Creating a Learning and Action Network to Advance Health Equity

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Shelby Mabery – Project Manager, KC Health Collaborative

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Today, Studies show that your zip code is a much bigger determination of health outcomes than your DNA

Uché Blackstock, *Legacy: A Black Physician Reckons with Racism in Medicine*

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What is your experience with a Learning & Action Network?

- Please use your phone to scan the QR code to answer this question

Mentimeter

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AGENDA

- **History**

- **The Why, The What, The How**

- **Creating a Shared Language**

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- COVID-19

- George Floyd

- **Increased awareness of health disparities**

- **Broader collective focus on social justice**

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WHAT WE DO

The Kansas City Health Equity Learning and Action Network (KC HE LAN) drives learning and action in our region to create a high-quality health ecosystem rooted in equity, humanity and community. We're addressing deep, long-standing health inequities by helping leaders recognize the systems and practices that stifle health and health care – as well as the power and duty each of us has to take action. Together, we're building the foundations for a better, culturally responsive healthcare ecosystem that meets our whole community's needs.

Qiana Thomason
Health Forward Foundation
CEO and President

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HOW WE DO IT

We engage leaders across our community and the health ecosystem to learn and understand what health equity and structural racism are, leveraging a national, evidence-based curriculum and centering the experiences of communities impacted by health inequity in our region.

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ABOUT US

KC Health COLLABORATIVE

KC Health Collaborative (KCHC) is a multi-stakeholder, not-for-profit, regional health improvement organization creating a trusted, community table where members and partners strategize to collectively advance health equity.

Health Forward FOUNDATION

Health Forward Foundation (HFF) is a regional health funder guided by a purpose to support and build inclusive, powerful, and healthy communities characterized by racial equity and economically just systems. In this partnership, HFF serves as a visionary organization and convener of assembling a comprehensive, multi-member strategy to address factors causing health inequity.

Institute for Healthcare Improvement

The Institute for Health Care Improvement (IHI) is a global organization whose mission and vision are to improve health and health care worldwide. In this partnership, IHI utilizes partnerships to address the health needs of communities by collaborating with visionary leaders seeking to improve health and health care.

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OUR TEAM

QIANA THOMASON
President and CEO
Health Forward Foundation

DAN CRANSHAW
Executive Director
KC Health Collaborative

NINON LEWIS
Vice President
Institute for Healthcare Improvement

DR. RON WYATT
Faculty
Institute for Healthcare Improvement

HAYAT ABDULLAHI
Principal Impact Strategist – People
Health Forward Foundation

SHELBY MABERY
Project Manager
KC Health Collaborative

PAUL HOWARD
Senior Director
Institute for Healthcare Improvement

REBECCA BRANDES
Director
Institute for Healthcare Improvement

ROBIN JOHNSON
Impact Strategist – People
Health Forward Foundation

CECILIA SAFFOLD
Coach
HealthTeamWorks

LAUREN ENRIGHT
Project Manager
Institute for Healthcare Improvement

LAUREN MACY
Improvement Advisor/Coach
Institute for Healthcare Improvement

DONNA BUSHUR
Coach
Health Forward Foundation

KRISTI BOHLING–DAMETZ
Coach
HealthTeamWorks

NATHANEL SIGGERS
Coach
Williamson Health & Wellness Center – New Heights Consortium

ALEXIS SASSO
Associate Project Manager
Institute for Healthcare Improvement

DR. AIMEE BUDNIK
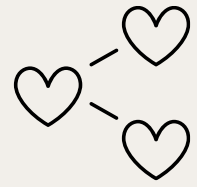Coach
Community Action Akron Summit

AMANDA TROUT
Care Team
Licensed Clinical Social Worker

DACIA MOORE
Care Team
Second Wind Counseling

KC HealthEquity
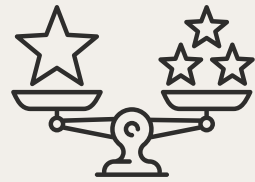LEARNING AND ACTION NETWORK

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OUR VALUES

Power sharing with community members most impacted by systemic racism and health inequities.

Introspection and commitment to challenging biases and assumptions and changing harmful behaviors, from interpersonal to systemic.

