



American Hospital
Association®

#123forEquity Pledge to Act

to Eliminate Health Care Disparities

I, _____ on behalf of
(Please print President/CEO Name)

_____, _____
(Organization/Health System Name) (City and State)

pledge my commitment toward working to achieve National Call to Action to Eliminate Health Care Disparities' goals to ensure equitable, safe care is delivered to all persons.

I pledge to take action in the following areas during the next **12 months**. Below is a suggested timeline for addressing each area, but it can be modified based on your needs and resources:

- **By the end of month one (from the date of your start)**, choose a quality measure to stratify by race, ethnicity, language preference or other sociodemographic variables (such as income, disability status, veteran status, sexual orientation and gender identity, or other) that are important to your community's health. Quality measures to stratify could include readmissions or other core measures.
- **By the end of month three**, determine if a disparity or variation in health care exists in this quality measure. If yes, design a plan to address this gap.
- **By the end of month six**, provide cultural competency training for all staff or develop a plan to ensure your staff receives cultural competency training.
- **By the end of month nine**, have a dialogue with your board and leadership team on how you reflect the community you serve, and what actions can be taken to address any gaps if the board and leadership do not reflect the community you serve.

Designated Contact:

Name: _____

Email: _____

Phone Number: _____

Pres./CEO Signature: _____ Date _____

Please scan and email this form to the AHA at EquityOfCare@aha.org or visit www.equityofcare.org/pledge to pledge online.

Take the #123for Equity Pledge to Act to Eliminate Health Care Disparities. It's not only the right thing to do, but it's also the smart thing to do. Universal and rapid progress in ensuring that every person receives the highest quality of care is essential to our efforts to meet the changing needs and expectations of our communities. As our nation becomes increasingly diverse, the need to identify and address disparities in care must be a priority in every health care setting and is essential to building healthy communities and sustainable health care organizations. It also is imperative to advance diversity in hospital leadership and governance to reflect the communities we serve. But our consensus about the need to tackle these issues is not currently matched by a level and pace of action that will *ensure equitable care for all persons in every community*.



That's why the AHA, 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, formed the **National Call to Action to Eliminate Health Care Disparities**. The AHA's #123forEquity Pledge to Act Campaign puts this national priority into action and aims to accelerate progress on these critical efforts.

This campaign is focused on making progress in three goal areas we believe provide the greatest opportunities for hospitals to improve the reliability and quality of equitable care they deliver:

- ***Increase the collection, stratification and use of race, ethnicity, language preference and other sociodemographic data*** to improve quality and safety;
- ***Increase cultural competency training*** to ensure culturally responsive care; and
- ***Increase diversity in leadership and governance*** to reflect the communities served.

For the campaign, we are challenging every hospital leader to commit to the following:

1. **TAKE THE PLEDGE** – Pledge to begin taking action to achieve the National Call to Action goals to help ensure equitable, safe care for all persons in every community.
2. **TAKE ACTION** – Implement strategies that are reflected in your strategic plan and supported by your board and leadership. Provide updates on progress to the AHA and your board in order to gauge progress, and develop tools/resources to support your work.
3. **TELL OTHERS** – Achieve the goals, be recognized and tell your story. Share your learnings with others in conference calls and other educational venues, including social media, to accelerate progress and demonstrate to the public our collective commitment.



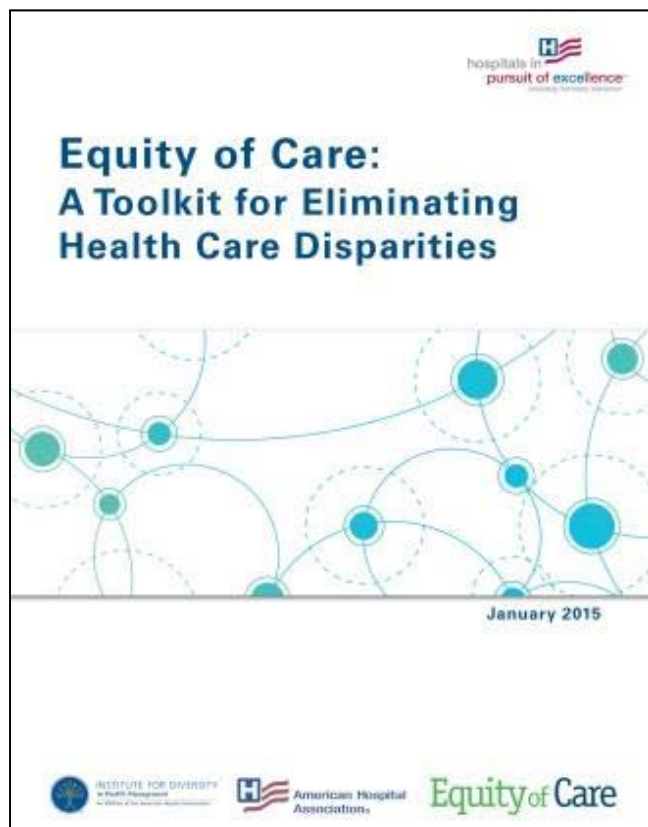
We are expanding our national recognition program to honor hospitals and health systems making progress and featuring their commitments, achievements and stories on our public website at www.equityofcare.org/award.

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

#123forEquity Tools and Resources

Please view or download these helpful resources at:

<http://www.equityofcare.org/resources>



These toolkits offer 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, these resources provide strategies and best practices to help you in this critical work.

The AHA’s Institute for Diversity in Health Management also can provide additional support to advance diversity, inclusion and equity practices. Visit www.diversityconnection.org to learn more.



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

Additional Equity of Care Resources

Resource	Description	Address
AHA's Institute for Diversity in Health Management	<p>The AHA's Institute for Diversity is committed to eliminating disparities and advancing diversity in health care.</p> <p>Resources, including best practices, newsletters, blogs, case studies, guides, webinars and current research in health equity, are available for the health care field at http://www.equityofcare.org/</p>	www.diversityconnection.org
American Hospital Association	The American Hospital Association offers resources, case examples and tools for hospitals to eliminate health care disparities.	http://www.aha.org/advocacy-issues/disparities/index.shtml
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.	http://www.ache.org/policy/diversity_resources.cfm
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.	http://essentialhospitals.org/
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.	https://www.aamc.org/initiatives/diversity/
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.	http://www.chausa.org/disparities/overview