



NORTH CAROLINA
HEALTHCARE FOUNDATION

Charter

North Carolina Healthcare Foundation (NCHF) Health Equity Learning Community May 2024 - April 2025

Overview

The NCHF Health Equity Learning Community is a 12-month focused effort bringing together North Carolina Healthcare Association (NCHA) member hospitals and health systems to collectively focus on integrating equity into performance improvement. It is designed to meet hospitals where they are on their equity journey to make progress in their area(s) of highest need. This initiative is part of NCHA's long term equity strategy and will serve as a consistent, collaborative space to nurture the identification, piloting, implementation, and dissemination of approaches and interventions that reduce disparities in healthcare delivery and outcome and that show potential to transform the overall delivery system. It will be led by the North Carolina Healthcare Foundation (NCHF), the charitable non-profit, innovative, and programmatic arm of the North Carolina Healthcare Association.

The Learning Community is aligned with the American Hospital Association's Health Equity Roadmap (<https://equity.aha.org>), which defines six levers of transformation with tools and resources to guide progress. It will be facilitated in partnership with [Impact4Health](#), one of three organizations nationwide named by the American Hospital Association as [Equity Transformation Partners](#). To support learning, networking, and action, NCHF and its community partners will offer: education webinars tailored to identified needs; networking calls, an online collaboration platform organized by topics of interest, and a robust resource repository designed to grow with member contribution. An additional focus will also be on building the business case for health equity investments.

Community members will be convened at least twice per quarter over the initial, 12-month community cycle. Sessions will be designed for learning, sharing, and innovating around topics that participants identify as needs. Meetings will be facilitated by subject matter experts with a very heavy focus on practical approaches to implement evidenced-based best practices when integrating equity into performance improvement. NCHF will also aim identify bright spots from within the learning community by encouraging members to share their own promising practices on networking calls and within an online collaboration platform.

Why a North Carolina Health Equity Learning Community?

- Hospitals are major community anchor institutions
- Polls, surveys, and conversations with NCHA members reveal that hospitals are at various places along the continuum of health equity transformation
- Data reveals need for concentrated efforts to close outcome gaps for at-risk populations – people are dying or suffering harms every day due to inequities in health care delivery
- A community approach brings hospitals together to work towards common goals with an emphasis on:
 - An all teach all learn format to maximize expertise
 - Peer networking
 - Content adapted to shared needs
 - Building of a shared resource library
 - Connections to local and national experts and resources

Objectives: Hospital/System Level

- Identify gaps, develop an action plan, and achieve measurable progress on at least one goal
- Further impact patient outcomes and cost of care and increase patient satisfaction with equitable care delivery
- Enhance compliance to equity-related regulatory standards

Participation Expectations

- Assemble a Quadrad team from each hospital, comprised of leaders/influencers in the areas of equity/diversity; performance improvement/quality; patient-family engagement; and community engagement/relations
- Complete a pre-survey (as a team) to identify gaps and learning and action goals and share results with key stakeholders within the organization
- Enroll in the online Equity Learning Community Platform and actively engage in facilitated learning and networking opportunities based on topics of interest
- Incorporate at least one equity best practice into hospital-level improvement plans as identified by the pre survey needs' assessment
- Actively engage in at least 60% of Learning Community events
- Share challenges, successes, and lessons learned with other Learning Community participants
- Complete a post-survey to assess individual progress and to inform future phases of the Learning Community

Program Activities and Timeline

Activity	Timeframe
Recruitment and Registration	April-May 15, 2024
Onboarding: <ul style="list-style-type: none"> • Assemble project team and submit roster • Communicate your organization's participation in the Learning Community to leadership and other key stakeholders • Complete the Pre-survey • Attend an Onboarding Webinar • Register your team in the online NCHF Equity Connect Platform 	May-June 30, 2024
Facilitated Quarterly Networking Calls <ul style="list-style-type: none"> • Networking calls to focus on a broad range of health equity topics. These calls will also serve as open forum spaces for participants to network and share with other hospitals and engage subject matter experts 	June 2024-April 2025
Quarterly Webinars: <ul style="list-style-type: none"> • Trainings sessions covering topics such as: effective collection and use of SDOH (Social Determinants of Health) Z codes; Improving Health Equity Data; and Strategies for Collecting race, ethnicity, and language (REaL) and SO/GI Data • Sessions will also focus on showcasing best practices • Topics will be confirmed based on participant input 	June 2024-April 2025
Learning Community Platform Engagement <ul style="list-style-type: none"> • Ongoing interaction and information sharing via the NCHF Equity Connect Platform • This will be the space for facilitated sharing and networking on common topics and challenges. • The resource repository will also be housed here 	June 2024-April 2025
Hospital/System Level Improvement Activities <ul style="list-style-type: none"> • Quadrad teams working within their organizations on their action plans with ad hoc support from NCHF and partners 	June 2024-April 2025
Post-Survey Completion	March 2025-April 2025
End of Phase 1/Transition to Phase 2 <ul style="list-style-type: none"> • Marks the wrap-up and celebration of Year 1 accomplishments and the opportunity for participants to continue into the next phase of the Learning Community journey 	April 2025