

Health equity: Partners in progress



We're working to advance health equity in our communities.

Health equity — the idea that everyone should have equal access to resources, care, and treatment — is a challenge for many people today. Without it, easy-to-treat health concerns can turn into life-threatening crises.

Health equity is also a particular challenge for people with low incomes and for groups that have long faced discrimination. But it also affects employers. Common and preventable problems such as high blood pressure, diabetes, and others are leading causes of employee absences, rising health care costs, and lost productivity.

Medica and Hennepin Healthcare: A shared focus on health equity.

Given the critical nature of health equity, we're proud to partner with Hennepin Healthcare, which has taken a strong stand against racism and made health equity a key strategic priority.

Hennepin Healthcare has implemented a comprehensive plan toward health equity. They've:

- Hired Cultural Navigators and patient advocates to help patients from diverse racial and ethnic backgrounds navigate health systems and meet cultural needs
- Launched Culturally Responsible Maternal Child Health (MCH) programs to help address Black and American Indian maternal disparities
- Created programs to increase representation of health care professionals in underrepresented populations
- Developed programs to create a welcoming environment for all patients, provide culturally sensitive care, and support minority-owned businesses
- Invested \$20,000 in health-equity-centered organizations and events in the local community
- Provided tailored health equity training sessions for departments and external community partners
- Launched a free webinar series for employers on health equity
- Launched a policy and procedure review with an equity lens to ensure consistency with organizational commitment to equity

Like Hennepin Healthcare, we've taken a firm stance on health equity:

Medica is committed to health equity, which holds that no person be disadvantaged from achieving their potential, as a result of barriers. We consider the many characteristics that make people unique — such as race, ethnicity, gender, sexual orientation, abilities, age, socioeconomic status, or veteran status — because any of these differences may be the basis for disparities in health care access, experience, and outcomes. Our health equity committee is made up of people from across, and at all levels, of the company.

Medica's recent efforts include:

- Building a health equity review in our established medical policy review process
- Implementing gender care support and services, including dedicated case management resources
- Developing a clinical measures dashboard that measures disparity gaps, which allows us to create programs to reduce them
- Integrating Social Determinants of Health (SDoH) data in our annual population health analysis and evaluating programs to make sure they address disparities
- Helping our members find SDoH resources through our promotion of **FindHelp.org**
- Implementing a clinical guideline that encourages GFR kidney function tests not be adjusted for race
- Creating a Health Equity training library on Medica's Intranet for all employees
- Hiring a Medical Director (Ken Schellhase, MD) who's accountable for health equity



Have questions? We're here to help.

Learn more about how our organizations are working together to address health equity at **Medica.com/ClearValueForEmployers** and **HennepinHealthcare.org/HealthEquity**.