The Problem: Poor Data Collection and Review is Preventing Health Equity Progress

Substantial variation and gaps in the collection, stratification, and review of race, ethnicity, language, and sex data across the health care industry limit awareness and the ability to strategically address health disparities.

Objectives

- Collect some form of patient/member data on race and ethnicity
- Stratify and regularly review these collected data by the top priority-quality or accessibility for at least 30% of major business lines and/or departments/divisions of the organization

Collecting Patient/Member Data on Race and Ethnicity

In a similar trend, while 70% of responding organizations collect patient/member data on race and ethnicity, only 13% regularly review disparities in relation to these data.

Collecting Patient/Member Data on Language

The completeness of patient/member data collected varies substantially across health care sectors and organizations. Additionally, gaps persist across all sectors and organizations in the collection of diversity, race, ethnicity, language, and sex data collected through voluntary self-reported (gold standard) methods.

Incomplete Patient/Member Data

In a similar trend, while 70% of responding organizations collect patient/member data on race and ethnicity, only 13% regularly review disparities in relation to these data.

Stratification of these data

More than half (57%) of survey respondents stratified for fewer than a tenth of their organization’s business line, and 0% of respondents stratified these data for all or nearly all (greater than 90%) of their business lines.

Collecting Patient/Member Data on Language

In a similar trend, while 70% of responding organizations collect patient/member data on race and ethnicity, only 13% regularly review disparities in relation to these data.

The Health Evolution Forum has convened executive leadership and subject matter experts to support organizations in adopting and implementing the pledge.

Over the past year, the Health Equity Roadmap: Part I for Health Care CEOs was created to provide a cross-sector guide for organizations that are seeking to develop an effective and data-driven enterprise-wide strategy to advance health equity by leading their organizations around the levels of the Health Equity Pyramid, pictured below.

Strategically address health disparities.

The Health Evolution Forum will convene executive leadership and subject matter experts to develop real-world solutions around:

- Make public data on patient outcomes & satisfaction segmented by race, ethnicity, language, and sex, and data-driven anonymized benchmarking measures to facilitate learning.
- Collect raw data on patient outcomes & satisfaction, and leadership diversity.
- Make internal improvements to facilitate access to data of adequate size.
- Strengthen industry partnerships to dismantle collection and stratification barriers, including with large employers.

The Health Equity Pyramid

- Diversity of Workforce & Leadership
- Patient Outcomes & Experience
- Making public data on patient outcomes & satisfaction segmented by race, ethnicity, language, and sex, and data-driven anonymized benchmarking measures to facilitate learning.
- Collect raw data on patient outcomes & satisfaction, and leadership diversity.
- Make internal improvements to facilitate access to data of adequate size.
- Strengthen industry partnerships to dismantle collection and stratification barriers, including with large employers.

The Health Evolution Forum has convened executive leadership and subject matter experts to develop real-world solutions around:

- Make public data on patient outcomes & satisfaction segmented by race, ethnicity, language, and sex, and data-driven anonymized benchmarking measures to facilitate learning.
- Collect raw data on patient outcomes & satisfaction, and leadership diversity.
- Make internal improvements to facilitate access to data of adequate size.
- Strengthen industry partnerships to dismantle collection and stratification barriers, including with large employers.

As an industry-level response to these data gaps, the Health Evolution Forum Health Equity Pledge has been launched to meaningfully increase the collection, stratification, and review of race, ethnicity, language, and sex data. These actions, structured into three Pledge objectives, are a significant opportunity to embed equity into quality improvement and interventions across the health care industry, and to reduce disparities in care delivery, the patient and member experience, and outcomes.

Pledge Objectives

1. Collect raw data on workforce & leadership diversity

- dashboard

2. Analyze internally and create dashboards for data segmented by race, ethnicity, language, and sex

- patient outcomes & satisfaction

3. Make public data on patient outcomes & satisfaction segmented by race, ethnicity, language, and sex, and data-driven anonymized benchmarking measures to facilitate learning.

- Collect raw data on patient outcomes & satisfaction, and leadership diversity.

- Make internal improvements to facilitate access to data of adequate size.

- Strengthen industry partnerships to dismantle collection and stratification barriers, including with large employers.

The Health Evolution Forum is Preventing Health Equity Progress

Healthevolution.com/forum

The Health Evolution Forum Health Equity Pledge: A Bold Cross-Industry Effort to Address Disparities

As an industry-level response to these data gaps, the Health Evolution Forum Health Equity Pledge has been launched to meaningfully increase the collection, stratification, and review of race, ethnicity, language, and sex data. These actions, structured into three Pledge objectives, are a significant opportunity to embed equity into quality improvement and interventions across the health care industry, and to reduce disparities in care delivery, the patient and member experience, and outcomes.

Pledge Objectives

1. Collect raw data on workforce & leadership diversity

- dashboard

2. Analyze internally and create dashboards for data segmented by race, ethnicity, language, and sex

- patient outcomes & satisfaction

3. Make public data on patient outcomes & satisfaction segmented by race, ethnicity, language, and sex, and data-driven anonymized benchmarking measures to facilitate learning.

- Collect raw data on patient outcomes & satisfaction, and leadership diversity.

- Make internal improvements to facilitate access to data of adequate size.

- Strengthen industry partnerships to dismantle collection and stratification barriers, including with large employers.

The Health Evolution Forum has convened executive leadership and subject matter experts to develop real-world solutions around:

- Make public data on patient outcomes & satisfaction segmented by race, ethnicity, language, and sex, and data-driven anonymized benchmarking measures to facilitate learning.
- Collect raw data on patient outcomes & satisfaction, and leadership diversity.
- Make internal improvements to facilitate access to data of adequate size.
- Strengthen industry partnerships to dismantle collection and stratification barriers, including with large employers.

