



KC Health
COLLABORATIVE

Health Equity and Inclusion



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Overview

- Multi-stakeholder regional health improvement organization
- Founded by regional stakeholders who saw the opportunity to create a common community table to promote collaboration.

Our focus:

- Addressing issues of strategic importance to members
- Addressing challenges that no one participant could achieve on their own
- Working at the intersection of health and health care

KCHC Strategic Priorities

Building Collaboration

Health Equity

- Building shared understanding of causes and impact
- Partnering in the community to build capacity to address and act

Social Drivers of Health

- Facilitating Collaboration and Shared Learning Across Multiple Stakeholders
- Advancing a Vision for a Community-Wide Referral and Coordination System

Advancing Health Equity in Kansas City



- Engagement of organizations and leaders from across the health and health care ecosystem in a shared journey to learn and act on health equity issues in KC
- Started through the vision of Health Forward Foundation and developed in partnership between HF, KCHC, and the Institute for Healthcare Improvement
- Over 50 organizations and over 200 leaders from across the region
- CEOs each signed a letter of commitment

Our Partners



Funding Support

- Health Forward Foundation
- Sunderland Foundation
- William T. Kemper Foundation
- BioNexus KC
- GKCCF: Community Wellness Fund
- BlueKC
- Prime Health Foundation
- Hall Family Foundation
- Patterson Family Foundation
- JE Dunn Construction Company

Participating Organizations

- Advent Health
- Aetna
- BioNexus KC
- Blue KC
- Centrus Health KC
- Cerner
- Children's Mercy
- Clay County Health Department
- Community Members
- Comprehensive Mental Health
- El Centro Inc
- First Call
- Harvesters
- Health Care Collaborative
- Health Forward Foundation
- Health Partnership Clinic
- Health Team Works
- Hope Family Care Center
- Jackson County Health
- Jewish Family Services
- Johnson County Health Dept
- Johnson County Mental Health
- Kansas Birth Equity Network
- Kansas City Health Dept
- KC Cares Health Center
- KCHC Board
- KCU
- KU Hospital System
- KU Medical Center
- Lewis & Clark Information Exchange
- Liberty Hospital
- MO Hospital Association
- NBC Community Development
- Newhouse KC
- Prime Health Foundation
- ReDiscover
- Saint Luke's Hospital
- Samuel Rodgers
- Swope Health Center
- The Whole Person
- UMKC
- United Health Care
- United Way
- University Health
- University Health - Mental Health
- Uzazi Village
- Vibrant Health
- Wyandot Behavioral Health Network
- Wyandotte County Health Dept.

The HE LAN Journey

Jan-April 2022

June 2022 - June 2023

Learning Phase Calls/Webinars/Learning Sessions

- The Importance of the Work
- Health Equity in Kansas City
- Equity as an Adaptive Challenge
- Naming Racism as the Driver of Inequity

- Leadership from Within
- Leading Together
- Leading for Equity

Action Phase Teams Addressing Equity Gaps Supported by Coaches and Performance Improvement Processes

- Leading for Outcomes
- Leading for Sustainability

Participating Teams

Team Name	Project Title
Uzazi Village	Community Expert Review Board of Uzazi Village
Mission Vision Project	Physician Pipeline Project
Blue KC/KCHC/Bio Nexus	Building Infrastructure to Support Health Equity: REL Data Capacity Building and Collaboration
First Call KC	Connecting Through Community Capacity
Newhouse KC	Shattering the Barriers that Feed the Cycle of Abuse by Creating Access, Equity + Efficiencies in the Social Services System
Centrus Health of Kansas City, LLC / NFM	A Collaboration in Improving Health Outcomes: Leveraging Health Equity as a Driver to Improving Hypertension and Diabetes.
Unified Government of Wyandotte County	Building Anti-Racist Environments through Organizational and Local Government Policy Change
University Health	Utilization of eGFR equation that does not incorporate race / CKD Care
University of Kansas Health System	Primary and Obstetric Care Health Equity Action Plan – Patient Engagement/CHW Strategies
El Centro, Inc.	Ni Uno Mas (Not one more) – Equitable Access to Cancer Care
Children's Mercy Hospital	Enhancing Data & Improving Tactics to End Disparities
Saint Luke's	Health System Equity Acceleration Project: Improving Health Equity for African American Patients with Diabetes
ReDiscover	It's Not About Us, Without Us: An Examination of the Barriers to Behavioral Health Equity for Black and Latinx Adults
Swope Health	Impacting Food Insecurity: Moving Beyond the Data
KC Care Health Center	Patient Journey Map

