The Evidence: Using Cultural Competence/Humility as a Tool to Advance Health Equity

The research has shown that “A culturally competent health care system can help improve health outcomes and quality of care, and can contribute to the elimination of racial and ethnic health disparities.”\(^1\) Studies have shown that the tools learned through cultural competence – and humility – training and integration into systems are “important strategies to address health care disparities.”\(^2,3\)

1. ESMs Developed by Other Title V Agencies

ESM: Program Integration. These ESMs have been chosen by other states to address cultural competence, equity and bias. You can review the ESMs to see if any resonate with your goals.

<table>
<thead>
<tr>
<th>State</th>
<th>ESM</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>NY</td>
<td>ESM 1.3</td>
<td>Percentage of DFH procurements that complete community listening forums as part of concept development process.</td>
</tr>
<tr>
<td>NM</td>
<td>ESM 11.1</td>
<td>The number of medical providers who have participated in a Quality Improvement initiative to improve coordination of care for CYSHCN.</td>
</tr>
<tr>
<td>PA</td>
<td>ESM 9.1</td>
<td>The percent of adolescent health vendors receiving lesbian, gay, bisexual, transgender and questioning (LGBTQ) cultural competency training.</td>
</tr>
<tr>
<td>PR</td>
<td>ESM 10.2</td>
<td>The percent of youths in schools and communities reached with the PR Youth Health Literacy Toolkit that increase their awareness regarding how to use the health care system (pre-post survey) by September 2017-2021 (ongoing)</td>
</tr>
</tbody>
</table>

2. Evidence-Based Strategies – AMCHP’s Innovation Station

The following programs have been identified as effective models in addressing cultural competence, equity and bias.

<table>
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2. Evidence-Based Strategies – What Works for Health

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</table>
3. State/National Resources

State of New Jersey Department of Health (NJ Health), Minority and Multicultural Health. Cultural competency resources.  
https://www.nj.gov/health/ommh/resources/

https://www.michigan.gov/mdhhs/0,5885,7-339-71550_96967_100643---,00.html


Louisiana Department of Health, Office of Community Partnerships & Health Equity.  
http://ldh.la.gov/index.cfm/subhome/63


New York State, Office of Mental Health, Bureau of Cultural Competence. Cultural Competence Resources.  
https://omh.ny.gov/omhweb/cultural_competence/resources.html

Minnesota Department of Health. Cultural Competence Resources.  
https://www.health.state.mn.us/communities/rih/topics/cultcomp.html

South Dakota Department of Health. Health Equity & Cultural Competency Resources.  
https://doh.sd.gov/healthequity/

4. Evidence-Based Resources

Resources from the MCH Digital Library & The Peer Reviewed Literature (2015-2019)

Perspectives on health equity & social determinants of health. Annotation: Social factors, signals, and biases shape the health of our nation. Racism and poverty manifest in unequal social, environmental, and economic conditions, resulting in deep-rooted health disparities that carry over from generation to generation. In Perspectives on Health Equity and Social Determinants of Health, authors call for collective action across sectors to reverse the debilitating and often lethal consequences of health inequity.  
https://nam.edu/perspectives-on-health-equity-and-social-determinants-of-health/

What is health equity? Any What difference does a definition make? Annotation: This report is designed to stimulate discussion and promote greater consensus on the meaning of health equity and implications for action. Contents include a definition of health equity to guide action and research, key steps toward health equity, principles to guide efforts toward health equity, terms that often arise in conversations of health equity, and examples of advancing health equity.  
http://www.rwjf.org/content/dam/farm/reports/reports/2017/rwjf436997

Promoting health equity. Annotation: These resources provide evidence-based recommendations and findings about what works to promote health equity in the community. Topics include education programs and policies, culturally competent health care, and housing programs and policies. Presentation and promotional materials are included.  
https://www.thecommunityguide.org/topic/health-equity

Moving from understanding to action on health equity: Social determinants of health frameworks and THRIVE. Annotation: This paper provides an overview of the development of the Tool for Health and Resilience in Vulnerable Environments (THRIVE) and reviews its purposes and uses. It briefly introduces social determinants of health (SDOH)
frameworks that have been developed, highlights similarities and differences among and between the frameworks, and provides examples of how SDOH frameworks are influencing local, regional, and national health and public health initiatives. The paper concludes by highlighting the added value of THRIVE as a tool that translates a complex set of ideas and research into a practical resource for communities.


Measuring what works to achieve health equity: Metrics for the determinants of health (rev). Annotation: This paper provides a framework for understanding how disparities in health outcomes are produced and how health equity can be achieved, particularly by addressing the determinants of health. The paper lays out the determinants of health (structural drivers; social-cultural, physical-built, and economic environment; and health care services) that must be improved to achieve health equity and describes the methods and criteria for identifying health equity metrics. Finally, the paper delineates a set of metrics that could reflect progress toward achieving health equity.


