

## **Penn Medicine Health Equity Improvement Initiative**

### **Background and Goal**

Penn Medicine aspires to lead improvements in our health system to improve care and outcomes for all patient populations. This initiative aims to provide clinical departments, service lines, and entity quality leaders with the requisite knowledge, skills, and resources to advance equity through quality improvement efforts at Penn Medicine. Participating teams, representing entities, clinical departments and/or service lines, will identify one disparity that they wish to improve and an action plan to analyze, track, and reduce that disparity. This will prepare them to begin FY22 implementing PDSA cycles for an investigated and established equity goal.



### **Workshop 1: Demystifying equity concepts and data sources: How to identify a disparity and improve**

#### Learning Objectives:

1. Compare and contrast health care disparities with health disparities, health equality and health equity
2. Describe the relationships between structural bias, implicit provider bias, and healthcare disparities
3. Illustrate the relationship between structural and social determinants of health (SDOH) and health disparities
4. Understand how to use local data to select an equity metric

Homework from Workshop 1: Identify one equity measure informed by local data on existing disparities

### **Workshop 2: You have identified a disparity, now what? How to Determine Root Causes and Develop Countermeasures**

#### Learning Objectives:

1. Summarize QI methods and tools that can be utilized to determine the root causes of the identified disparity and develop and test countermeasures
2. Describe how QI efforts focused on equity are similar and different to QI efforts focused on other aspects of quality
3. Describe strategies for how to engage patient/family/community members as partners on your equity improvement team

Homework from Workshop 2: Develop one countermeasure designed to reduce a disparity and an action plan to test, implement, and measure its effect over time

### **Workshop 3 (Small-Group Debriefs): Sharing Equity QI Ideas, Opportunities, and Challenges**

#### Learning Objectives:

1. Assimilate knowledge from your peers across Penn Medicine relating to equity QI efforts
2. Share plans for first PDSA cycle of change
3. Discuss your ideas for improvement to the local suite of resources