



# #123forEquity Pledge to Act

## to Eliminate Health Care Disparities

I, \_\_\_\_\_ on behalf of

\_\_\_\_\_  
Name, Title

\_\_\_\_\_  
Organization Name

\_\_\_\_\_  
City / State

pledge my commitment toward the achievement of the Call to Action goals, as outlined below.

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

- **By the end of month one (from the date of your start)**, choose a quality measure to stratify by race, ethnicity or language preference 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.
- **By the end of month three**, determine if a health care disparity 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.

**Contact:** \_\_\_\_\_

**Email:** \_\_\_\_\_

**Phone Number:** \_\_\_\_\_

**Date:** \_\_\_\_\_

Please scan and email this form to the AHA at [EquityOfCare@aha.org](mailto:EquityOfCare@aha.org) or visit [www.equityofcare.org/pledge](http://www.equityofcare.org/pledge) to pledge online.

# #123forEquity Pledge Toolkit

The AHA’s strategic initiative to eliminate health care disparities and promote diversity has public goals with milestones associated with the Call to Action. The following chart shows our progress and goals for each of these goals.

Goals and Milestones	Collect and Use of REAL Data	Cultural Competency Training	Increase Diversity
2011 (Baseline)	18%	81%	Governance 14% Leadership 11%
2013 (Progress Data)	19.4%	86.4%	Governance 14% Leadership 12%
2015 (Goal)	25%	90%	Governance 16% Leadership 13%
2017 (Goal)	50%	95%	Governance 18% Leadership 15%
2020 (Goal)	75%	100%	Governance 20% Leadership 17%

## Our Request of You

To reach our goals, we ask you to complete the following tasks by the assigned date. Your success, although individual, will showcase what can be achieved in a short timeframe. As a leader, your work will be modeled by others to help move the field forward toward its goals.

1. **Sign the Pledge to Act** to Eliminate Health Care Disparities
2. **By the end of month one (from the date of your start)**, choose a quality measure to stratify by race, ethnicity or language preference 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.
3. **By the end of month three**, determine if a health care disparity exists. If it does, design a plan to address this gap.
4. **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.
5. **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 by 2016 to address any gaps.
6. After you achieve the Call to Action goals, call five colleagues in the field to share your journey and enlist them in this effort.



**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 hospitals to increase the equity of the 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 hospital 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.

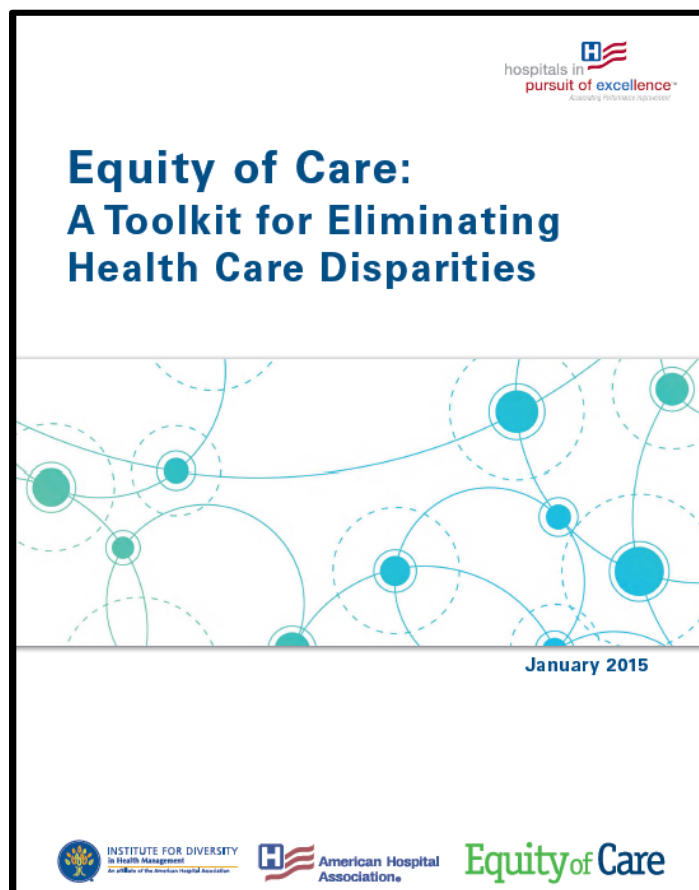
We intend to expand our national recognition system to honor hospitals and health systems making progress in these areas and will feature their commitments and achievements on our website and through ongoing promotional materials.

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>