Beyond health care: The role of social determinants in promoting health and health equity. Annotation: This issue brief provides an overview of the broad factors that influence health and describes emerging efforts to address them. Topics include mapping and place-based approaches, health in all policies, and efforts to integrate social and environmental needs into the health care system such as the State Innovation Models Initiative, Medicaid delivery and payment reforms, and provider and health plan efforts.

http://files.kff.org/attachment/issue-brief-beyond-health-care

State policies that support the intersection between health and early learning. Annotation: This paper presents recommendations for improving state policies for children starting at birth and continuing through age eight. The contents are organized around the following three themes: recognizing a broader definition of health to better address the needs of children, supporting families and caregivers to increase children's success, and improving measures and outcomes to ensure children are on a path to success. Topics include prevention, increasing access to coverage, coordinating and streamlining screening and treatment, addressing mental and emotional needs of families and caregivers, using a continuous improvement model to improve outcomes for children, and leveraging data to promote health equity.


Better health through equity: Case studies in reframing public health work. Annotation: This report presents five case studies of state, local, and tribal health agency efforts to shift their thinking and their work from focusing on health disparities to advancing health equity. Contents include efforts to address the root causes of health inequities in Colorado, Oregon, Texas, Virginia, and Wisconsin. Topics include racism and unequal distribution and access to resources such as a living wage, health care, and quality education and housing.

http://www.apha.org/~media/files/pdf/topics/equity/equity_stories.ashx

Diversity and health equity in the maternal and child health workforce: A resource guide to key strategies and actions for MCH training programs. Annotation: This document provides strategies and activities to support maternal and child health (MCH) training programs' efforts to increase diversity and integrate cultural and linguistic competence into training efforts. Contents include resources and short vignettes highlighting strategies used by MCH training programs. Topics include recruiting and retaining faculty, trainees, and program staff from racially and ethnically diverse and underrepresented backgrounds; raising awareness of disparities and inequities through curricula, research, learning, practice, and service environments; and integrating cultural and linguistic competence into training, learning, practice, and service. An archived webinar about the intent of the resource and suggestions on how to use it is also available.

Foundational practices for health equity: A learning and action tool for state health departments. **Annotation:** This document is designed to support public health organizations in assessing their capacity, translating theory into action, and transforming their practices to address social determinants of health and advance health equity. It also offers a method for measuring progress as public health organizations transform practice to achieve health equity. It is intentionally designed to support a dynamic process of learning and continuous improvement.

http://www.health.state.mn.us/divs/opi/healthequity/resources/coiin-hrsa-foundational.html

Health equity report. **Annotation:** This report presents a comprehensive analysis of HRSA’s program efforts in reducing health disparities and promoting health equity for various populations at the national, state, and local levels. The report addresses HRSA’s key Strategic Plan goals of improving access to quality health care and services, strengthening the health workforce, building healthy communities, and improving health equity. Trends in health disparities and improvements in health equity are presented for a number of program areas, including maternal and child health, primary health care access and quality, health care systems, HIV/AIDS, mental and behavioral health, chronic disease prevention and health promotion, health workforce, and rural-urban and geographic disparities.


Sustaining diversity and health equity efforts in maternal and child health training programs. **Annotation:** In this podcast leaders from two (Tulane University and University of Minnesota) of eight programs who participated in the 2017 diversity and health equity learning collaborative explore how to meaningfully engage trainees and how to institutionalize and sustain their efforts. A transcript, an overview and case studies are also available.

https://mchb.hrsa.gov/training/media/DMCHWD_Podcast_v1.mp3

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Diversity and cultural competency resources. **Annotation:** This document describes federal activities and resources to support diversity and cultural competency within the maternal and child health (MCH) workforce. Topics include agency-wide strategic planning to improve health equity; pipeline training program requirements for collecting data on the race and ethnicity of trainees and faculty and the degree to which programs have incorporated cultural and linguistic competence into policies, guidelines, contracts, and training; and resources to support programs in advancing and sustaining cultural and linguistic competence such as technical assistance, peer mentoring, and collaboration.


Communities in action: Pathways to health equity. **Annotation:** This report examines the evidence on the status of health disparities and the research examining the underlying conditions that lead to poor health and health inequities. It also examines and shares examples of solutions implemented in several communities. Topics include the need to promote health equity, the state of health disparities in the United States, the root cause of health inequity, the role of communities in promoting health equity, examples of communities tackling health inequity, policies to support community solutions, partners in promoting health equity in communities, and community tools to promote health equity.

http://dx.doi.org/10.17226/24624

Achieving Health Equity: A guide for health care organizations. **Annotation:** This paper provides a framework for health care organizations to improve health equity in the communities they serve. Topics include making health equity a strategic priority, developing structure and processes to support health equity work, deploying specific strategies to address the multiple determinants of health on which health care organizations can have a direct impact, decreasing institutional racism within the organization, and developing partnerships with community organizations to improve health and equity. The paper
also describes practical issues in measuring health equity, presents a case study of the Henry Ford Health System, and includes a self-assessment tool for health care organizations to assess their current state related to each component of the framework.

http://www.ihi.org/resources/Pages/IHIWhitePapers/Achieving-Health-Equity.aspx

4. Learning Resources from the MCH Navigator

1. Start here:


2. Continue here:


3. Dive deeper here with a list of all trainings related to health equity:

All Health Equity Resources in the MCH Navigator

References

1 Cultural Competence in Health Care: Is it important for people with chronic conditions? Health Policy Institute, Georgetown University.
