

Creating a Culture of Equity Work Plan

This work plan can be used to help organizations as they work toward creating and advancing their culture of equity. Below is a list of strategies to consider in your plan to create a culture of equity. For each strategy, include steps needed to achieve a strategy, who will be involved, how it will be sustained and the timeline for each activity. You can add rows to the sheet for additional equity strategies and for strategies that require multiple steps for successful implementation.

Strategy	Activities What steps will you take to accomplish the strategy?	People to Engage List the "ask" for each person.	People Responsible Engage at least one person for each activity.	Sustainability How will you maintain this strategy over time?	Timeline List specific deadlines for each activity.
Utilize quality data metrics stratified by key demographic variables					
Work with teams to define your team (e.g., equitable care)					
Implement CLAS (culturally and linguistically appropriate services) standards					
Incorporate equity into mission, vision, and values statements					
Obtain leadership buy-in and commitment to creating a culture of equity					
Empower staff to address equity					
Designate leaders responsible for disparities reduction					
Tie leadership compensation to equity and disparity reduction goals					
Use reporting mechanism (e.g., equity dashboard) to communicate outcomes for various patient populations.					

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Link quality and equity (all QI) / do not silo equity					
Identify and recognize equity champions					
Develop a diverse staff that represents the populations served					
Create or engage community advisory boards that reflect the populations served, including family /care givers					
Build strong working ties with community groups and organizations serving the impacted populations					
Uses a self-reporting methodology to collect demographic data from the patient and/or caregiver.					
Provides workforce training regarding the collection of self-reported patient demographic data.					
Verify the accuracy and completeness of patient self-reported demographic data.					
Stratify patient safety, quality and/or outcome measures using patient demographic data.					

*Adopted from Solving Disparities [Culture of Equity Strategy Overview Final Oct 2020_0.pdf \(solvingdisparities.org\)](#)

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