



# ACHE - SouthEastTexasChapter

*An Independent Chapter of the American College of Healthcare Executives*

## **#123forEquity Pledge**

### **To Eliminate Health Care Disparities**

**December 8, 2016**


The American College of Healthcare Executives – SouthEastTexasChapter (ACHE-SETC), Houston, Texas, endorses the National Call to Action to Eliminate Health Care Disparities campaign: To wit,

The Board of Directors of the ACHE-SETC endorses the #123for Equity Pledge Campaign and encourages members of the Board to review within their organizations the pledge to act in making progress toward achieving the National Call to Action goals; to support the National Call to Action by promoting access to the Campaign resources and tools; encouraging Board members to participate, track and monitor progress to the realization of the goals.

Board members agree to:

1. Engage in and lead discussions of the #123forEquity Pledge Campaign.
2. Encourage ACHE lead organizations and affiliates to act to eliminate healthcare disparities.
3. Encourage ACHE affiliates to review quality measures stratified by race, ethnicity or language preferences or other sociodemographic variables (such as income, disability status, veteran status, sexual orientation and gender or other) that are important to your community's health. Quality measures to stratify could include readmissions or other core measures.
4. Engage affiliates to review data for any health disparity then design a plan to address this gap.
5. Engage providers of cultural competency training for all staff or develop a plan to ensure your staff receives cultural competency training.
6. Engage in dialogue with your governance and leadership teams on how you reflect the community you serve and what actions to take during 2017 to address any gaps.
7. Alert five colleagues to your journey and encourage them to join the journey to eliminate healthcare disparities.

**Approved this 8<sup>th</sup> Day of December, 2016  
Houston, TX**

  
**John J. Buckley, Jr., FACHE  
President, ACHE – SETC**



**American Hospital  
Association**

**#123forEquity**



**INSTITUTE FOR DIVERSITY  
in Health Management**  
An affiliate of the American Hospital Association

Take the Pledge to Act to Eliminate Health Care Disparities. Universal and rapid progress in ensuring that every patient receives the highest quality of care is essential to our efforts to meet the changing needs of our communities. As our nation makes the demographic shift toward a minority-majority balance, the need to identify and address disparities in care is increasing. So is the need to increase diversity in hospital leadership and governance. But our consensus about the need to address these issues is not currently matched by a level and pace of action that will ensure success.

That's why the American Hospital Association (AHA) is a partner in the **National Call to Action to Eliminate Health Care Disparities**, along with the American College of Healthcare Executives, America's Essential Hospitals, Association of American Medical Colleges and the Catholic Health Association of the United States.

This group is focused on making progress in three areas we believe provide the greatest opportunities for organizations to increase the equity of care they deliver:

- 1) Increase the collection and use of race, ethnicity and language preference data;
- 2) Increase cultural competency training; and
- 3) Increase diversity in leadership and governance.

**We are challenging every organizational leader to commit to the following:**

1. **TAKE THE PLEDGE** - Pledge to achieve the three areas of the Call to Action within the next 12 months.
2. **TAKE ACTION** – Implement strategies that are reflected in your strategic plan and supported by your board and leadership. Provide quarterly updates on progress to the AHA and your board in order to track progress nationally.
3. **TELL OTHERS** – Achieve the goals and be recognized. Tell your story and share your learnings with others in conference calls and other educational venues, including social media, to accelerate progress collectively.

