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)
<table>
<thead>
<tr>
<th>Priority Area</th>
<th>Measure Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Asthma</td>
<td>Use of appropriate medications</td>
</tr>
<tr>
<td>Diabetes</td>
<td>Percentage of patients with most recent A1c level &gt;9.0% (poor control)</td>
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<tr>
<td>Heart disease</td>
<td>Coronary artery disease: beta blocker treatment after a heart attack</td>
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<tr>
<td>Screening</td>
<td>Breast cancer screening</td>
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<td>Colorectal cancer screening</td>
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<tr>
<td>Prenatal care</td>
<td>Prenatal screening for HIV</td>
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<td>Prenatal anti-D immune globulin</td>
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<tr>
<td>Mental health</td>
<td>Antidepressant medication management</td>
</tr>
<tr>
<td>Immunization</td>
<td>Childhood immunization status</td>
</tr>
<tr>
<td></td>
<td>Flu shots for adults aged 50 to 64</td>
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<tr>
<td>Prevention</td>
<td>Tobacco use assessment and cessation intervention</td>
</tr>
<tr>
<td>Patient experience</td>
<td>Ambulatory Consumer Assessment of Health Care Providers and Systems (ACAHPS)</td>
</tr>
</tbody>
</table>
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)
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](http://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 (definitions noted in italics)**

<table>
<thead>
<tr>
<th>1. Make Health Equity a Strategic Priority</th>
<th>Level 1</th>
<th>Level 2</th>
<th>Level 3</th>
<th>Level 4</th>
<th>Level 5</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Level 1</strong></td>
<td>Not strategic</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td><strong>Level 2</strong></td>
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<tr>
<td><strong>Level 3</strong></td>
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<tr>
<td><strong>Level 4</strong></td>
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<tr>
<td><strong>Level 5</strong></td>
<td>Health equity is part of strategic planning and built into operations. There is a sustainable funding source for health equity work.</td>
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</tbody>
</table>

- 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

<table>
<thead>
<tr>
<th>2. Develop Structure and Processes to Support Health Equity Work</th>
<th>Level 1</th>
<th>Level 2</th>
<th>Level 3</th>
<th>Level 4</th>
<th>Level 5</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Level 1</strong></td>
<td>None to support this work</td>
<td></td>
<td></td>
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<tr>
<td><strong>Level 2</strong></td>
<td></td>
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<tr>
<td><strong>Level 3</strong></td>
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</tr>
<tr>
<td><strong>Level 5</strong></td>
<td>The organization has well-organized departments and multi-stakeholder committees to support the work. The organization has dedicated resources specifically to support health equity work.</td>
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</tbody>
</table>

- 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
Leverage Data

Descriptive Data
- Race
- Sex
- Zip Code
- Payor

Ethnicity
- Language
- Insurance
- Level of Education

Specific Questions
- Health Disparities: Does a specific group have significant outcome disparities compared to other groups?
- Patient Experience: Is patient experience different for different populations?
- Do historically marginalized groups have have similar outcomes to the general population?
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?

Curiosity
Acceptance
Humility
Courage