Quality over quantity, understanding that systemic change requires trusting relationships built over time.

Shared accountability and ownership to actively challenge white supremacy and the many ways it manifests.

Active listening and receptivity to criticism, new knowledge and differing perspectives.

Radical imagination and belief in what is possible in pursuit of KC HE LAN's vision.

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OUR GOALS

Goal 1

Drive accountability for representation of People of Color underrepresented in health on Boards of Directors, in C-Suites and in clinical leadership across the health ecosystem.

Goal 2

Build capacity and capability of LAN participants to operationalize health equity and anti-racism guided by lived experience.

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Goal 3

Raise the standard of quality improvement to achieve equity in health outcomes by trusting the voice of people and meaningfully using RELdata.
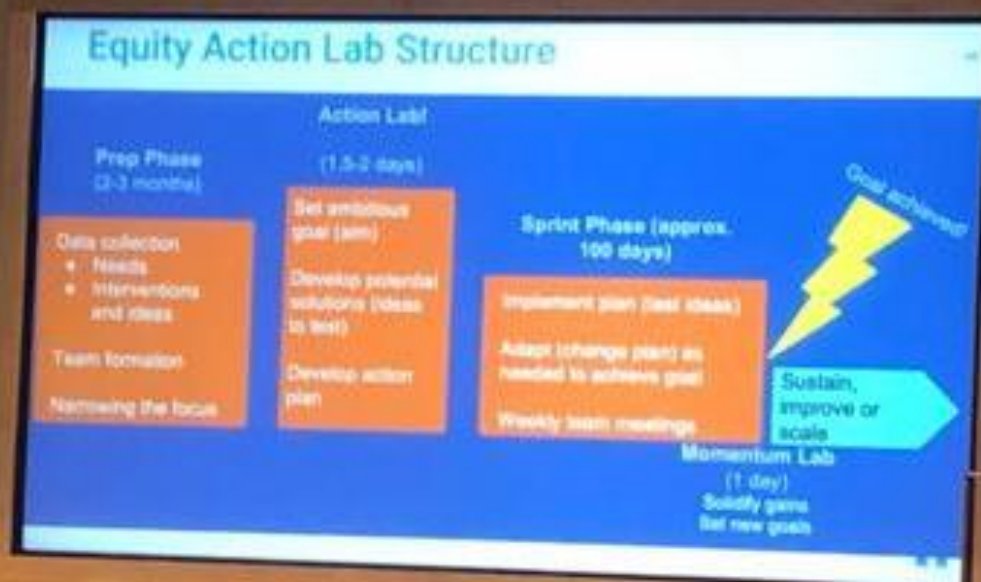
Goal 4

Build and sustain a movement to achieve justice in health by centering lived experience, correcting narratives, fostering transparency, building trust, and sharing power.

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OUR ROADMAP

We're addressing deep, long-standing health inequities by helping leaders recognize the systems and practices that stifle health and health care – as well as the power and duty each of us has to take action.

Design

- Engage local leadership and faculty
- Refine goals and process
- Refine curriculum and content
- Recruit organizational participants

Learning Phase

- Convenings and Learning Sessions
- Assess current state and readiness
- Develop shared understanding of approach, data, tools & processes
- Identify collective and individual goals

Action Community

- Form organizational and collaborative teams to work on specific challenges
- Development of action plans
- Rapid cycle process improvement
- Shared learning and communication of lessons

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Pursuing Equity: Kansas City Primary and Secondary Drivers

Kansas City catalyzes an equity-centered and culturally responsive health ecosystem that yields equitable health outcomes for all

Make Equity a Strategic Priority throughout Kansas City

- Build will to address health equity at organizations, businesses, government, educational institutions, and networks throughout Kansas City (everyone has a stake in community health and equity)
- Local organizations, businesses, government, educational institutions, and networks include equity as a priority in the organization's strategic plan and department-level goals
- Demonstrate senior leadership ownership for and commitment to improving health equity

Build Infrastructure to Support Health Equity

- Create the data infrastructure to improve health equity
- Build organizational, network and community capacity (time, funding, resources, knowledge of how to successfully impact policy/legislation) to support efforts to improve health equity