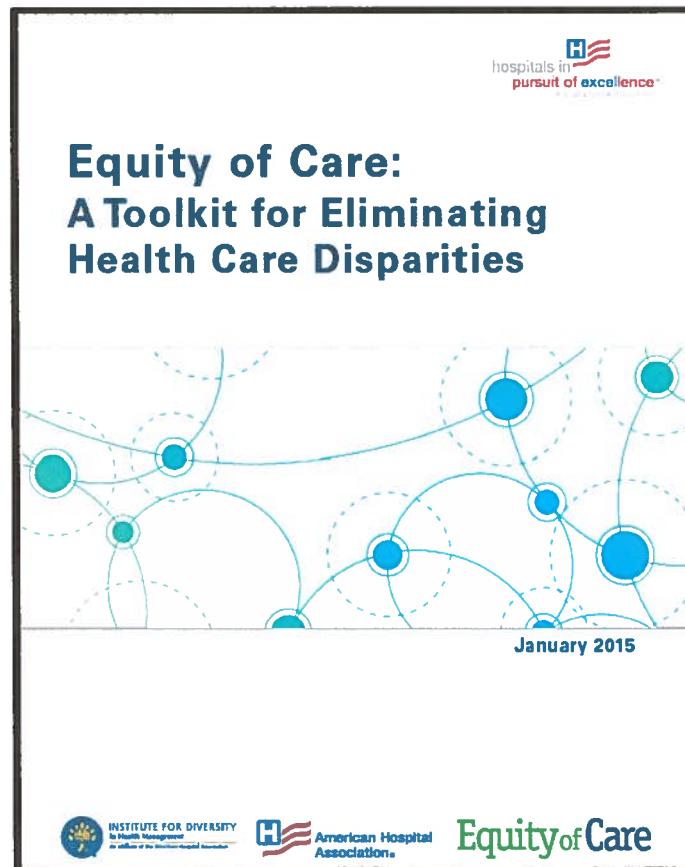
We intend to expand our national recognition system to honor organizations making progress in these areas and will feature their commitments and achievements on our website and through ongoing promotional materials.

If you have questions, please contact us at [EquityofCare@aha.org](mailto:EquityofCare@aha.org) or (312) 422-2630. Visit [EquityofCare.org](http://EquityofCare.org) to learn more.

AHA's Institute for Diversity in Health Management can help your organization reach your goals in providing equitable, culturally competent care. Visit [www.diversityconnection.org](http://www.diversityconnection.org) to learn more.

## #123forEquity Pledge Toolkit

Please view or download the Equity of Care Toolkit at:  
<http://www.hpoe.org/Reports-HPOE/equity-of-care-toolkit.pdf>



This toolkit offers a user-friendly “how-to” guide to help accelerate the elimination of health care disparities and ensure hospital leadership and governance reflect the communities they serve. Whether your organization is beginning this journey or is already deeply engrained in this work, the compendium was created in response to your many requests to gather best practices in one convenient resource.

## Additional Equity of Care Resources

Resource	Description	Address
American College of Healthcare Executives	The American College of Healthcare Executives has developed a number of initiatives to further diversity within ACHE and the health care management field.	<a href="http://www.ache.org/policy/diversity_resources.cfm">http://www.ache.org/policy/diversity_resources.cfm</a>
America's Essential Hospitals	America's Essential Hospitals initiates, advances and preserves programs and policies that help hospitals ensure access to high-quality health care for all, including the most vulnerable populations.	<a href="http://essentialhospitals.org/">http://essentialhospitals.org/</a>
American Hospital Association	The American Hospital Association offers resources, case examples and tools for hospitals to eliminate health care disparities.	<a href="http://www.aha.org/advocacy-issues/disparities/index.shtml">http://www.aha.org/advocacy-issues/disparities/index.shtml</a>
Association of American Medical Colleges	The Association of American Medical Colleges' commitment to diversity includes embracing a broader definition of "diversity" and supporting members' diversity and inclusion efforts.	<a href="https://www.aamc.org/initiatives/diversity/">https://www.aamc.org/initiatives/diversity/</a>
Catholic Health Association of the United States	The Catholic Health Association and the Catholic health care ministry are committed to the importance of diversity—both in the workforce and in meeting the needs of diverse patients—and to ending health care disparities.	<a href="http://www.chausa.org/disparities/overview">http://www.chausa.org/disparities/overview</a>
Equity of Care	Equity of Care offers free resources for the health care field, including best practices, newsletters, blogs, case studies, guides, webinars and current research in health care equity.	<a href="http://www.equityofcare.org/">http://www.equityofcare.org/</a>
Institute for Diversity in Health Management	The Institute for Diversity is committed to expanding health care leadership opportunities for ethnically, culturally and racially diverse individuals.	<a href="http://www.diversityconnection.org">www.diversityconnection.org</a>