



**Year 2 Implementation of HBX Executive Board's Resolution  
Adopting Recommendations from the HBX Executive Board's  
Social Justice and Health Disparities Working Group**

**7/12/2023**

**draft**



## **Focus Area 1: Expand Access to Providers and Health Systems for Communities of Color in the District**

### **Access to care:**

- ✓ Kaiser Permanente launched its Mobile Health Vehicle at THEARC DC in Ward 8 offering health screenings and vaccines for members and health screenings (and flu shots) for non-members.
- ✓ One carrier partners with a different organization each month to hold health screenings with primary focus on Wards 7 & 8.

### **Access to diverse providers:**

- ✓ One carrier conducts an annual assessment of provider networks against membership, including language and race, and uses those results to assess opportunities for hiring and geographical distribution throughout its network.
- ✓ One carrier has collected language, country of birth, and gender information from its providers and uses that data to identify gaps within its network, making adjustments through recruitment, including financial incentives



## Focus Area 2: Eliminate Health Outcome Disparities for Communities of Color in the District

- **Equity-based Plan Design for 2024:** Updated benefits design to reduce cost sharing to \$5 for pediatric mental health services and prescription medication in individual and group standard plans. In October 2021, the American Academy of Pediatrics, American Academy of Child and Adolescent Psychiatry, and Children's Hospital Association declared a national emergency in child and adolescent mental health, citing inequities resulting from structural racism as having contributed to disproportionate impacts on children of color.
  - ✓ Standard Plans Working Group reduced cost sharing for pediatric mental health benefits for plan year 2024: No deductibles, no coinsurance, and \$5 copayments for mental health outpatient visits, including specialist visits, selected prescription medications for mental health conditions, as well as related lab tests needed to manage a prescription regimen for children 18 and younger.
- **Health Plans obtain race, ethnicity, and language data on members**
  - One carrier has obtained data on 87% of members
  - Another has obtained data on 56% of members
  - Another collects data from plan sponsors and individual members on a voluntary basis through a digital member portal (no percentage reported)



## **Focus Area 2: Eliminate Health Outcome Disparities for Communities of Color in the District (cont'd)**

### **Other actions:**

- ✓ One carrier is actively working to implement patient interventions to ensure equitable care, including for colon cancer screening, blood pressure control, and glycemic control for people with diabetes
- ✓ One carrier has partnered with a healthcare analytics company to aggregate data and identify where social determinants of health risks are concentrated and prioritize patient interventions



## **Focus Area 3: Ensure Equitable Treatment for Patients of Color in Health Care Settings and in the Delivery of Health Care Services in the District**

- ✓ Two carriers have begun the NCQA Health Equity Accreditation process, both aiming for completion in 2024. This accreditation is an intensive application of standards, comprising an internal gap analysis, mitigation, audit, and supporting documentation.
- ✓ One carrier requires annual health equity training, with a focus on mitigating implicit bias and supporting culturally and linguistically competent services for primary care providers participating in its medical homes initiative.
- ✓ All carriers encourage providers to complete annual health equity training:
  - ✓ One carrier provides training throughout the year, including LGBTQ+ cultural competency and offers a PRIDE medical clinic.
  - ✓ Another carrier enables providers to receive digital badges, displayed in the provider directory, reflecting trainings completed related to Culturally Responsive Care focusing on LGBT, Primary Care Behavioral Health, and Maternal Health.