Address Multiple Determinants of Health

- Partner with public health, clinical care and social services to eliminate conditions that lead to inequitable outcomes
- Screen for social determinants of health and ensure effective access to social services
- Improve health equity throughout the health and healthcare systems involving all sectors that can contribute to health

Eliminate Racism and Other Forms of Oppression

- Communicate and educate the historical and current context for racism and other forms of oppression in Kansas City
- Address structural and institutional racism and its impact on health equity through culture and communication
- Local organizations, businesses, government, educational institutions, and networks establish and implement anti-racist policies and practices to promote workforce diversity, racial equity, and capacity-building
- Local organizations, businesses, government, education and networks Improve processes and outcomes to narrow equity gaps and improve for all

Engage in Multi-Sector and Multi-System Work

- Work with and fully engage a comprehensive range of community partners and sectors to develop infrastructure to make systems change
- Redesign how work provided by community organizations that address social determinants of health is paid for

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"Definitions anchor us in principles. This is not a light point: If we don't do the basic work of defining the kind of people we want to be in language that is stable and consistent, we can't work toward stable, consistent goals.

IBRAM X. KENDI

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RACE

Race can be defined as "a specious classification of human beings, created during a period of worldwide colonial expansion, by Europeans (whites), using themselves as the model for humanity for the purpose of assigning and maintaining white skin access to power and privilege."

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IMPLICIT BIAS

Implicit bias is a form of bias that occurs automatically and unintentionally, that affects thoughts, attitudes, stereotypes, decisions, and behaviors.

Source: National Institutes of Health

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MICROAGGRESSION

They are everyday slights, put downs, and insults. They can be intentional and unintentional; sometimes people aren't even aware they are being offensive. A microaggression can be targeted toward any marginalized group based on race, gender, sexuality, and disability.

Source: Dr. Derald Wing Sue, "Microaggressions in everyday life: Race, Gender and Sexual Orientation."

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PRIVILEGE

Privilege exists when one group has something of value that is denied to others simply because of the groups they belong to, rather than because of anything they've done or failed to do.

Source: *Peggy McIntosh, "Unpacking the Invisible Knapsack"*

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WHITE SUPREMACY

White Supremacy The idea (ideology) that white people and the ideas, thoughts, beliefs, and actions of white people are superior to People of Color and their ideas, thoughts, beliefs, and actions.

Source: *Race Equity Institute, 2018*

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RACISM

Racism is defined as social and institutional power combined with race prejudice. It is a system of advantage for those considered white, and of oppression for those who are not considered white. It is a white supremacy system supported by an all-class collaboration called "white" created to end cross-racial labor solidarity.

- A system of advantage based on race.
- A system of oppression based on race.

Source: *Race Equity Institute, 2018*

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HEALTH INEQUITY

Preventable differences in the burden of disease, injury, violence, or opportunities to achieve optimal health that are experienced by socially disadvantaged populations.

Source: *Centers for Disease Control and Prevention*

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HEALTH EQUITY

Health equity means that everyone has a fair and just opportunity to be healthy. It requires actively removing obstacles to health that drive health disparities – barriers that are rooted in structural racism and economic inequity such as poverty, discrimination, and their consequences. It means actively building the conditions for health including good jobs with fair pay, high quality education and housing, safe environments, health care and equal access to power.

Source: *Health Forward Foundation*

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CULTURALLY RESPONSIVE

Promotes an understanding of culture, ethnicity, and language and does not imply that one can be perfect and have attained all the skills and views needed to work with culturally diverse clients.

The ability to learn from and relate respectfully with people of your own culture as well as those from other cultures.

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RACE EQUITY

The condition where one's race identity has no influence on how one fares in society.

Race equity is one part of race justice and must be addressed at the root causes and not just the manifestations. This includes the elimination of policies, practices, attitudes, and cultural messages that reinforce differential outcomes by race

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LET'S UNPACK

o What stood out?

o How does this information relate to me?

o How can this information help your organization?

o How can it help our work with the community we serve?

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COMMUNITY DEFINITIONS

Please scan QR code and fill out the contact sheet. *The definitions from the Shared Definitions workshop will be circulated via email.*

Thank You!

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CHECK OUT OUR AGENDA!

SCAN