DEI&CE

Achieving Equity in our Practices
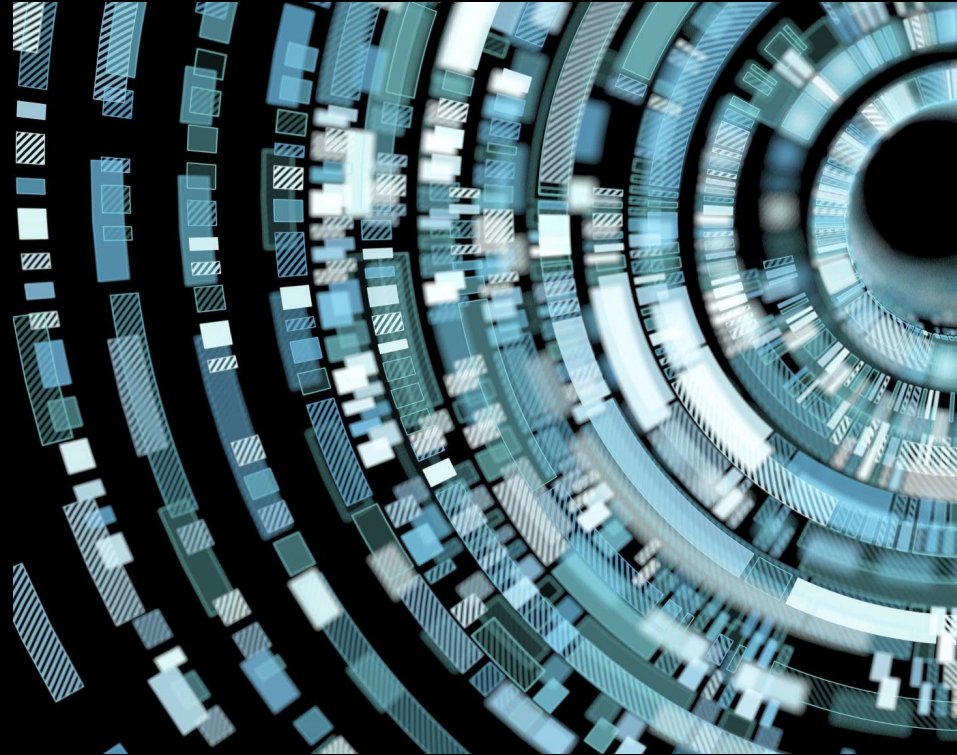
Health Differences

Health Differences

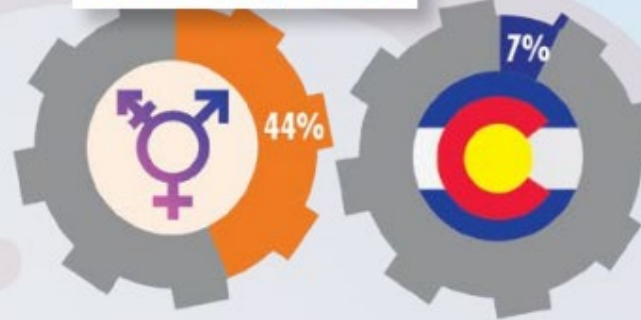Muhammed Al Kibria G. Racial/ethnic disparities in prevalence, treatment, and control of hypertension among US adults following application of the 2017 American College of Cardiology/American Heart Association guideline. Preventive Medicine Reports. 2019.
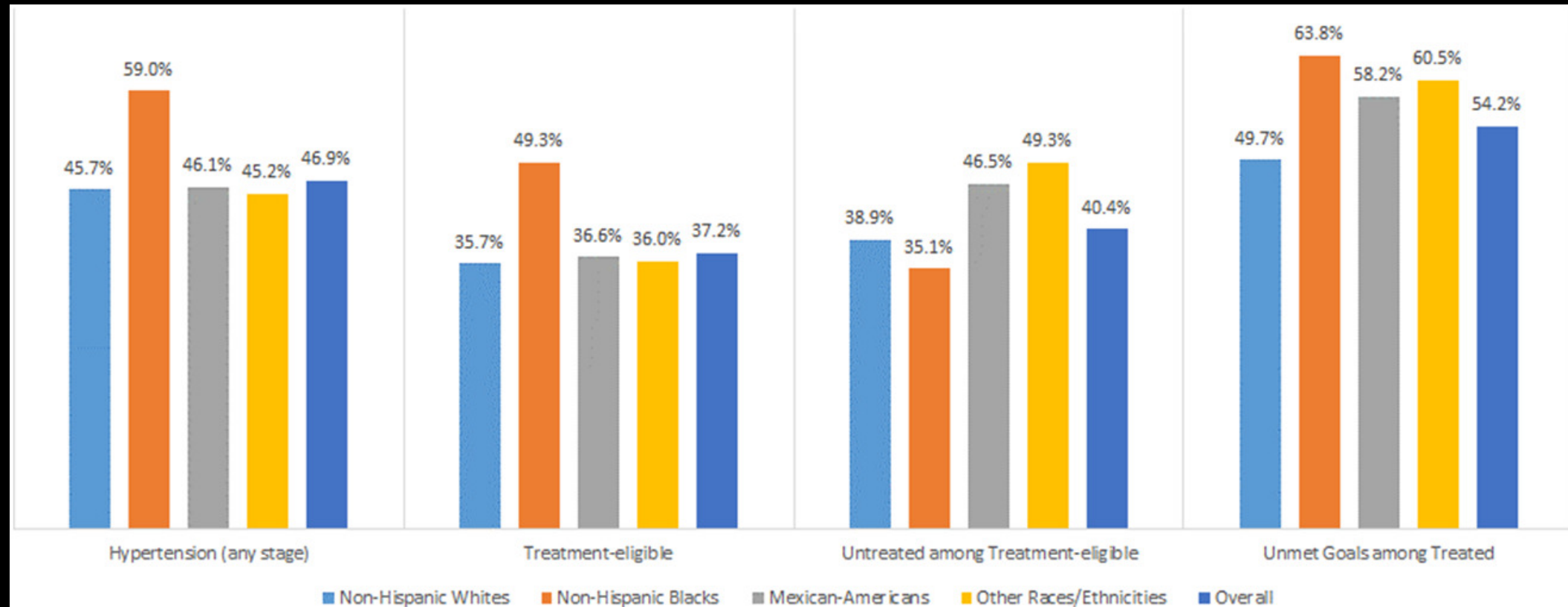
Mental Health

