

## APG Health Equity & Social Justice Workgroups

### 1. Internal Staff:

- a. Training/education of providers and medical staff
  - Cultural competence
  - Content and frequency
  - Clinical factors (e.g. diagnosis, treatment)
- b. Hiring & retention
- c. Leading for equity
  - Planning process
  - Culture development
  - Psychological Safety for BIPOC
- d. Inclusive policies and practices

### 2. Health Studies, Clinical Trials and Policy

- Data (REaL = race, ethnicity, and Language) collection
- Creating real world studies to improve health outcomes in diverse populations
- Diversity in clinical trials and health studies: options to connect people with studies
- Informed consent for research in vulnerable populations
- Decentralized and virtual clinical trials and health studies to improve access for underrepresented populations
- Regulatory, policy advocacy (e.g. promoting policies that allow for equitable delivery and access of health services)

### 3. Patient Care

- a. SDOH
- b. Patient experience
  - Survey implications
  - Outreach
  - Mobile options for screening and care
  - Home visits
- c. Clinical factors:
  - Star and other quality measures. How to move the needle with diverse populations
  - Diabetes and diversity. Treatment considerations (can do this with any medical condition)
  - Overcoming mental health obstacles (e.g. diagnosis, treatment) in minority groups
  - Data (REaL = race, ethnicity, and Language) collection

### 4. External Partners

- a) Community partnerships
  - Support and advocacy groups
  - Churches
  - Schools
  - Senior Centers
- b) Supplier Diversity (e.g. targeting women- and minority-owned suppliers) - could maybe be folded under community partnerships