

## Domain: Our Organization

### Metric 4: Leadership Practices to Advance Racial Equity

#### Focus Area: Racial Equity Inclusion in Strategic Plan

##### *Leading Practice Standard*

Healthcare organizations should include racial equity in their strategic plans to ensure that all patients, regardless of race or ethnicity, receive fair and equitable care. Racial disparities in healthcare outcomes are a significant public health concern, with minority populations often facing higher rates of chronic diseases, reduced access to quality care, and poorer health outcomes.

By making racial equity a strategic priority, healthcare organizations can proactively work to address and reduce these systemic inequities. This approach not only enhances the health and well-being of marginalized communities but also bolsters the organization's overall effectiveness and reputation. Furthermore, emphasizing racial equity cultivates a culture of inclusivity and respect, which is essential for attracting and retaining a diverse workforce, fostering innovation, and effectively serving an increasingly diverse patient population. Strategic plans should use the following strategies:

1. **Set Clear Equity Goals and Objectives:** Define specific, measurable goals related to racial equity within the strategic plan. This could include reducing disparities in health outcomes, increasing access to care for underserved populations, or improving patient satisfaction among diverse groups.
2. **Integrate Equity into Decision-Making Processes:** Ensure that racial equity considerations are embedded in all decision-making processes, from resource allocation to policy development. Establish a diverse advisory board or equity committee to provide guidance and oversight.
3. **Allocate Resources for Equity Initiatives:** Dedicate funding and resources to support equity-focused programs and interventions. This might involve investing in community health programs, cultural competency training, or infrastructure improvements in underserved areas.
4. **Develop and Implement Equity-focused Training:** Provide ongoing education and training for staff at all levels on topics related to racial equity, implicit bias, and culturally competent care. This helps build a shared understanding and commitment to equity across the organization.
5. **Monitor, Evaluate, and Report on Equity Progress:** Establish metrics to regularly monitor and evaluate progress toward equity goals. Use data to assess the effectiveness of interventions, identify areas for improvement, and transparently report progress to stakeholders, including patients and the community.

##### *Example*

UChicago prioritizes racial health equity in its patient population and community through several approaches. First, our new Mission states that “we collaborate on life-changing advancements that create meaningful results for our community and the world, including a greater more equitable future for all.” Additionally, our core value of “equity” calls for us to “identify systemic issues and foster change to drive a more equitable environment” inclusive of our diverse patient population and community. To achieve our

mission, we are guided by an enterprise-wide Equity Plan 2025 with four overarching domains of Workforce, Climate, Healthcare and Community. To operationalize equity, our Fiscal Year 2024 Annual Operating Plan has a targeted outcome to “empower staff and providers to use available data to improve equitable outcomes for the communities we serve across the care continuum”. Finally, our collaboration with safety-net hospitals, Federally Qualified Health Centers, and another health system to measurably transform care across the Southside healthcare ecosystem is evidence of our efforts to strategically address the legacy of racism and advance racial health equity through ongoing patient and community engagement. Please review our new [Mission, Vision and Values](#) (MVV) and an a 1-pager of the MVVs that set the tone for equity work at UChicago Medicine.

If you are interested in learning more about embedding racial equity in a strategic plan, please contact James S. Williams Jr., Vice President, Diversity, Equity and Inclusion in the Urban Health Initiative at UChicago Medicine at [James.Williams@UChicagoMedicine.org](mailto:James.Williams@UChicagoMedicine.org) or 773-702-2758.

## Resources

1. [LA County RACIAL EQUITY STRATEGIC PLAN](#): Los Angeles County's Racial Equity Strategic Plan outlines a comprehensive approach to address systemic racial disparities through a ten-year framework. The plan includes specific goals, such as improving education, employment, and health outcomes, while emphasizing data-driven accountability and collaboration with various stakeholders to ensure every resident can thrive regardless of race.
2. [Racial Equity Toolkit An Opportunity to Operationalize Equity](#): This document outlines a framework for advancing racial equity in government policies and practices, emphasizing the importance of data-driven decision-making, community engagement, and sustained leadership commitment. It provides strategies for creating more inclusive and equitable outcomes across various sectors, including education, housing, and criminal justice.
3. [Racial Health Equity and Anti-Racist Action Plans](#): Resources on how organizations can develop actionable strategies to advance racial equity, emphasizing the importance of aligning actions with core values, engaging stakeholders, and setting measurable goals to create meaningful and sustainable change.
4. [Racial and Health Equity: Concrete STEPS for Health Systems](#): The AMA's “Advancing Health Equity: A Guide to Language, Narrative, and Concepts” provides healthcare professionals with tools to effectively communicate about health equity, addressing the impact of language and narrative in shaping perceptions and outcomes. It offers practical guidance on using inclusive language, understanding social determinants of health, and fostering a more equitable healthcare environment.
5. [How Advancing Racial Equity Can Create Business Value](#): This article discusses how advancing racial equity within healthcare organizations can generate significant business value by improving patient outcomes, enhancing employee satisfaction, and fostering innovation. It highlights that equity-focused strategies lead to better resource allocation, increased patient trust, and stronger financial performance, making it both an ethical and economic imperative.