

Equity Update

Looking Back and Moving Forward

Contra Costa Regional Medical Center and Health Centers
Joint Conference Committee

April 25, 2024



CONTRA COSTA
HEALTH

Equity is front and center for CCH

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Equity Statement, Assessments and Roadmap available for Public to view on the CCH website.

Equity Statement

CCH is devoted to fostering equity both within its organization and the community it serves. Equity and the elimination of health disparities are the foundational principles that guide our work.



Implementation Plan

The Equity Team is creating a detailed plan to implement DEI goals identified in the equity roadmap. The implementation plan will have specific action steps, metrics and timeline. Please review our equity reports over the last few years to see our progress so far.

- [Diversity, Equity, & Inclusion Roadmap Report \(Summer 2023\)](#)
- [CCH Staff Equity Survey Report \(September 2022\)](#)
- [Equity Assessment Report \(June 2022\)](#)
- [Listening Sessions Overview \(June 2022\)](#)

Equity Highlights from 2023

- **Eliminating Health Disparities Unit:**

- A partnership with the Center for Human Development and Contra Costa Regional Medical Center & Health Centers
- Offers culturally and linguistically appropriate health navigation
- Assists community members and patients with applying for public benefits, assistance with medical appointments, food, transportation
- Links patients to community resources and provides support and advocacy.

African American
well-child visit gap

6.5% → 3.6%

African American
HTN control gap

8% → 4.2%

African American
Asthma Med Mgmt

6% improvement

Latino/Hispanic
HbA1C control

2% improvement
Top 10%

Equity Highlights from 2023

- **Participants in The Justice Collective efforts with CCH:** Charting a Pathway Forward towards an Effective, Equitable, Diverse and Inclusive Contra Costa Health. Roadmap and shared goals:
 - Sustained and committed funding and resources for DEI centered leadership and culture
 - Transparent + clear recruitment and hiring at all levels of the organization
 - Create and uphold a culture of safety (physical and psychological)
 - Professional, equitable and sustainable retention, promotion, supervisory practices, and professional development. Remove nepotism, favoritism and fear of retribution
 - *The CCH Equity Assessment and Roadmap are publicly available on the CCH website.*

CCH Staffing vs Community

Race/Ethnicity	County Population*	Overall Workforce**	CC Health Workforce
White	42%	39%	29%
Black	8%	15%	15%
Hispanic	20%	22%	23%
Asian	18%	17%	25%
Native Hawaiian/ Pacific Islander	1%	1%	2%
American Indian/ Alaska Native	5%	1%	0%
Two or More Races	6%	5%	6%

*Based on 2020 Census Data

**From Contra Costa County Equal Employment Office as of 12/31/2023

Looking Forward

- **Participating in the Safety Net Institute and National Equity Project - Racial Equity Community of Practice**
 - 14 other safety net health systems across California participating – meet in person or virtual every other month.
 - 10 person team with members from CCRMC, CCHP and Equity Office meeting monthly, and NEP coach attends every other month.
 - Build skills, review success and struggles in a peer-peer format over a two-year period.
 - Looking to build out items identified in the CCH Equity Assessment and Roadmap.



Equity Goals 2024

- Establish a Patient Advisory Committee for CCRMC/Clinics
- Patient representation on key committees – Quality, Ambulatory Care Redesign and MEC.
- Reviewing The Joint Commission Equity Certification to determine viability for implementation at CCRMC
- Partner with Contra Costa Health Plan on NCQA Accreditation
- Analyze CCH Population health data to identify and address disparities.
- Eliminate disparities in health care quality metrics