

Health Equity Plan: Example

HEALTH EQUITY IMPLEMENTATION PLAN

NAME OF AGENCY: XXXX

GOAL: Provide effective, equitable, understandable, and respectful quality care and services that are responsive to diverse cultural health beliefs and practices, preferred languages, health literacy, and other communication needs (Principal Standard).

CLAS Standard # 1: Provide effective, equitable, understandable, and respectful quality care and services that are responsive to diverse cultural health beliefs and practices, preferred languages, health literacy, and other communication needs.

STRATEGY	MAJOR TASKS	PERFORMANCE MEASURE	IMPACT OR RESULT	ACCOUNTABILITY	TIME LINE
<p>[Modify all assessment and intake forms to be inclusive of gender identity and sexual orientation]</p>	<p>Conduct a readiness assessment with staff to assess their current understanding of this work]</p> <p>Identify key stakeholders/departments for this work.</p> <p>Identify best practices in caring for an inclusive patient population</p> <p>Modify the pre-existing fields about sex/gender/ and sexual orientation to be inclusive of all recognized genders and sexual orientation in the healthcare software</p> <p>Create a comprehensive training module to educate staff on best care practices]</p>	<p>Increase number of transgender patients receiving services at the hospitals by 25% in one year</p> <p>Have visible postings and policies welcoming LGBTQIA patients/companions.</p> <p>Collect appropriate data on both the patient’s current gender identity as well as the patient’s sex assigned at birth in a sensitive manner</p> <p>Number of staff trained during the roll-out process of the education modules]</p>	<p>[Create a welcoming environment that is inclusive to all patients</p> <p>Provide equitable care for all gender identities or expressions]</p>	<p>Position: [Regional Health Equity Program Coordinator]</p> <p>Department or Committee: [Center for Health Equity; CLAS workgroup]</p> <p>Reports to: [Vice President of Community Health & Well-Being]</p>	<p>[12 months to develop the training and have all staff trained and modify the fields in EPIC and Meditech]</p>