



INNOVATIONS TO ADVANCE HEALTH EQUITY

Impact4Health, LLC, (I4H) has been named by the American Hospital Association as one of three consulting firms serving as an Equity Transformation Partner (ETP). We dedicate our talents, time, and passion to advising healthcare organizations to develop real solutions that reduce health inequities and create inclusive workplace cultures – leading to better support for the communities served.

AHA’s Institute for Diversity and Health Equity (IFDHE) created the [Health Equity Road Map](#). I4H has offered technical assistance to the program’s early adopters who are building health equity best practices into their operational and strategic plans. Through these interactions, we see challenges organizations are experiencing, such as limited resources, strong financial headwinds, overburdening the individuals committed to this work, difficulty coordinating initiatives due to competing priorities, and leaders uncertain of their best next step. To catalyze an organization’s health equity playbook, we coach and train teams at all levels, stand up governance, research health inequities, develop strategies, and support program implementation.

Our primary intention is that clients integrate key best practices to improve health outcomes while achieving national health equity requirements. We designed these services to meet our clients where they are – and move the journey forward! The following table provides a menu of options available to support your completion of the Health Equity Roadmap. To discuss what might work best for you, please email [Maria Hernandez, PhD](mailto:maria@impact4health.com), maria@impact4health.com, and [Stephanie Hillman, MNPL](mailto:stephanie@impact4health.com), stephanie@impact4health.com and we will set up a time to discuss what best suits you and your organization.

AHA IFDHE’s Health Equity Guidance

Health Equity Transformation Assessments (HETAs) & Transformation Action Plans (TAPs)

Goal is to proceed to next performance position

Exploring

Exploring the values and resources needed to publicly commit to embarking upon a journey toward health equity.

Committing

Committing the resources to listen, learn, train and implement policies and practices that establish equity as the standard practice.

Immersing

Immersing the leadership and system into accountability for implementing policies, procedures and cultural structures that support diversity, equity and inclusion.

Affirming

Affirming a just, equitable system culture with continuous equity self-assessments of policies and practices that remove structural barriers to equity.

Transforming

Transforming beyond the system toward supporting a sustainable and equitable ecosystem of health care within the community.

TAPs: standard process to define and implement strategies on the indicators that progress throughout the phases

Completed HETAs provide a Profile report to show where an organization is for each lever

Levers	Exploring	Committing	Immersing	Affirming	Transforming
Equitable and Inclusive Organizational Policies Applying a DEI lens to organizational policies and supporting an equitable and inclusive climate and culture.	Overall: [Progress bar]				
	Climate and Culture: [Progress bar]				
	Diverse and representative workforce: [Progress bar]				
	Inclusive, local sourcing: [Progress bar]				
Culturally Appropriate Patient Care Practicing cultural humility and activities that improve culturally appropriate care such as language access and health literacy.	Overall: [Progress bar]				
	Diversity, Equity and Inclusion (DEI) Support for: [Progress bar]				
	Patient Support: [Progress bar]				
	Training: [Progress bar]				

TA Partners: identify barriers, options to overcome, share w/in cohort

	Activities	Results	Investment
Get Started <i>an overview of the AHA Health Equity Roadmap</i>	<ul style="list-style-type: none"> Introduce AHA’s Health Equity Road Map, HETA (health equity transformation assessment) & TAPs (transformation action plan) Facilitate completion of the HETA or a single TAP Coach responsible individuals Review, provide feedback on drafts, and work with team to finalize 	Your organization will submit a HETA or one TAP to AHA. AHA will then provide a report that places you on the health equity continuum and provides guidance around which areas need attention to further your health equity journey.	\$7,500 per HETA or TAP 1 Consultant
Engage Your Leadership <i>establish a health equity, diversity, inclusion, council</i>	<ul style="list-style-type: none"> Initiate a Health Equity Diversity & Inclusion (HEDI) Council with charter, staffing, and orientation Define roles and responsibilities, educate members Identify tools and processes for council and activate 	A HEDI council/governing body is started and poised to support implementing the health equity road map and decision making necessary to drive transformational change across the organization.	\$25,000 2 Consultants
Make an Operational Plan <i>kick-start a short-term plan to integrate equity and inclusion</i>	<ul style="list-style-type: none"> Review HETA results vis-a-vis regulatory requirements standards (TJC, CMS, CLAS) Engage leaders responsible for targeted regulatory requirements Scope initial compliance plans and a roadmap for implementation 	An operational plan is developed based on HETA results and integrates TAP best practices in order to meet regulatory health equity requirements.	\$25,000 for 1 lever and its related TAP 2 Consultants
Conduct Assessment and Create a Strategic Plan <i>advance health equity and address national health equity requirements</i>	<ul style="list-style-type: none"> Assess current state of four best practices that support national standards for health equity Formulate future state with milestones, SMARTER goals, and accountability Engage team with responsibility for these areas to co-design report 	A health equity strategic plan is created to address key regulatory requirements. AHA TAPs related to this topic are completed based on the assessment.	\$75,000-90,000 2 Consultants
Conduct Assessment, Create a Strategic Plan, and Build Sustainability <i>advance health equity, address national health equity requirements, educate and coach internal leaders</i>	<ul style="list-style-type: none"> Assess current state of four best practices that support national priorities for health equity Formulate future state with milestones, SMARTER goals, and accountability Engage team with responsibility for these areas and co-design outcomes along the continuum from assessment to reporting and plan building 	A health equity strategic plan is created to address key regulatory requirements. AHA TAPs related to this topic are completed based on the assessment. An internal team develops the skills and ability to conduct future assessments independent of consultants.	\$90,000-105,000 2 Consultants Note: This service builds internal capacity of team to conduct assessments