



**NATIONAL REGISTER**  
OF HEALTH SERVICE PSYCHOLOGISTS

# **Exploring the Intersection of Cultural Diversity, Health Equity, & Integrated Behavioral Health**

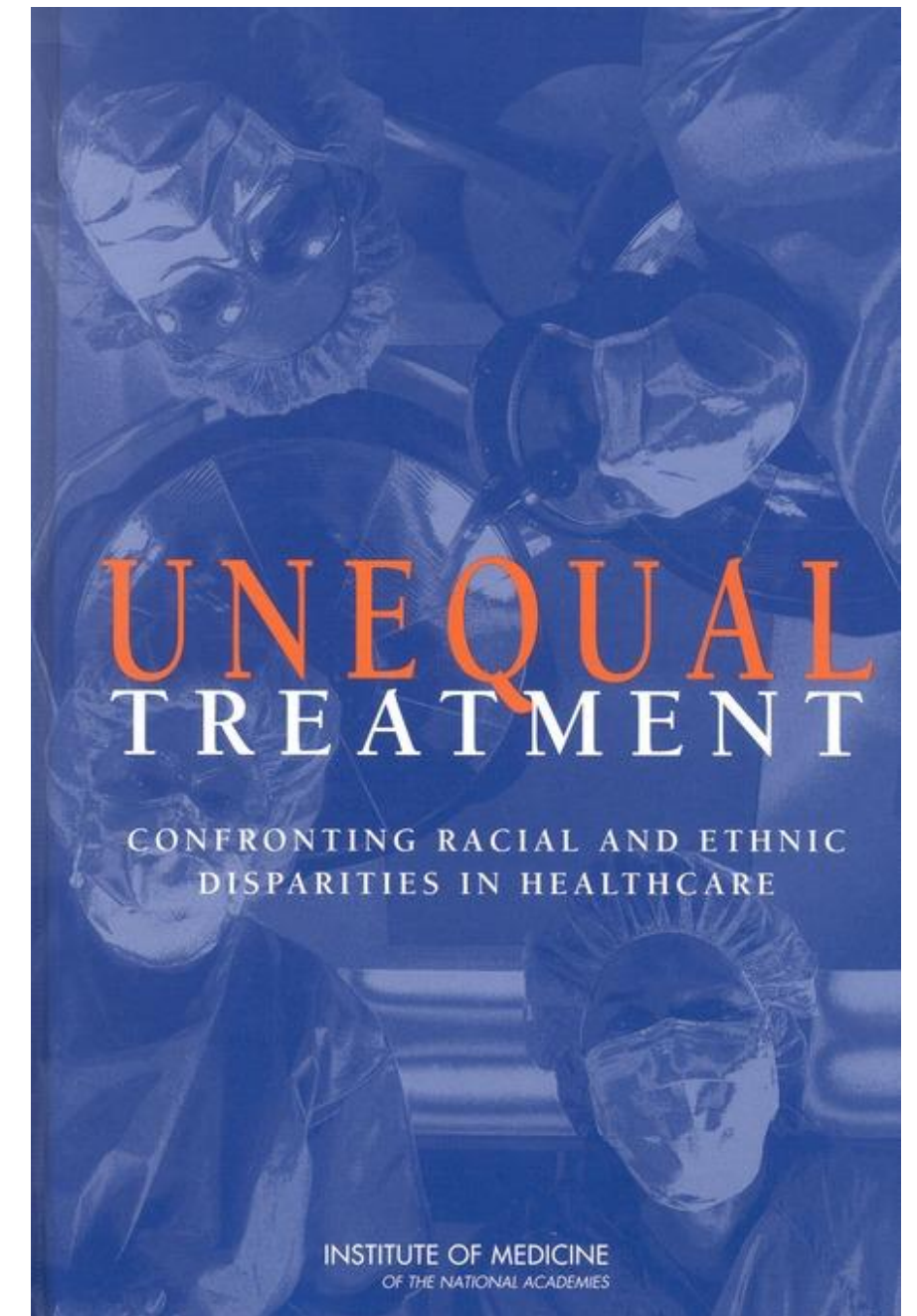
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# Health Disparities

