Diversity, Equity, & Inclusion Roundtable

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CMS Office of Minority Health: Working to Achieve Health Equity

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Presentation Overview

• OMH Overview
• Executive Orders
• CMS Resources and Programs
CMS OMH
Overview
HHS Offices of Minority Health

When the Affordable Care Act was introduced, it called for the establishment of six offices of minority health within HHS agencies, including the CMS Office of Minority Health.

These offices joined forces with the HHS Office of Minority Health and the National Institute on Minority Health and Health Disparities to lead and coordinate activities that improve the health of minority populations.

More information at: https://www.minorityhealth.hhs.gov/
CMS Office of Minority Health

Mission
CMS OMH will lead the advancement and integration of health equity in the development, evaluation, and implementation of CMS' policies, programs, and partnerships.

Vision
All those served by CMS have achieved their highest level of health and well-being, and we have eliminated disparities in health care quality and access.
CMS Office of Minority Health

CMS OMH serves as the principal advisor to the Administrator and coordinator/integrator for all minority health issues at CMS.

- Leads the development of an Agency-wide data collection infrastructure for minority health activities and initiatives, and monitors the impact of Agency programs.
- Participates in the formulation of CMS goals, policies, legislative proposals, priorities and strategies as they affect all involved in or concerned with the delivery of culturally and linguistically-appropriate, quality health services to minorities and disadvantaged populations.
- Provides leadership, vision and direction related to improving minority health and eliminating health disparities.
- Consults with HHS Operating Divisions and other public and private sector agencies and organizations to collaborate in addressing health equity.
- Drives and coordinates the implementation of health equity related Executive Orders (25 since January 20, 2021) for CMS.
Focus Populations

CMS OMH serves as the principal advisor to the agency on the needs of all minority populations, including:

- Racial and ethnic minorities
- People with disabilities
- Members of the lesbian, gay, bisexual, transgender, and queer community (LGBTQ+)
- Individuals with limited English proficiency
- Rural populations
- Persons otherwise adversely affected by persistent poverty or inequality
CMS FY2022 Strategic Plan Framework

Vision
CMS serves the public as a trusted partner and steward, dedicated to advancing health equity, expanding coverage, and improving health outcomes

Pillars

Advance health equity by addressing the health disparities that underlie our health system

Build on the Affordable Care Act and expand access to quality, affordable health coverage and care

Engage our partners and the communities we serve throughout the policymaking and implementation process

Drive innovation to tackle our health system challenges and promote high-value, person-centered care

Protect our programs’ sustainability for future generations by serving as a responsible steward of public funds

Foster a positive and inclusive workplace and workforce, and promote excellence in all aspects of CMS’s operations
Health Equity

Healthy People 2030 defines health equity as “the attainment of the highest level of health for all people. Achieving health equity requires valuing everyone equally with focused and ongoing societal efforts to address avoidable inequalities, historical and contemporary injustices, and the elimination of health and health care disparities.”
Health Disparity

Healthy People 2030 defines a health disparity as “a particular type of health difference that is **closely linked with social, economic, and/or environmental disadvantage**. Health disparities adversely affect groups of people who have **systematically experienced greater obstacles to health** based on their racial or ethnic group; religion; socioeconomic status; gender; age; mental health; cognitive, sensory, or physical disability; sexual orientation or gender identity; geographic location; or other characteristics historically linked to discrimination or exclusion.”
Equity vs. Equality

• **Health equity** means the attainment of the highest level of health for all people.

• Certain population-level factors, called **social determinants of health (SDOH)** can sometimes underlie health disparities.
  — Of note, SDOH are not the only factors that establish or maintain health inequities, e.g. Black women with college degrees have worse maternal health outcomes than White women without a high school degree.

• While equality offers the same opportunities, equity ensures **fairness**.

Source: rwjf.org/en/library/infographics/visualizing-health-equity.html#download

1 https://www.cdc.gov/minorityhealth/publications/health_equity/index.html
Two-Way, Ongoing Stakeholder Engagement

CMS Office of Minority Health seeks to maintain contact with stakeholders to focus on their issues of concern, challenges, and feedback for CMS.

