

BOARD BUSINESS

Strategic Retreat – Diversity, Inclusion, and Equity



ChooseHealth
DELAWARE

Diversity/Inclusion/Equity in Health Care Policy

- Diversity - encompasses acceptance and respect and understanding that each individual is unique, recognizing individual differences.

From Queensborough Community College Definition for Diversity (cuny.edu) 

- Social equity - can be defined as a commitment to promote fair, just, and equitable recognition of basic needs of all residents and the total community, and a commitment to diligently advocate for the provision of those needs to all residents and the total community.

https://livingroomconversations.org/topics/social_equity 

- Inclusion puts the concept and practice of diversity into action by creating an environment of involvement, respect, and connection. www.diversityjournal.com/1471-moving-from-diversity-to-inclusion

Diversity/Inclusion/Equity in Health Care Policy

- Dr. Roger Harrison's presentation (Oct 7, 2021):
 - Does our Workforce reflect our population
 - Improving URM in all aspects of health care workforce
 - Tools: HCPLRP program; educational grants; collaboration with educational institutions to promote health care careers
 - Health Equity
 - Access- increasing access to underserved communities
 - quality of care : Implicit bias and systemic racism; SDH?
- Strategic Retreat (Oct 29, 2021): To be deliberate and intentional.
 - Look at all aspects of our work through a DEI lens
 - Value Statement on DEI
 - Policy statement for DHCC
 - Include DEI information in all data collections (work in DIMER/DIDER)

Policy Statement

- **Mission Statement**

- *The DHCC strives to foster initiatives, design plans, and implement programs that promote **equitable** access to high-quality affordable care, improve outcomes for all Delawareans, and foster collaboration among the public and private sectors regarding health care.*

- **Roles, Responsibilities and/or Goals:**

- Collaborate with other state agencies, instrumentalities, and private sector
- Convene stakeholders
- Initiate pilots
- Analyze the impact of previous and current initiatives, **especially on diverse and underserved populations**
- Recommend policy changes to support ~~improved~~ **equitable** access to high-quality, affordable care