**“Racial and ethnic disparities in healthcare exist, and because they are associated with worst outcomes in many cases, are unacceptable.”**

*(Unequal Treatment, 2001, p. 19)*



Sample NQF-Endorsed™ National Performance Measures to Address Health Care Disparities	
Priority Area	Measure Description
Asthma	Use of appropriate medications
Diabetes	Percentage of patients with most recent A1c level >9.0% (poor control)
Heart disease	Coronary artery disease: beta blocker treatment after a heart attack
Screening	Breast cancer screening
	Colorectal cancer screening
Prenatal care	Prenatal screening for HIV Prenatal anti-D immune globulin
Mental health	Antidepressant medication management
Immunization	Childhood immunization status
	Flu shots for adults aged 50 to 64
Prevention	Tobacco use assessment and cessation intervention
Patient experience	Ambulatory Consumer Assessment of Health Care Providers and Systems (ACAHPs)

# Behavioral Health Disparities



- **High burden** because of unmet needs
- **Oppression & discrimination**
- **Poverty & violence**
- **Barriers to care:** cost, fragmentation of care
- **Mistrust/fears**
- **Language & literacy**
- **Likelihood of receiving treatment**

# Equity & Quality

- Mission, vision, and guiding principles: “**highest quality healthcare to ALL patients**”
- Integrating **equity** into quality improvement **makes sense**
- "Reducing disparities can **improve patient satisfaction scores, foster partnerships** with local organizations, and **increase opportunities** for community recognition and support." (RWJF)



**Equality**

doesn't mean



**Equity**

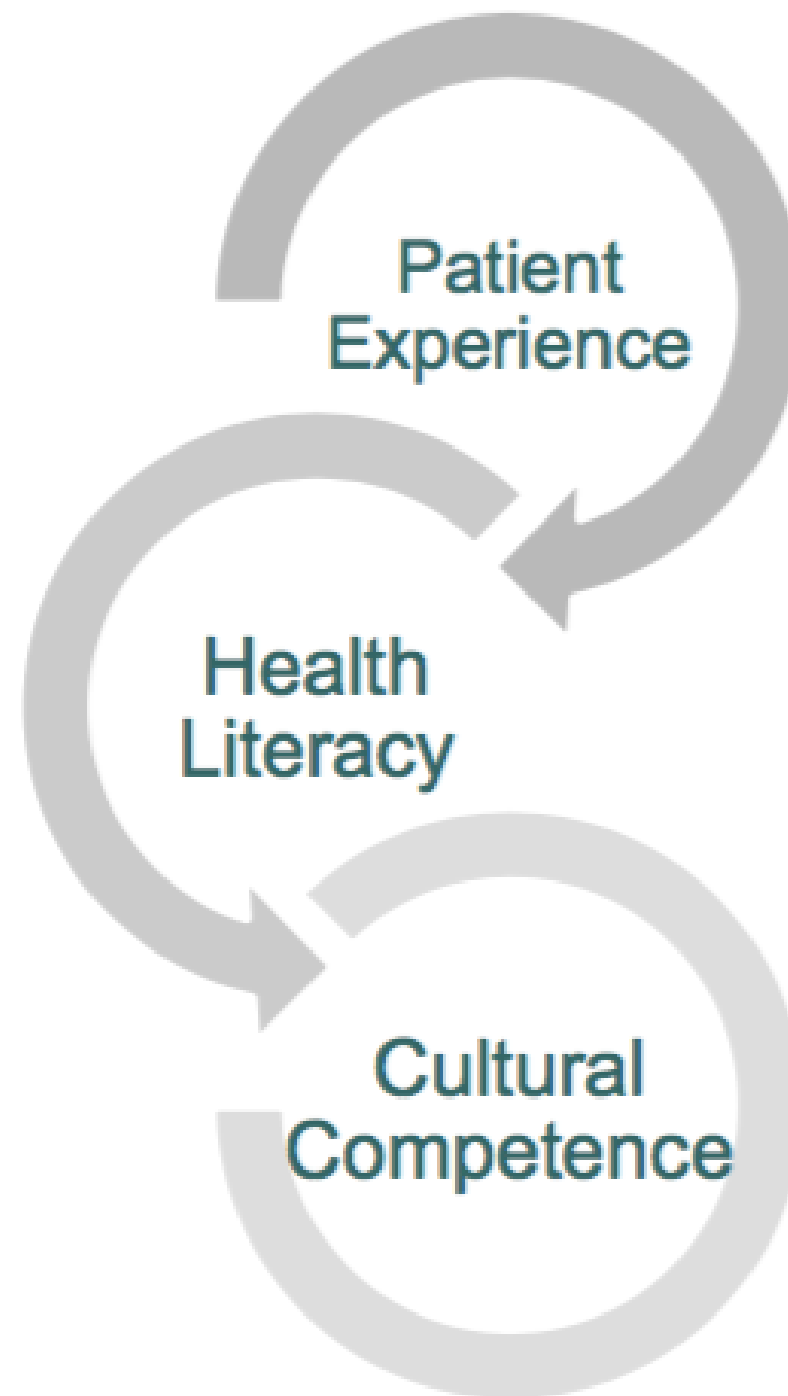
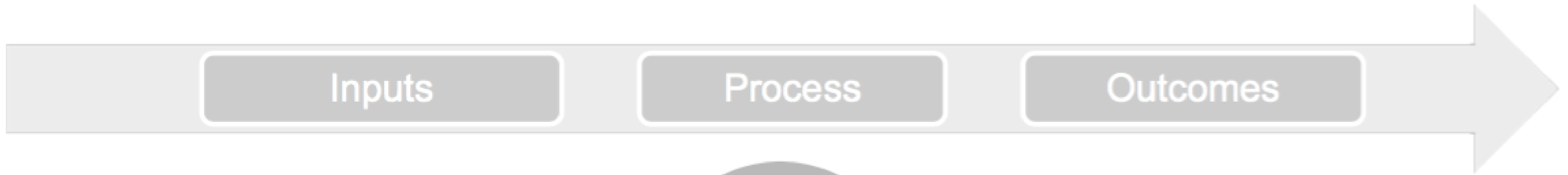


