

The Roadmap to Reduce Disparities

A GUIDE FOR HEALTH CARE ORGANIZATIONS

From
Finding Answers:
Disparities Research for Change



STEP 6 **Start small.** Small changes help build momentum. Look for low-hanging fruit.

Measure change. You'll need evidence that you have made a difference. Create a timeline for evaluation and measurement.

Be adaptable. Strike a balance between adhering to your plan and adapting it as needed. Equity improvement is a continuous process.



STEP 1

Equity is intrinsic to quality improvement. Even when access to care is equal, racial and ethnic minority patients tend to receive lower-quality care than Whites. Even when health outcomes improve across the entire patient population, disparities between racial/ethnic groups can remain or even worsen.



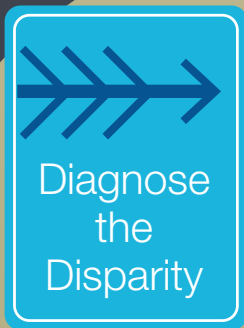
STEP 2

It's not enough for people to know that disparities are a problem; they need to recognize that disparities exist among their own patients and take responsibility for addressing those disparities. That's the beginning of all equity work.



STEP 4

Designing an equity program requires creativity and innovation. It means linking what you have learned in a root cause analysis to your institutional resources. There is no single right answer!



STEP 3

It's important to understand why disparities exist and determine which causes of disparities can be tackled. Consider the issues relevant to your patient population that might contribute to differences in care and outcomes. Assemble a team that includes patients, institutional leaders and frontline staff to conduct a root-cause analysis. Also make sure to recognize and support equity champions in your organization.



STEP 5

Buy-in is a commitment demonstrated through action. You are more likely to succeed if you have the concrete support of all stakeholders. Be specific in what you ask and walk away with a pledge.

The Roadmap's six-step framework helps integrate reducing disparities into all health care quality improvement efforts. It is designed to be flexible: organizations can get on the road where they need to. Its goal is to support a thoughtful and comprehensive approach to achieving equity, even though the causes of disparities may vary across regions or patient populations.

The Roadmap draws upon lessons learned from *Finding Answers'* 33 grantee projects and 11 systematic reviews of the disparities-reduction literature.

www.solvingdisparities.org



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