

Update: DMS Strategic Equity Development Planning Team

Medicaid Advisory Committee (MAC)
July 6th, 2022

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Background



Goals

- Review and refine current Division of Medicaid Services (DMS) equity related vision statements and create a finalized version.
- Select and or develop a strategic framework.
- DMS Strategic Equity Planning Team convened by Jamye Chapman and chaired by Danielle Washington

DMS Vision Statements

Current DMS Vision Statement: *People empowered to realize their full potential.*

Proposed E&I Committee Equity Vision Statement: *Wisconsinites will be empowered to realize their full potential and will have a fair and just opportunity to be healthy and independent.*

BCS' Equity Vision Statement: *BCS envisions a thriving Wisconsin where its programs are equitable, inclusive, and anti-racist. And, all children, youth, and families in BCS-administered programs can live their best lives, and enjoy equitable access, opportunity, and resources.*

Refined DMS Vision Statement

- **Amalgamated DMS Vision Statement:**

A thriving Wisconsin where our workforce and programs are equitable, inclusive, and antiracist; Everyone giving or receiving DMS' services realizes their full potential according to their identities.

Strategic Equity Framework

Purpose

- Provide a structural foundation to ground and support equity initiatives
- Align all DMS JEDI-related efforts
- Govern the methods used to impact health disparity outcomes
- Set measurable improvement goals

Selected Equity Framework and Rationale

Framework: Anti-racist CLAS Standards

Rationale:

- Framework guides the work and serves as a blueprint to implement and provide accountability to specific and measurable progress
- Identification of issues and opportunity to prioritize
- Creates opportunities for culturally and linguistically specific programming
- Names the core issue of structural racism as a primary root cause which when addressed makes intersectional improvement for other systemic forms of marginalization possible
- Improve services, impact, and outcomes for DMS staff and members
- Improve experiences and workplace culture for DMS staff through diverse and inclusive lens

What is an Anti-racist CLAS Standards Framework?



- Framework that acknowledges health disparities are driven by underlying social and economic inequities that are rooted in racism
- A health care organizational **system** focused on the identification and removal of racist policies, procedures, practices, and processes within a health care organization and replacing them with anti-racist ones
- A modified framework that uses the **CLAS Standards machinery** (e.g., leadership, governance, workforce, engagement, accountability, continuous improvement, etc.) as the base, and overlay it with an anti-racist lens to improve quality health care for all and eliminate racial health inequities
- Inclusive of multiple and overlapping member identities

Strategic Equity Planning Team

Timeline for Next Steps

Ongoing communication, robust education, training, interactions with partners

Administer, analyze, and complete summary write-up including implications for DMS. Begin using data to develop skeletal outline for strategic plan.

IHI Assessments

July/August 2022

Complete Strategic Plan.
Complete Organizational Readiness Self-Assessment.

Strategic Plan

November/December 2022

Implement Strategic Plan across DMS and ensure alignment with all JEDI-related efforts in DMS; seek opportunities to make equity a priority in all business lines through policies and procedures. Evaluate implementation to align with budget decisions.

Implementation and Evaluation

March-July 2023

June/July 2022

Internal/External Stakeholder Surveys

Develop, conduct, analyze, and create summary report.

September/October 2022

January/February 2023

Framework

Identify priority areas and develop processes to implement framework in alignment with strategic plan.

July/August 2023 - 2026

Discussion Starters

Questions to consider

- Does the plan seem realistic?
- Are goals and rationale clear and well organized?
- How do you want to be involved in this and future work?
- Can this initiative positively influence/support your work?
- DMS's JEDI Initiative is critical to improve healthcare in Wisconsin
- I agree and support the Equity framework of this initiative
- What should DMS CONTINUE doing to advance JEDI work in healthcare?
- What should DMS STOP doing to advance JEDI work in healthcare?
- What should DMS START doing to advance JEDI work in healthcare?