# Targeted Universalism

- Inclusive of needs of **both dominant & marginal groups**
- Pays particular attention to **situation of marginal group**
- **Rejects blanket universal** = indifferent to reality
- **Reject formal equality** = denies differences
- **Evaluate by outcome, not just intent**

—John A. Powell (2009)

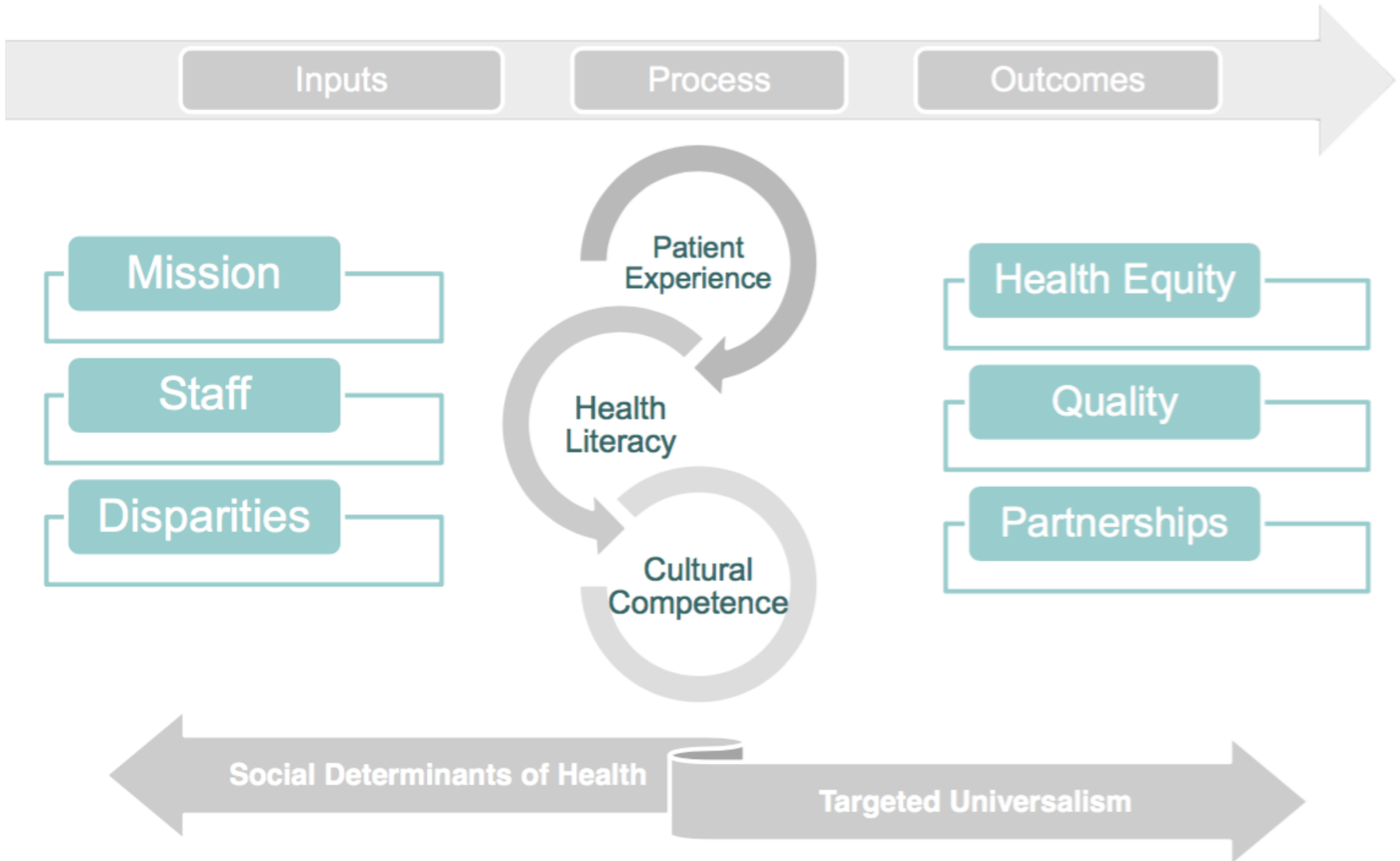




# Health Equity

**When all people** have the opportunity to attain their **full health potential** and no one is disadvantaged from achieving this potential **because of their social position or other socially determined circumstance.**

—Braveman (2003, p. 181)



# Social Determinants

## in Behavioral Health



- We need to **do better**
- Everyone should **afford** behavioral healthcare
- **Prevention** should be easy to access (depression, trauma, AODA, etc.)
- Behavioral Health **starts** in our families, school, & workplaces

- RWJF (2010)

# Building Capacity



- Establish a **Health Equity Committee** with explicit Senior Leadership support
  - **Space to identify and respond to** cultural barriers to team-based care (training, PD)
- **Select a Health Equity Framework**
  - [SolvingDisparities.org](https://solvingdisparities.org)
  - **IHI's Achieving Health Equity**
- Assessment and data

## IHI Health Equity Self-Assessment Tool for Health Care Organizations

This self-assessment tool is intended to help organizations evaluate their current focus on health equity and improvement efforts related to the five components in the health equity framework described in this white paper, *Achieving Health Equity: A Guide for Health Care Organizations*. On a scale of 1 to 5, rate your organization's current level of focus on each framework component. Components with low scores can be used to prioritize areas in which to begin or strengthen your work.