- Transgender Coloradans
- All Coloradans

Current Depression
- 44%
- 7%

Contemplated Suicide in the Past Year
- 36%
- 4%

Ever Told You Had an Anxiety Disorder
- 53%
- 13%
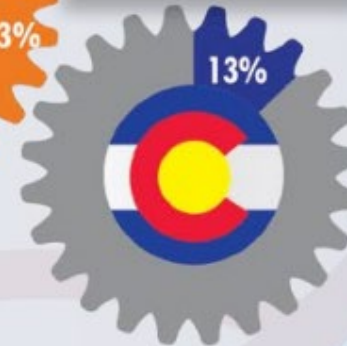
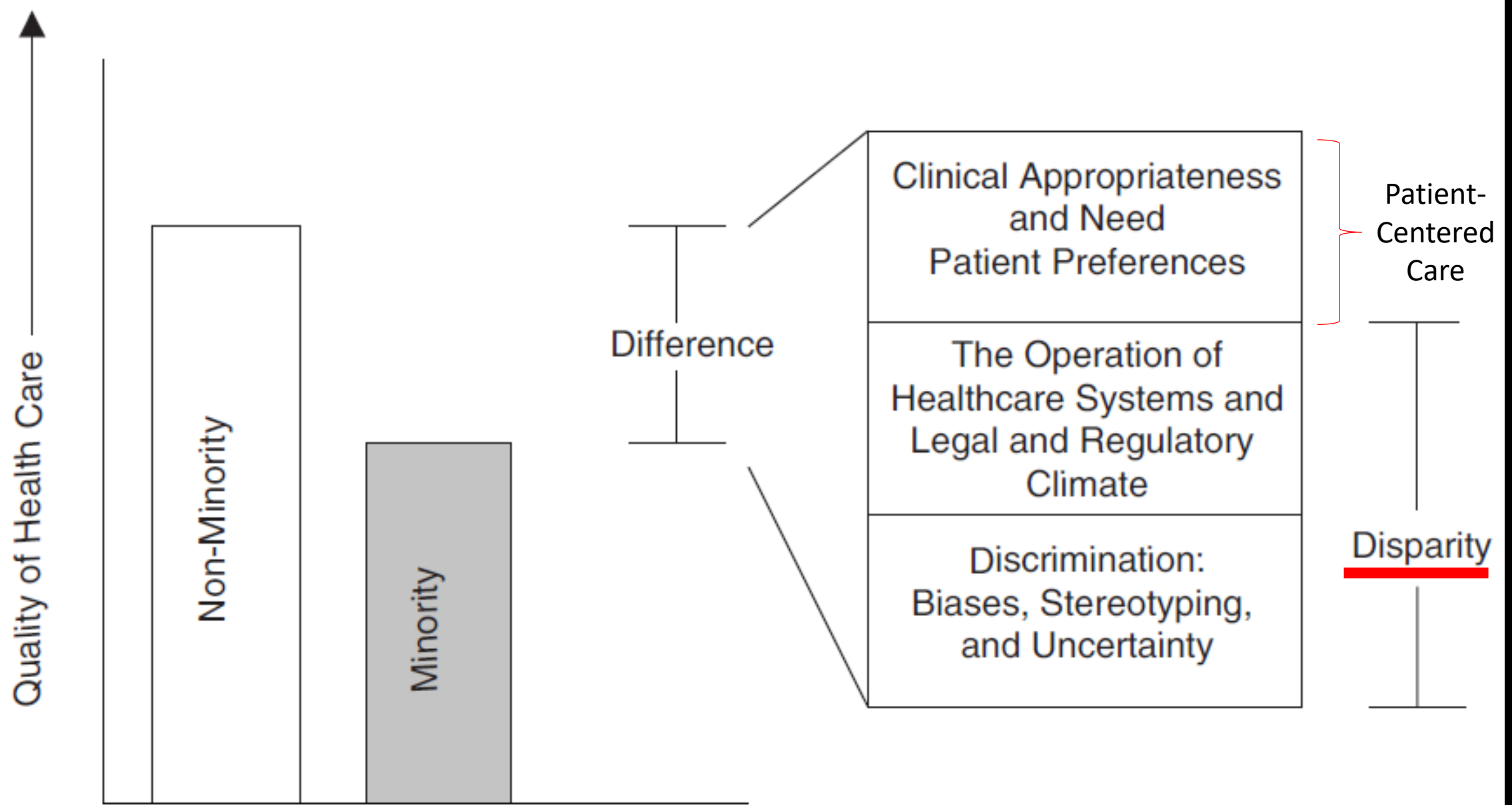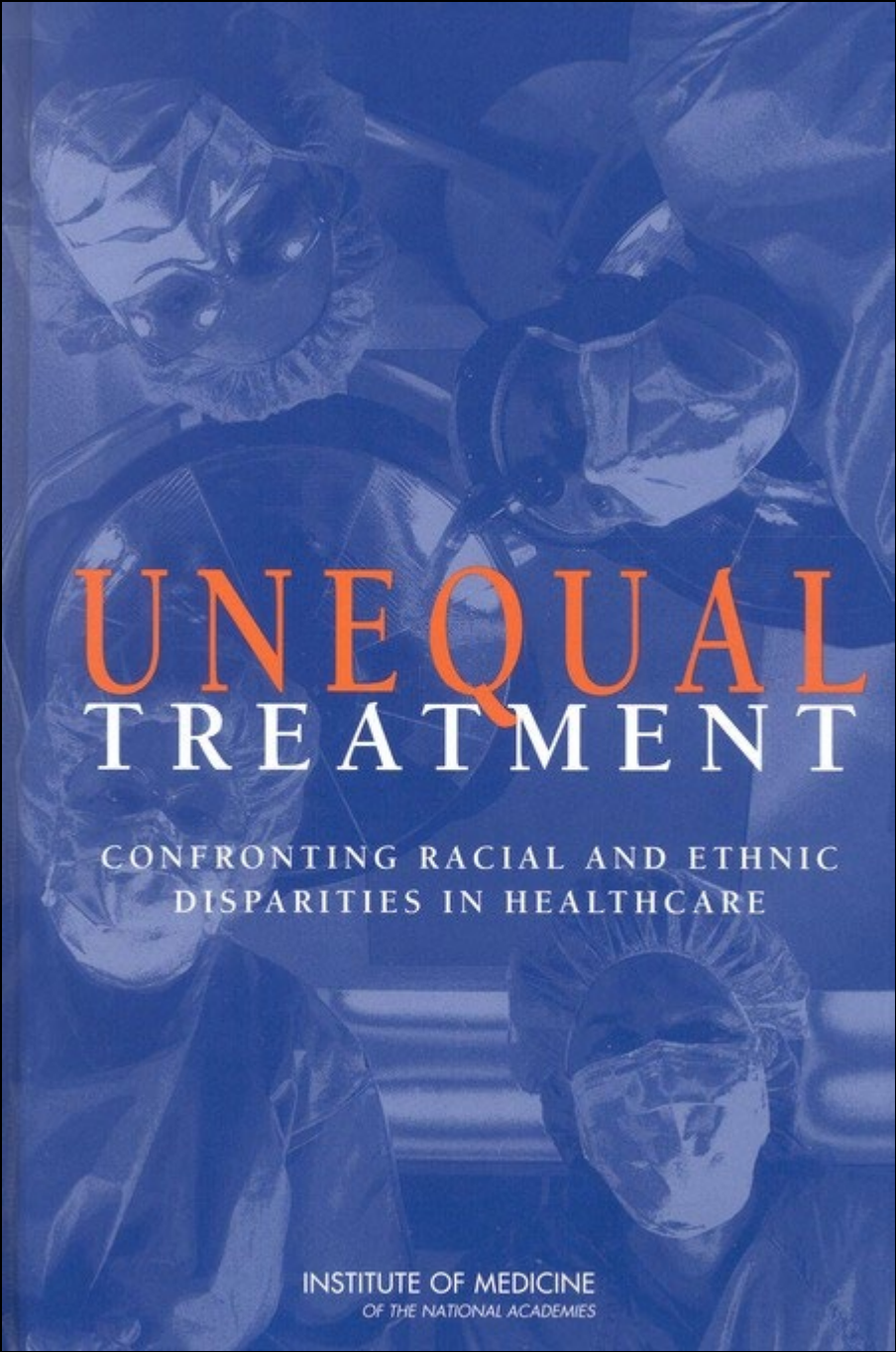**Attempted Suicide in the Past Year**
- 10%
- 1%

