

Checklist of Resources to Help You Achieve the Goals of the #123forEquity Pledge

Building on the work of the National Call to Action to Eliminate Health Care Disparities, the #123forEquity pledge campaign focuses on three areas that are critical to identifying and addressing disparities in care. Those include increasing the collection and use of race, ethnicity and language preference data; increasing cultural competency training; and increasing diversity in governance and leadership. Below is a checklist with links to resources that can assist your hospital or health system as you begin or continue your efforts to ensure equitable care is being provided to all patients in your community. Additional resources can be found on <http://www.equityofcare.org/resources/index.shtml>.

Focus One: Increase the collection and use of race, ethnicity and language preference (REAL) data

- Ensure that REAL data collection is systematic and reliable



[Health Research & Educational Trust Disparities Toolkit](#)



[Improving Health Equity Through Data Collection AND Use: A Guide for Hospital Leaders](#)

- Use the data to stratify quality metrics



[A Framework for Stratifying Race, Ethnicity and Language Data](#)

- Identify disparities or confirm none exist



[NEW: CMS Mapping Medicare Disparities Tool](#)



[NEW: CMS Guide to Preventing Readmissions Among Racially and Ethnically Diverse Medicare Beneficiaries](#)



[Reducing Health Care Disparities: Collection and Use of Race, Ethnicity and Language Data](#)

Focus Two: Increase cultural competency training

- Make cultural competency training a part of the orientation of all employees and ensure all clinical staff receive the training



[Building a Culturally Competent Organization: The Quest for Equity in Health Care](#)

- Include training on the following competency areas: language services; family / community interactions; religious beliefs affecting health care; languages spoken by patients; diverse health beliefs held by patient populations



[Becoming a Culturally Competent Health Care Organization](#)

- Continually assess training and impact to gauge success and identify opportunities for improvement



[Eliminating Health Care Disparities: Implementing the National Call to Action Using Lessons Learned](#)

Focus Three: Increase diversity in leadership and governance

- Communicate across the organization the business imperative of having a leadership team and board reflective the communities served



[Rising Above the Noise: Making the Case for Equity in Care](#)

- Develop chief diversity officer roles to elevate diversity as a strategic priority



[The Role of the Chief Diversity Officer in Academic Health Centers](#)

- Think long term to ensure a deep pool of qualified candidates



[Best Practices for Building Leadership Diversity Programs](#)