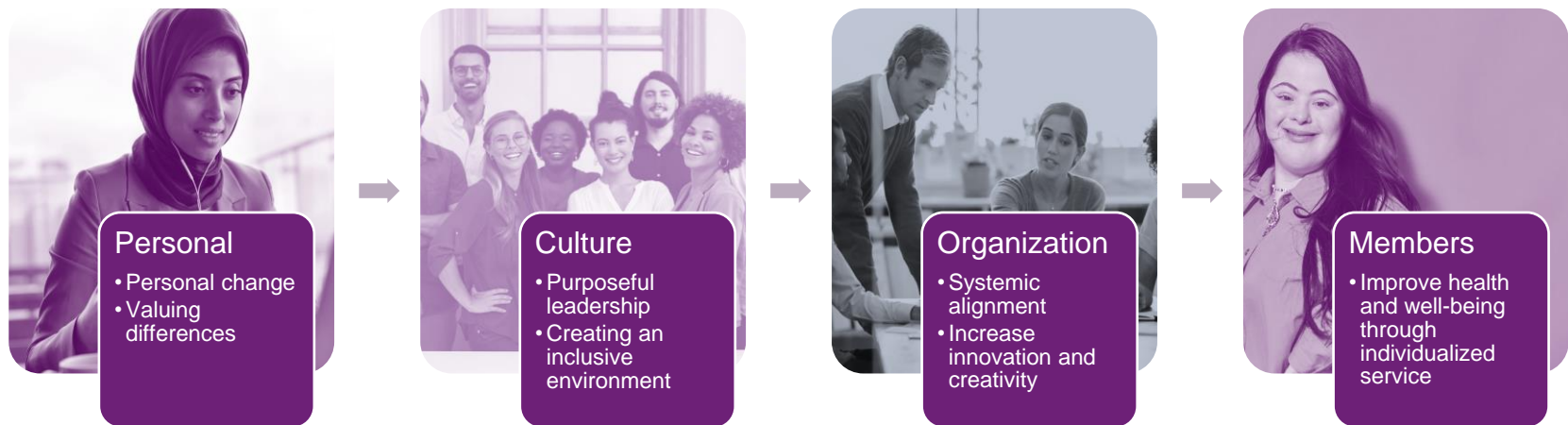


Diversity, Equity and Inclusion vs. Health Equity



Cultural Competence...The Link Between DEI & HE

The ability to understand, appreciate and interact with people from cultures or belief systems different from one's own



Provider Cultural Intelligence

- *Supplies strategies to providers for delivering culturally and linguistically appropriate services via provider manual and website.*
- *Managed care offerings for providers related to Cultural Competence*
- *CLAS training through www.ThinkCulturalHealth.hhs.gov*
- *Cost of Poverty Experience (COPE) training*
- *Report race, ethnicity and language to MCEs to create a robust provider network directory for patients*
- *Utilize MCE resources for concerning DEI and health equity (provider toolkit, webinars).*
- *Reference policies and procedures governing health equity provided in provider handbook.*
- *Have physical access, reasonable accommodations, and accessible equipment for members with physical or mental disabilities in accordance with 42 CFR 438.206(c)(3).*



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