HE LAN Goals

- Increased representation of people of color on health system, FQHC, CBHC, and payer Board of Directors and in senior leadership.
- Enhanced capability to foster anti-racism and health equity through performance and quality improvement strategies and partnerships, resulting in improved health.
- Improve capability to address health disparities and improve health equity in preventing and managing chronic disease.
- Develop capacity to integrate social care, specifically nutrition and transportation, into healthcare payment and healthcare delivery.
- Increase collection, analysis, reporting, and effective use of race, ethnicity, language (REL) data to better understand, address, and improve health equity.

What Do Health Inequities Look Like?

People of Color Experience:

- Higher rates of asthma, diabetes, hypertension, and heart disease
- Higher incidence and mortality rates from many types of cancer
- Higher rates of infant mortality (> 2 times higher than white people)
- 3-4 times more likely to die from pregnancy-related causes than white people
- Lower rates of flu vaccination or preventive health screenings
- Lower rates of health insurance coverage
- Higher rates of unmet social needs
- Different descriptions and documentation in their medical record
- Experience lower rates of testing, hospital admissions, and lower classifications of risk (e.g. identified as requiring emergency care)
- Higher rates of more invasive and inappropriate utilization

Zip Code	Life Expectancy	Pop. Minority Racial/Ethnic
64128	68.1 years	86.1%
64113	86.3 years	13.7%

Why is Addressing Health Equity Important?

3.5 Million – lost life years associated with premature deaths

\$175 Billion – economic impact of shortened life spans

\$135 Billion – total economic gain per year if health disparities removed

\$42 Billion – untapped productivity due to health disparities

\$93 Billion – excess health care costs due to health disparities

- Opportunity to decrease direct costs from overuse, underuse, and misuse
- Opportunity to decrease indirect costs due to absenteeism and productivity loss
- More equitable care is higher quality care = lower costs
- Contributes to creating a healthy workforce
- Increase attraction and retention of employees

Why is Representation and Inclusion Important? (Including Board and Senior Management Diversity)

- Diversity improves performance and outcomes
- It leads to better discussions and decision making
- Prevents “blind-spots” in planning and addressing challenges
- Ensures that leadership represents the people you serve
- Board and management diversity models for the organization the importance of representation
- It demonstrates that equity is a strategic priority
- Part of driving change from the top of the organization
- Results in better connecting organizational priorities and health equity objectives
- It distributes power, an essential element of health equity

Questions

- Have you asked your health care vendors and consultants how they are identifying and addressing inequities and disparities?
- Do you look at health care utilization and access by race within your employee population?
- Do you consider health plans cultural competencies as part of purchasing decisions?
- Do your employees have access to culturally competent providers?
- Do you know how many of your employees have unmet needs?
 - Housing
 - Economic stability
 - Personal safety
 - Food Security
 - Transportation
 - Community Safety
 - Education
- Have you considered your organization's diversity and representation and steps to address?
 - Employees, Leadership, and Board
- Have you discussed diversity goals as a leadership team?
- Have you taken steps to ensure that your recruitment, selection, and advancement policies and procedures take diversity into account?

Table Discussion

- How are your employees impacted by health inequities?
- How can you include addressing racial inequities in conversations about building a “culture of health”?
- What would it look like for your organization to make equity and inclusion a strategic priority?

THANK YOU

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