

Disparities Impact Statement



This tool can be used by all health care stakeholders to achieve health equity for racial and ethnic minorities, people with disabilities, sexual and gender minorities, individuals with limited English proficiency, and rural populations.

This worksheet has 5 steps:

- 1** Identify health disparities and priority populations
- 2** Define your goals
- 3** Establish your organization's health equity strategy
- 4** Determine what your organization needs to implement its strategy
- 5** Monitor and evaluate your progress

Health disparities—differences in health outcomes closely linked with social, economic, and environmental disadvantage—are often driven by the social conditions in which individuals live, learn, work, and play.



STEP 1:

Identify health disparities and priority populations

Use available data sources to help you identify and prioritize which population(s) and health disparities you want to address.

Stratifying measures and health outcomes by race and ethnicity can help you get started.



What data can you use to identify health disparities and/or your priority population(s)?

What population(s) will you prioritize?

What health disparities do you want to address?

STEP 2:

Define your goals

Using the information from **STEP 1**, set out what you aim to do, by when, and with whom.

For example:

Implement a **Language Access Plan** for patients with limited English proficiency.

- Develop a high quality language access plan in Year 1 (short-term goal).
- Train 90% of staff on the language access plan in Year 2 (long-term goal).



What do you want to improve or accomplish?

Short-term goal:

Long-term goal:

STEP 3:

Establish your organization's health equity strategy

List out the actions needed to achieve your **STEP 2** improvement goals.

What specific actions are needed to achieve your organization's goals?

Actions to reach the short-term goal:

Actions to reach the long-term goal:

STEP 4:

Determine what your organization needs to implement its health equity strategy

Identify the policy changes and resources needed to achieve your strategy from **STEP 3**. For example, more staff, leadership support, changes to policies, or investment in technology.

Stakeholder Engagement Plan

Important: Develop a roadmap for how your team will engage and collaborate with internal and external partners.



What policy changes and resources are needed to achieve your organization's goals?

Resources you already have (assets):

Resources and/or policy changes you still need (deficits):

STEP 5:

Monitor and evaluate your progress

Establish what you will measure and agree on a plan to track progress.

Set your baseline: measure before you take action.



What measures can you use to track progress?

Visit the CMS Measures Inventory for ideas.

Who is responsible for the evaluation and how frequently will they provide updates?

Next: Complete the Action Plan to develop and implement a Disparities Action Statement.

ACTION PLAN

Fill out one for each improvement goal. Health Equity Technical Assistance is available for stakeholders completing the Disparities Impact Statement. Contact HealthEquityTA@cms.hhs.gov.

Health Equity Champion:

Executive Sponsor:

Date:

Improvement Goal

What health disparity are you addressing and who is (are) your priority population(s)?

Health Disparity:

Priority Populations(s):

Goals	Action Steps	Resources & Key Stakeholders	Metrics	Measurable Outcomes/Impact
List out your short-term and long-term goals from Step 2. Add rows as needed.	List the action steps needed to achieve your goals.	List the resources needed to accomplish action steps, including key staff or stakeholders from the Stakeholder Engagement Plan.	What will you monitor? What data will you use to track progress and how often?	Consider the longer term outcomes: how will you evaluate the impact and sustainability of your actions?
Short-Term Goal				
Long-Term Goal				