Advancing Health Equity Through Data Stratification and Cultural Competence Training

**Opportunity:** Organizational plan for collecting and validating patient demographic data and stratifying quality measures to identify variations or gaps in health outcomes.

**Solution:** Data stratification plan with specialized training, updated policies, processes, and systems and organizational structures that support disparity focused intervention.

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**Strategize**

- **Creating Enterprise-Wide Diversity and Inclusion Strategy with Equity focus and Governance Structure that includes a Data Sub-Committee**

**Educate**

- **Delivering Interactive, Skill-Building Cultural Competence Course and Customized Department Training**

- **Design Specialized Registration Training to Accurately Capture Patient Demographics**

**Transform**

- **Creating Data Stratification and Analysis Policies**

- **Upgrading systems and implementing best practices for enriched patient demographic data capture (e.g., granular race/ethnicity, sexual orientation, gender identity, etc.)**

- **Stratifying Quality Metrics by Patient Demographics and Integrating Equity into Quality Reports**

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**Drafting Data Stratification Plan to Advance Health Equity Goals**

The data stratification plan outlines the steps the organization must take to stratify healthcare quality data by key patient-level demographics and improve the quality of care and experience for all patients. The plan aims to provide actionable data and information that can be used to inform patient-centered, culturally and linguistically competent care and help identify health disparities and inequalities. The major components of the plan include a data stratification policy, staff training, system enhancements, and an equity dashboard to monitor progress.

**Policy Name:** Health Care Quality Data Stratification

**Draft Date:** October 24, 2015

**Policy:** Health Care quality data stratified by key patient-level demographics informs patient-centered, culturally and linguistically competent care and helps identify variations or gaps in health outcomes. Timely and valid representative data collection and analysis is essential to providing high quality, equitable care.

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**Workforce Inclusion Equity Goals**

- **Recruit, promote and develop faculty, leadership, staff, students and trainees that are representative of the patient populations and communities we serve.**
- **Build/sustain an inclusive environment that is recognized as a model internally and externally for promoting respect, valuing differences between people, ideas and encouraging engagement.**

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**Policy Sub-Committee**

**Education & Training Sub-Committee**

**Staff Engagement Sub-Committee**

**Data Sub-Committee**

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**Policy Statement:** Transform University of Chicago Medicine to a culturally and linguistically competent organization without variation in patient outcomes across population as measured by stratified performance metrics.

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