The Health Evolution Forum has convened executive leadership and subject matter experts to develop real-world solutions around:

- Make public data on patient outcomes & satisfaction segmented by race, ethnicity, language, and sex, and data-driven anonymized benchmarking measures to facilitate learning.
- Collect raw data on patient outcomes & satisfaction, and leadership diversity.
- Make internal improvements to facilitate access to data of adequate size.
- Strengthen industry partnerships to dismantle collection and stratification barriers, including with large employers.

The Health Evolution Forum has convened executive leadership and subject matter experts to develop real-world solutions around:

- Make public data on patient outcomes & satisfaction segmented by race, ethnicity, language, and sex, and data-driven anonymized benchmarking measures to facilitate learning.
- Collect raw data on patient outcomes & satisfaction, and leadership diversity.
- Make internal improvements to facilitate access to data of adequate size.
- Strengthen industry partnerships to dismantle collection and stratification barriers, including with large employers.

The Health Evolution Forum has convened executive leadership and subject matter experts to develop real-world solutions around:

- Make public data on patient outcomes & satisfaction segmented by race, ethnicity, language, and sex, and data-driven anonymized benchmarking measures to facilitate learning.
- Collect raw data on patient outcomes & satisfaction, and leadership diversity.
- Make internal improvements to facilitate access to data of adequate size.
- Strengthen industry partnerships to dismantle collection and stratification barriers, including with large employers.

The Health Evolution Forum has convened executive leadership and subject matter experts to develop real-world solutions around:

- Make public data on patient outcomes & satisfaction segmented by race, ethnicity, language, and sex, and data-driven anonymized benchmarking measures to facilitate learning.
- Collect raw data on patient outcomes & satisfaction, and leadership diversity.
- Make internal improvements to facilitate access to data of adequate size.
- Strengthen industry partnerships to dismantle collection and stratification barriers, including with large employers.

The Health Evolution Forum has convened executive leadership and subject matter experts to develop real-world solutions around:

- Make public data on patient outcomes & satisfaction segmented by race, ethnicity, language, and sex, and data-driven anonymized benchmarking measures to facilitate learning.
- Collect raw data on patient outcomes & satisfaction, and leadership diversity.
- Make internal improvements to facilitate access to data of adequate size.
- Strengthen industry partnerships to dismantle collection and stratification barriers, including with large employers.

The Health Evolution Forum has convened executive leadership and subject matter experts to develop real-world solutions around:

- Make public data on patient outcomes & satisfaction segmented by race, ethnicity, language, and sex, and data-driven anonymized benchmarking measures to facilitate learning.
- Collect raw data on patient outcomes & satisfaction, and leadership diversity.
- Make internal improvements to facilitate access to data of adequate size.
- Strengthen industry partnerships to dismantle collection and stratification barriers, including with large employers.

The Health Evolution Forum has convened executive leadership and subject matter experts to develop real-world solutions around:

- Make public data on patient outcomes & satisfaction segmented by race, ethnicity, language, and sex, and data-driven anonymized benchmarking measures to facilitate learning.
- Collect raw data on patient outcomes & satisfaction, and leadership diversity.
- Make internal improvements to facilitate access to data of adequate size.
- Strengthen industry partnerships to dismantle collection and stratification barriers, including with large employers.

The Health Evolution Forum has convened executive leadership and subject matter experts to develop real-world solutions around:

- Make public data on patient outcomes & satisfaction segmented by race, ethnicity, language, and sex, and data-driven anonymized benchmarking measures to facilitate learning.
- Collect raw data on patient outcomes & satisfaction, and leadership diversity.
- Make internal improvements to facilitate access to data of adequate size.
- Strengthen industry partnerships to dismantle collection and stratification barriers, including with large employers.

The Health Evolution Forum has convened executive leadership and subject matter experts to develop real-world solutions around:

- Make public data on patient outcomes & satisfaction segmented by race, ethnicity, language, and sex, and data-driven anonymized benchmarking measures to facilitate learning.
- Collect raw data on patient outcomes & satisfaction, and leadership diversity.
- Make internal improvements to facilitate access to data of adequate size.
- Strengthen industry partnerships to dismantle collection and stratification barriers, including with large employers.

The Health Evolution Forum has convened executive leadership and subject matter experts to develop real-world solutions around:

- Make public data on patient outcomes & satisfaction segmented by race, ethnicity, language, and sex, and data-driven anonymized benchmarking measures to facilitate learning.
- Collect raw data on patient outcomes & satisfaction, and leadership diversity.
- Make internal improvements to facilitate access to data of adequate size.
- Strengthen industry partnerships to dismantle collection and stratification barriers, including with large employers.

The Health Evolution Forum has convened executive leadership and subject matter experts to develop real-world solutions around:

- Make public data on patient outcomes & satisfaction segmented by race, ethnicity, language, and sex, and data-driven anonymized benchmarking measures to facilitate learning.
- Collect raw data on patient outcomes & satisfaction, and leadership diversity.
- Make internal improvements to facilitate access to data of adequate size.
- Strengthen industry partnerships to dismantle collection and stratification barriers, including with large employers.

The Health Evolution Forum has convened executive leadership and subject matter experts to develop real-world solutions around:

- Make public data on patient outcomes & satisfaction segmented by race, ethnicity, language, and sex, and data-driven anonymized benchmarking measures to facilitate learning.
- Collect raw data on patient outcomes & satisfaction, and leadership diversity.
- Make internal improvements to facilitate access to data of adequate size.
- Strengthen industry partnerships to dismantle collection and stratification barriers, including with large employers.