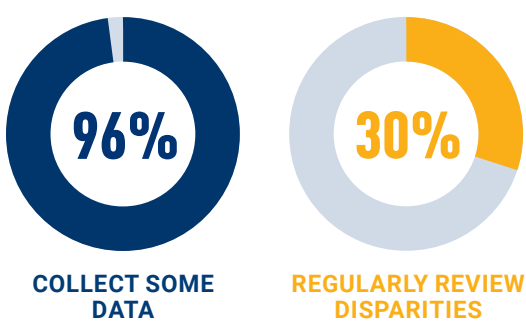


The Health Equity Pledge: A Bold Cross-Industry Effort to Address Disparities

THE PROBLEM

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.



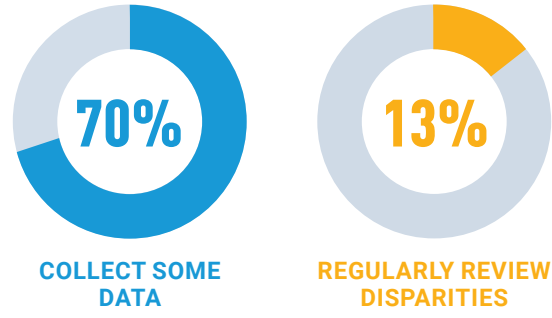
Collecting Patient/Member Data on Race and Ethnicity

Per results from an informal 2021 survey conducted by the Health Evolution Forum, 96% of responding Forum organizations collect some form of patient/member data on race and ethnicity*, but only 30% regularly review disparities based on these data.

*Data collected by organizations ranges from a very low to high percentage.

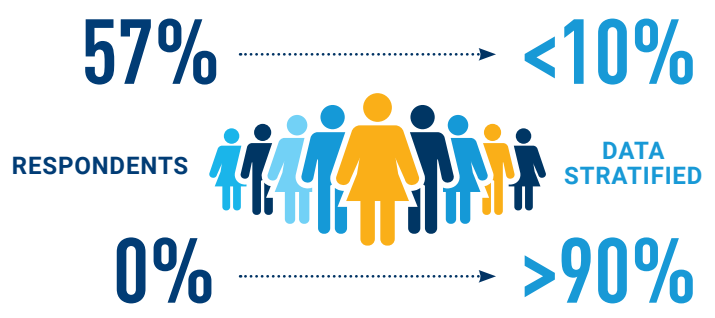
Collecting Patient/Member Data on Language

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



Incomplete Patient/Member Data

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



Stratification of these data

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

THE SOLUTION

Strengthening Data Foundations to Accelerate Health Equity

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 race, ethnicity, language, and sex data for at least 50% of the organization's patient, member, or customer population.
- 2**
Stratify and regularly review these collected data by the top-priority quality or access metric for 90% of major business lines and/or departments/divisions of adequate size.
- 3**
Participate in the Health Evolution Health Equity Learning Lab by sharing stratified data for select measures to facilitate anonymized benchmarking and to identify best practices for reducing disparities.

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 through the levels of the Health Equity Pyramid, pictured below.



HEALTH EQUITY PYRAMID

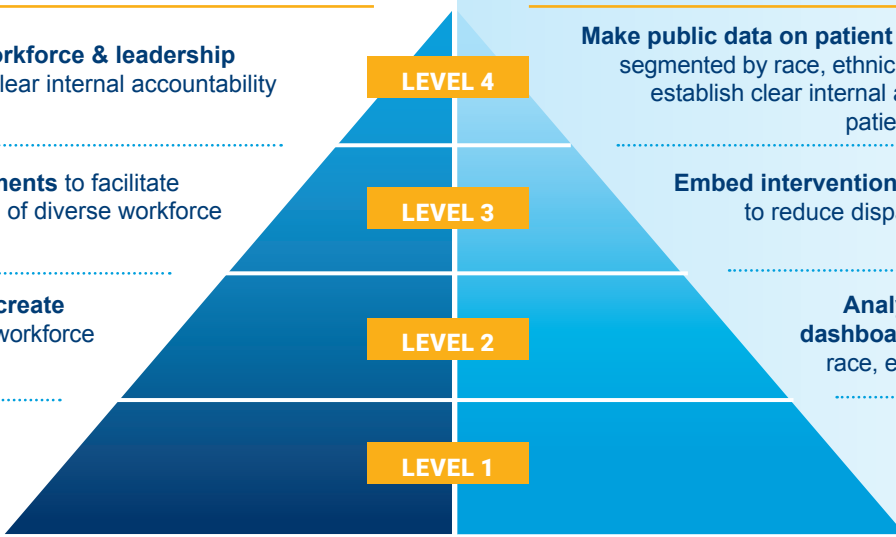
Organizations should seek to make progress on both sides of the pyramid to successfully advance health equity

Diversity of Workforce & Leadership

- Make public data on workforce & leadership diversity and establish clear internal accountability for diversity outcomes
- Make internal improvements to facilitate recruitment and retention of diverse workforce and leadership talent
- Analyze internally and create dashboards for data on workforce & leadership diversity
- Collect raw data on workforce & leadership diversity

Patient Outcomes & Experience

- Make public data on patient outcomes & satisfaction segmented by race, ethnicity, language, and sex, and establish clear internal accountability for equitable patient outcomes & satisfaction
- Embed interventions into clinical workflows to reduce disparities in patient outcomes & satisfaction
- Analyze internally and create dashboards for data segmented by race, ethnicity, language, and sex
- Collect raw data on demographics and patient experience



Going forward, the Health Evolution Forum will convene executive leadership and subject matter experts to develop real-world solutions around:

- Increasing collection of voluntarily self-reported (gold standard) race, ethnicity, language, and sex data
- Strengthening industry partnerships to dismantle collection and stratification barriers, including with large employers
- Driving more consistent adoption of data standards and definitions for improved stratification and review