IHI Health Equity Framework Component					
Self-Assessment Scale: Level 1 to 5 ( <i>definitions noted in italics</i> )					
1. Make Health Equity a Strategic Priority					
Level 1 <i>Not strategic</i>	Level 2	Level 3	Level 4	Level 5 <i>Health equity is part of strategic planning and built into operations.</i> <i>There is a sustainable funding source for health equity work.</i>	
Is health equity a strategic priority for the organization?				Level:	1      2      3      4      5
Is leadership committed to improving equity at all levels of the organization?				Level:	1      2      3      4      5
Is there a sustainable funding source for health equity work?				Level:	1      2      3      4      5
2. Develop Structure and Processes to Support Health Equity Work					
Level 1 <i>None to support this work</i>	Level 2	Level 3	Level 4	Level 5 <i>The organization has well-organized departments and multi-stakeholder committees to support the work.</i> <i>The organization has dedicated resources specifically to support health equity work.</i>	
Is there a governance structure to support work on health equity?				Level:	1      2      3      4      5
Are there dedicated resources to support health equity work?				Level:	1      2      3      4      5



# PRAPARE

## Protocol for Responding to and Assessing Patients' Assets, Risks, and Experiences

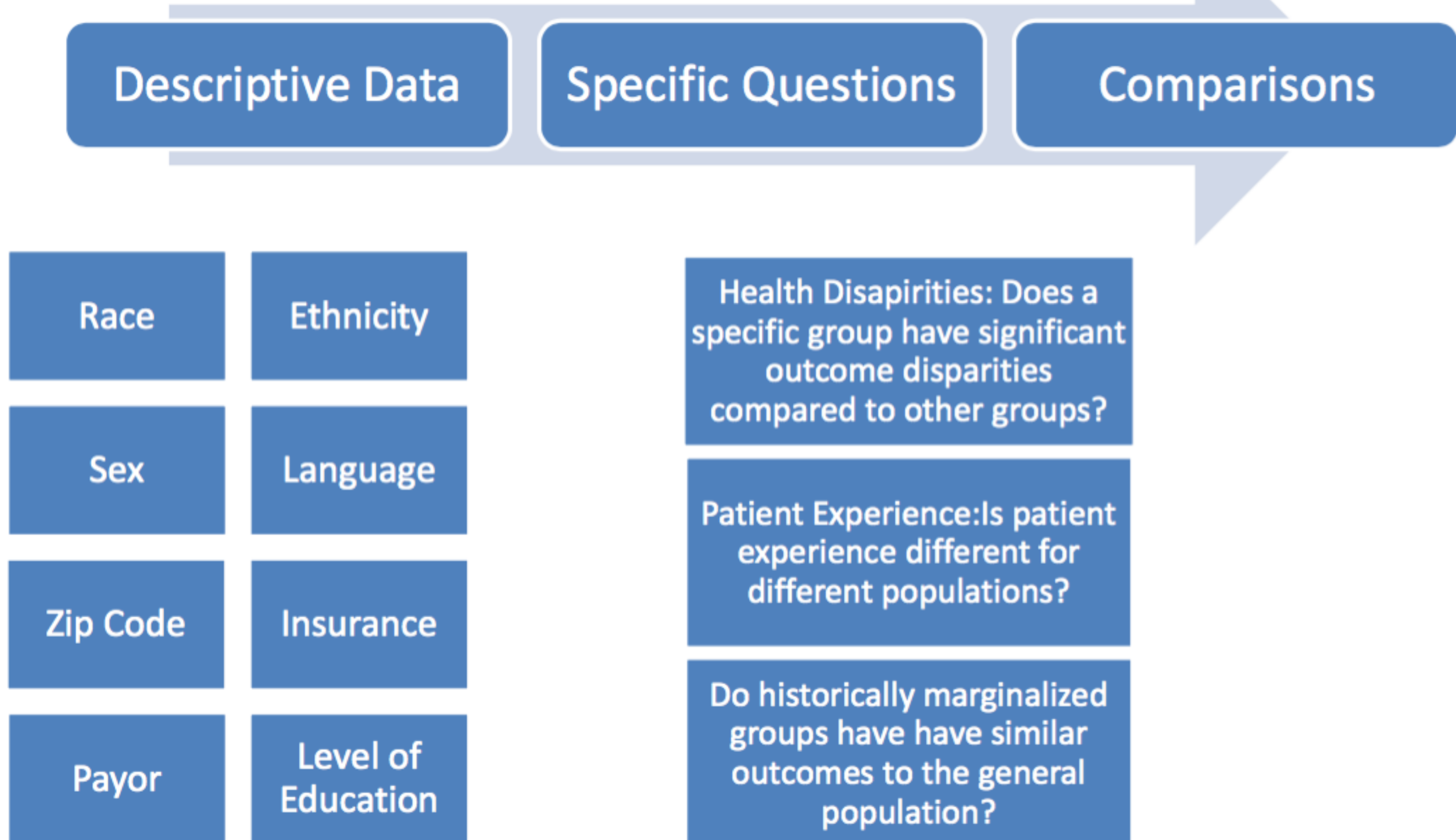
- **Housing**
- Highest level of school
- **Current work situation**
- Food security
- **Lack of transportation**
- Social and Emotional Health
  - **Social support**
  - Stress
  - **Personal safety**
  - Fear of partner

