

AIM

By September 2023, more than five of forty Massachusetts birthing hospitals will be participating in the Birth Equity Initiative and more than five of participating hospitals will have all key strategies in place.

Outcomes: Process and Structure measures

Readiness

- Make equity a key institutional goal with appropriate staffing support
- Establish a sense of urgency
- Implement system for collecting race, ethnicity and language data

Recognition/Prevention

- Identify, understand and track the disparities
- Educate prenatal and postpartum patients to this system

Reporting

- Foster a culture of safety and equity
- Incorporate change into culture

Response

- Timely response to reports of inequitable care
- Incorporate patient experience/feedback into changes in practice

Respectful Care

- Provide culturally competent care and information
- Create and implement a system for reporting of respectful maternity care

- Form an equity workgroup including a nursing lead, physician lead, perinatal leadership, trainees, marketing, risk management, and community member. This workgroup should be diverse
- Provide staff education and training on how to ask demographic intake questions.
- Ensure that patients understand why race, ethnicity, and language data are being collected.
- Educate staff on available interpreter services.
- Set a SMART AIM statement to define equity goal.
- Provide staff-wide education on root causes of disparities.

- Communicate equity goals and progression of data over time visibly.
- Create and Communicate an Anti-racism statement.
- Provide discharge instructions that include information with care suggestions and warning signs that meet patients' health literacy, language, and cultural needs

- Implement a system to be able to stratify feedback by race/ethnicity
- Develop a disparities dashboard that monitors age, race, ethnicity, language, geography, and ability
- Establish a mechanism for patients, families, and staff to report inequitable care and episodes of miscommunication or disrespect.

- Engage in best practices for shared decision making.
- Respond to patient feedback.
- Ensure a timely and tailored response to each report of inequity or disrespect.
- Establish discharge navigation and coordination systems post

- Integrate questions on respectful care delivery onto standard debrief forms

- S1: Create equity team to lead projects
- S2: Create and distribute equity goals and statements

- S3: Collect accurate self-reported data on patient race, ethnicity, language, ability, sexual orientation and gender identity.
- S4: Stratify all patient data by race, ethnicity, language, ability, sexual orientation and gender identity.

- S5: Implement a PREMs
- P2: Ensure all perinatal care standards are met across race/ethnicity

P1: Increase number of staff undergoing bias and respectful care training