- Data Collection
- Truly accessible and competent information and resources
- Bidirectional communication and continued engagement
Executive Orders
Executive Order 13985

Executive Order 13985: Advancing Racial Equity and Support for Underserved Communities Through the Federal Government

- Systematic approach to redress inequities in federal policies and programs that serve as barriers to equal opportunity.
- Embedding of fairness in the decision-making processes within executive departments and agencies of the federal government.
- Comprehensive approach to advancing equity for people who are underserved such as:
  - Those adversely affected by persistent poverty and inequality,
  - The tribal community,
  - People of color, and
  - Otherwise groups that have historically been marginalized.
Executive Order 13995

Executive Order 13995: Ensuring an Equitable Pandemic Response and Recovery

• Addresses the disproportionate impact that the COVID-19 pandemic has had on communities of color and other populations that are medically underserved

• CMS OMH’s ongoing efforts to help ensure an equitable response and recovery:
  — COVID-19 listening sessions and webpage with tailored educational resources
  — C2C COVID-19 Resources
  — Support for data collection and outreach

• CMS OMH’s potential opportunities for equity:
  — Opportunity for CMS OMH to provide support and assistance to lead agencies
  — Consideration of supports to expand the implementation of directive to vulnerable communities disproportionately impacted by COVID-19
  — Opportunity to identify populations involved in COVID-19 quality improvement initiatives
  — Opportunity for CMS program leads’ involvement in HHS COVID-19 Health Equity Task Force
CMS Resources and Programs
CMS Health Equity Technical Assistance Program

CMS Health Equity TA program supports quality improvement partners, providers, and other CMS stakeholders by offering:

- Personalized coaching and resources
- Guidance on data collection and analysis
- Assistance to develop a language access plan and disparities impact statement
- Resources on culturally and linguistically tailored care and communication
- Training and resources to help embed health equity in stakeholder’s strategic planning:
  - Guide to Developing a Language Access Plan
  - Guide to Implementing the National CLAS Standards

HealthEquityTA@cms.hhs.gov
The Disparities Impact Statement is a tool that can be used by healthcare stakeholders as well as CMS components to promote equity.

The tool is used to:

• Identify health disparities and priority populations;
• Evaluate impacts of a policy or program on disparities and integrate equity solutions across programs;
• Create an action plan on how to implement sustainable actions and evaluate progress to achieve health equity.

Coverage to Care (C2C)

C2C aims to help individuals understand their health coverage and connect to primary care and the preventive services that are right for them, so they can live a long and healthy life.

Resources Include:

- Roadmap to Better Care and a Healthier You
- Roadmap to Behavioral Health
- COVID-19 Resources
- Prevention Resources
- Telehealth Resources
- 5 Ways to Make the Most of Your Health Coverage
- Manage Your Health Care Costs
- Enrollment Toolkit
- Partner Toolkit and Community Presentation

For more information: go.cms.gov/c2c
Data Analysis: Mapping Medicare Disparities (MMD) Tool

- Launched in March 2016 by CMS OMH
- Interactive map that allows users to identify areas of disparities between subgroups of Medicare beneficiaries (e.g., racial and ethnic groups), chronic disease prevalence, health outcomes, spending, and utilization.
- User friendly and visually appealing
- Medicare Fee-for-Service (FFS) data, recently updated with 2019 data
- Downloadable data and maps
- Includes disability data
- Available in Spanish
- Population View and Hospital View

Available at: https://www.cms.gov/About-CMS/Agency-Information/OMH/OMH-Mapping-Medicare-Disparities
Resources for People with Disabilities

Share Getting the Care You Need: A Guide for People with Disabilities which includes resources that educate on civil rights protections and how to file a complaint and prepare for medical appointment. The guide is also available in

- Arabic,
- Chinese,
- Haitian Creole,
- Korean,
- Russian,
- Spanish,
- Vietnamese,
- and Braille.
Video Vignettes

• Watch our video, Navigating Health Care with a Disability: Our Stories, a Focus on People with Disabilities, to see testimonials from people with disabilities describe their experience accessing health care.

• View the Navigating Health Care with a Disability: Our Stories, a Focus on the Provider video to learn how health care organizations and providers can improve accessibility and care for people with disabilities.
More Accessibility Resources

• Visit go.cms.gov/omh disabilities to learn how CMS OMH is helping to ensure that people with disabilities receive equal access to quality health care information and services. Resources include:

  • Improving Communication Access for Individuals who are Blind or have Low Vision
  • Improving Communication Access for Individuals who are Deaf or Hard of Hearing
  • Modernizing Health Care to Improve Physical Accessibility: Resources Inventory,
  • Data to Improve Health Care for People with Disabilities
  • Read more: https://www.cms.gov/About-CMS/Agency-Information/OMH/equity-initiatives/health-observances
Connect with CMS OMH

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OMH@cms.hhs.gov

Visit Our Website
go.cms.gov/omh

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bit.ly/CMSOMH

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