PRAPARE: Protocol for Responding to and Assessing Patient Assets, Risks, and Experiences  
Paper Version of PRAPARE for Implementation As of June 13, 2016

Personal Characteristics	
1. Are you Hispanic or Latino?	
<input type="checkbox"/> Yes	<input type="checkbox"/> No <input type="checkbox"/> I choose not to answer this question
2. Which race(s) are you? Check all that apply.	
<input type="checkbox"/> Asian	<input type="checkbox"/> Native Hawaiian
<input type="checkbox"/> Pacific Islander	<input type="checkbox"/> Black/African American
<input type="checkbox"/> White	<input type="checkbox"/> Other (please write)
<input type="checkbox"/> I choose not to answer this question	
3. At any point in the past 2 years, has season or migrant farm work been your or your family's main source of income?	
<input type="checkbox"/> Yes	<input type="checkbox"/> No <input type="checkbox"/> I choose not to answer this question
4. Have you been discharged from the armed forces of the United States?	
<input type="checkbox"/> Yes	<input type="checkbox"/> No <input type="checkbox"/> I choose not to answer this question
5. What language are you most comfortable speaking?	
<input type="checkbox"/> English	<input type="checkbox"/> Language other than English (please write)
<input type="checkbox"/> I choose not to answer this question	
Family & Home	
6. How many family members, including yourself, do you currently live with? _____	
<input type="checkbox"/> I choose not to answer this question	
7. What is your housing situation today?	
<input type="checkbox"/> I have housing	
<input type="checkbox"/> I do not have housing (staying with others, in a hotel, in a shelter, living outside on the street, on a beach, in a car, or in a park)	
<input type="checkbox"/> I choose not to answer this question	
8. Are you worried about losing your housing?	
<input type="checkbox"/> Yes	<input type="checkbox"/> No <input type="checkbox"/> I choose not to answer this question
9. What address do you live at?	
Street: _____	
City, State, Zipcode: _____	
Money & Resources	
10. What is the highest level of school that you have finished?	
<input type="checkbox"/> Less than high school degree	<input type="checkbox"/> High school diploma or GED
<input type="checkbox"/> More than high school	<input type="checkbox"/> I choose not to answer this question
11. What is your current work situation?	
<input type="checkbox"/> Unemployed	<input type="checkbox"/> Part-time or temporary work <input type="checkbox"/> Full-time work
<input type="checkbox"/> Otherwise unemployed but not seeking work (ex: student, retired, disabled, unpaid primary care giver)	
Please write: _____	
<input type="checkbox"/> I choose not to answer this question	
12. What is your main insurance?	
<input type="checkbox"/> None/uninsured	<input type="checkbox"/> Medicaid
<input type="checkbox"/> CHIP Medicaid	<input type="checkbox"/> Medicare
<input type="checkbox"/> Other public insurance (not CHIP)	<input type="checkbox"/> Other Public Insurance (CHIP)