FIGURE S-1 Differences, disparities, and discrimination: Populations with equal access to healthcare. SOURCE: Gomes and McGuire, 2001.

UNEQUAL TREATMENT

CONFRONTING RACIAL AND ETHNIC
DISPARITIES IN HEALTHCARE

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CONSENSUS STUDY REPORT

Understanding the Well-Being of
LGBTQI+ Populations
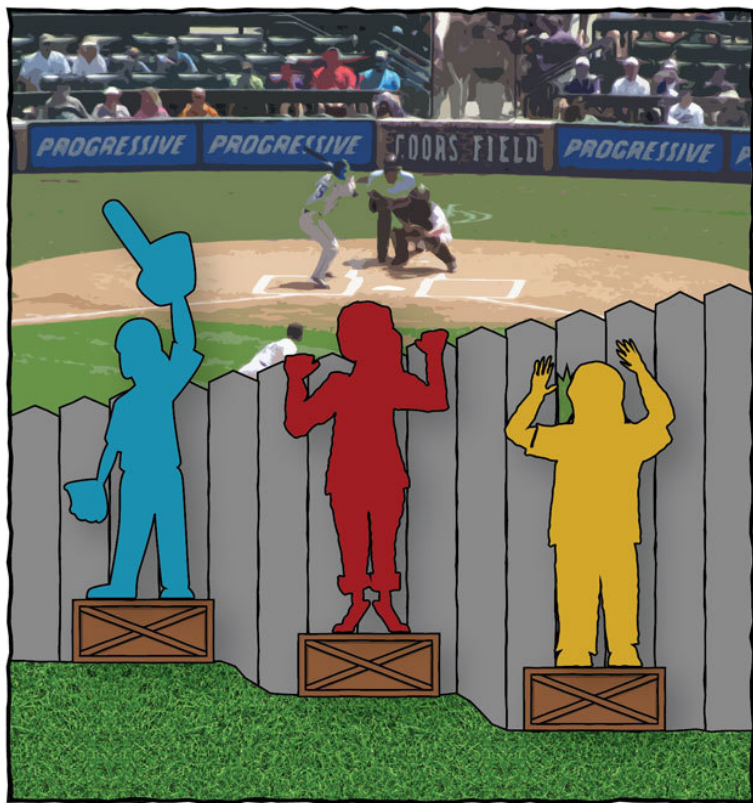

PROCEEDINGS OF A WORKSHOP

People Living
with Disabilities

HEALTH EQUITY,
HEALTH DISPARITIES, AND
HEALTH LITERACY

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EQUALITY

DEI is a structural issue

Socio-ecologic model

STRUCTURAL/SOCIETAL
Laws/Policies, Physical Environment, Resource Availability, Organization Systems

COMMUNITY
Networks, Social Capital, Community Organizations

INTERPERSONAL

INDIVIDUAL

INFORMATION
Knowledge

MOTIVATION
Attitudes, Beliefs

ABILITY TO ACT
Skills, Efficacy, Access

NORMS/BIAS
Perceived, Sociocultural, Gender

Karlie Urbach, Class of 2020

Milestones

Inclusivity and Equity Milestones

1. Practice leadership incorporates health equity into quality improvement initiatives. (BB1)
2. Practice develops and implements a process to routinely gather and update patient demographic information, including race, ethnicity, language and communication needs, sexual orientation, and gender identity. (BB2)
3. Practice includes consideration of patient demographics and health equity in quality improvement efforts. (BB2)
4. Practice develops clear, holistic hiring process that increase the diversity of team members. (BB4)
5. Practice implements a team-based communication strategy to improve engagement of all team members. (BB4)
6. Practice develops and provides individualized professional development for all staff. (BB4)
7. Practice recruits and retains members of the PFAC that represent the diversity of the population served. (BB5)
8. Practice assesses the inclusivity of the practice through items on their patient experience survey. (BB5)
9. The practice identifies and addresses equity issues impacting patient access to care, including telehealth services. (TH, BB8)

Discussion