

**To:** The Program Improvement Advisory Committee

**From:** Bethany Pray, Dede de Percin, Lila Cummings, Donald Moore, and David Keller

**Date:** August 19, 2020

**Subject:** Racial Equity Recommendations

**Executive Summary:** At the June Program Improvement Advisory Committee (PIAC) meeting there was a call to ensure its work addresses racial equity. The PIAC Racial Equity Taskforce (Taskforce) for the Accountable Care Collaborative (ACC) developed three pillars for PIAC's review: 1) equity framework; 2) equity resources; and 3) equity accountability. The Taskforce recommends PIAC incorporate these pillars in its work and its relationship with the Department of Health Care Policy and Financing (Department).

**Background:** George Floyd's murder sparked a national conversation about police brutality and the experience of minorities, in particular Black Americans, within American society. In response to this event, the PIAC convened a Racial Equity Taskforce to develop an action plan to address racial equity. The Taskforce first meeting was attended by PIAC Voting Members Bethany Pray, Dede de Percin, Lila Cummings, Donald Moore, and David Keller.

**Racial Equity Pillars:** Three pillars are recommended to initiate racial equity work in SFY 2020-2021:

1. Equity Framework: PIAC should, at a minimum, provide: a description of current ACC membership and outcomes by racial classification, an operational definition of equity that is relevant to the ACC, and a set of key questions (an "Equity Lens") established in the PIAC's By-Laws that will drive PIAC work products.
2. Equity Resources: PIAC should ask one of its sub-committees to develop a resource database (e.g., best practices, analysis tools, training) to support RAEs, PCMPs, and community organizations. Best practices should be formally recognized. Additionally, PIAC should collaborate and leverage the work of the Colorado Department of Public Health and Environment's (CDPHE) Office of Health Equity when developing this resource database.
3. Equity Accountability: PIAC should ask one of its sub-committees to develop accountability measures broken down by racial and ethnic groups or oriented toward an identified health disparity for specific racial and ethnic groups, including but not limited to the ACC's Key Performance Indicators. PIAC should also begin developing recommendations for equity in future versions of the ACC.

**Execution:** The Taskforce recommends that PIAC charge a sub-committee with the execution of the pillars by the following target deadlines:

1. Equity Framework: March 2021
2. Equity Resources: June 2021
3. Equity Accountability: June 2021.