# Leverage Data



# Multicultural Practice

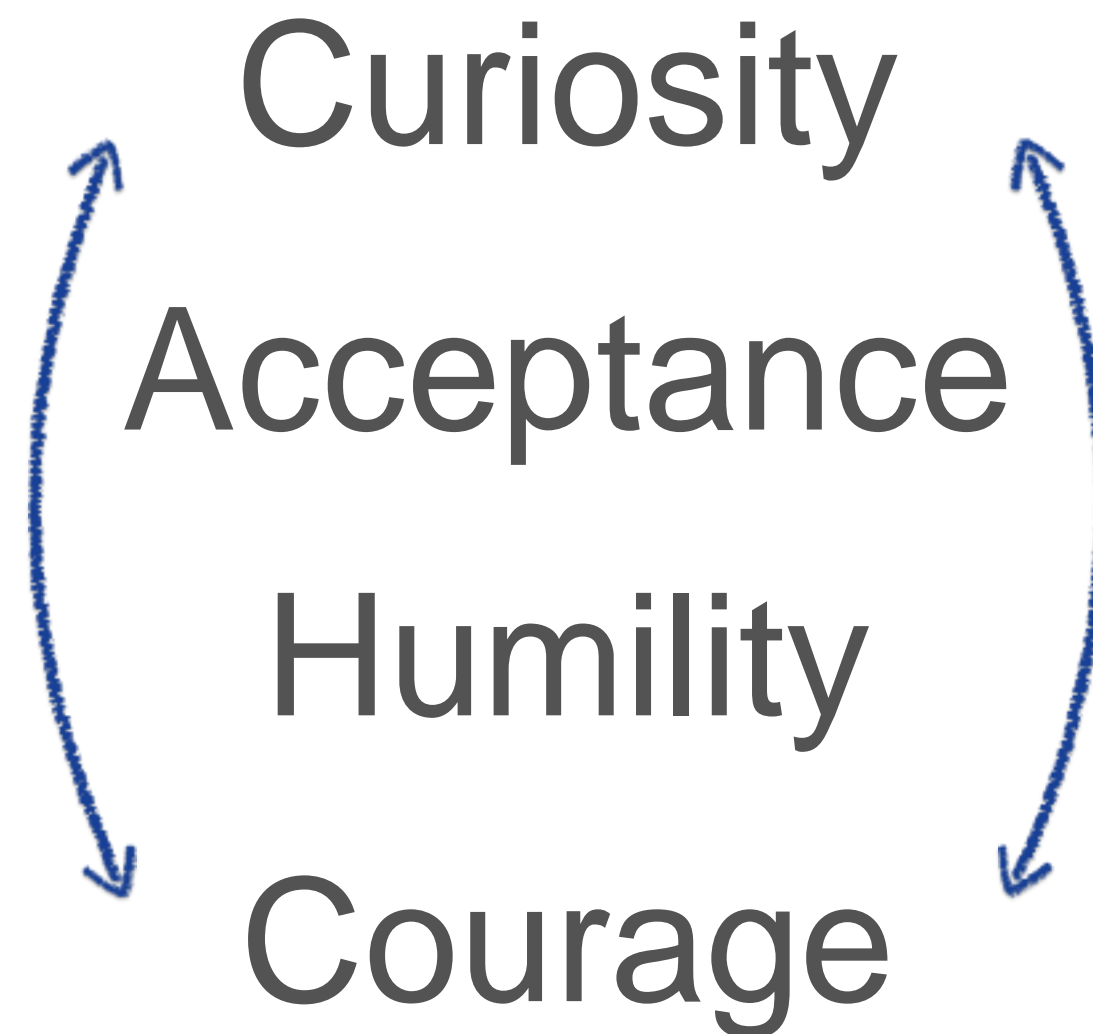
- Know Thy Cultural Self
- Cultural Knowledge
- Relational dynamics



# Cultural Strategies

- Contextual lens... **explore their situation**
  - **Stress**, Typical day, Living your situation, ‘**What is most important for you in your life?**’
- Do not underestimate the power of ‘**contextual empathy**’
- Integration of **family** and **natural supports**
- Role Flexibility: **advocacy**
- **Explore the impact of our interventions**

How do we respond to this  
cultural **complexity** in a skillful way?







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