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# Focus on Health Equity

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# Governor Polis' Executive Order

- Executive Order [Executive Order D 2020 175](#)
  - Focus on “historical injustices and trauma”
  - “Through this executive order, we are taking a multi-pronged approach to examine where inequity and systemic racism exists and identify solutions and take action.” (from EO presser [talking points](#))

# Support for Racial Equity

American Public Health Association: “Racism is an ongoing public health crisis that needs our attention now.”

American Medical Association: “The new policy approved by the AMA, representing physicians and medical students from every state and medical specialty, opposes all forms of racism as a threat to public health.”

American Nurses Association: “Racism is a public health crisis that impacts the mental, spiritual, and physical health of all people.”

National Nurses United: “Our patients are struggling to survive in a society built upon racist institutions and structures.”

American Psychological Association: “We are living in a racism pandemic.”

National Association of Social Workers: “NASW is committed to ending racism through public education, social justice advocacy and professional training.”



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# Defining Health Equity

“Health equity is defined as **the absence of unfair and avoidable or remediable differences in health** among population groups defined socially, economically, demographically or geographically.”  
– *World Health Organization*

“Health equity means that everyone has a fair and just opportunity to be as healthy as possible. This requires **removing obstacles to health** such as poverty, discrimination, and their consequences, including powerlessness and lack of access to good jobs with fair pay, quality education and housing, safe environments, and health care.” – *Robert Wood Johnson Foundation*

“We believe in conditions that **give everyone the opportunity to reach their best health.** This requires valuing all individuals and populations equally. It means **addressing inequities** in the places where people are born, grow, live, work, learn and age. When will we know we have succeeded? When health disparities are eliminated.” – *American Public Health Association*

# Equality



# Equity



# Why Health Equity?

Ensure all members receive culturally relevant, respectful and high-quality care regardless of ability, culture, ethnicity, gender, language, race, religion, among other relevant aspects of their lived experiences.



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# Guiding Principles: HCPF EDI Plan

Person-Centeredness;  
Accountability; Continuous  
Improvement; Employee  
Engagement; Integrity; and  
Transparency

Address health disparities and  
improve the community of equity and  
inclusion among HCPF staff

**Values-Driven**  
**Intentionality**  
**Data-Focused**  
**Collaboration**

Leverage data analytics to inform  
equity-focused decisions

Co-create, pilot, refine and  
implement an equity framework and  
lens



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# Health Equity at HCPF

- Ensure high quality care and services for underrepresented & underserved communities
  - Maximize healthcare investments by working collaboratively with partners to identify and remove obstacles to access & utilization among historically marginalized populations
- Identify disparities data for marginalized communities
  - Inclusive of ability, race & ethnicity, gender, language, sexual orientation, among other protected classes. Focus on intersectionality, ex. race & gender; ability & gender
  - Identify gaps in enrollment, utilization, specific diagnostic & treatment codes
  - Incorporate disparities data into key dashboards and/or develop equity dashboard



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# Health Equity in EDI Plan

<b>2. Long-Term Planning &amp; Reporting</b>	<ul style="list-style-type: none"><li>▪ Apply equity framework to guide decision-making</li><li>▪ Identify, analyze and maintain diversity metrics for EDI annual report (ex. diversity in hiring &amp; promotion; health equity for underserved populations; diversity in program utilization)</li></ul>
<b>3. Community Engagement</b>	<ul style="list-style-type: none"><li>▪ Adopt equity-focused community engagement principles</li><li>▪ Identify opportunities to enhance engagement among diverse member populations</li><li>▪ Develop plan to deepen engagement with providers on cultural considerations</li></ul>
<b>7. Policy, System, Program, and Services Review</b>	<ul style="list-style-type: none"><li>▪ Develop and implement equity framework to remove barriers to access &amp; utilization</li><li>▪ Identify 3 specific health disparities and establish numerical goals for addressing them</li></ul>

# Health Equity Lens

- Develop and implement an equity framework to guide equitable and inclusive decision-making processes and outcomes.
- The equity framework will determine root causes and barriers through HCPF programs, policies and procedures.