



The IHI Health Equity Leadership Framework

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Overview

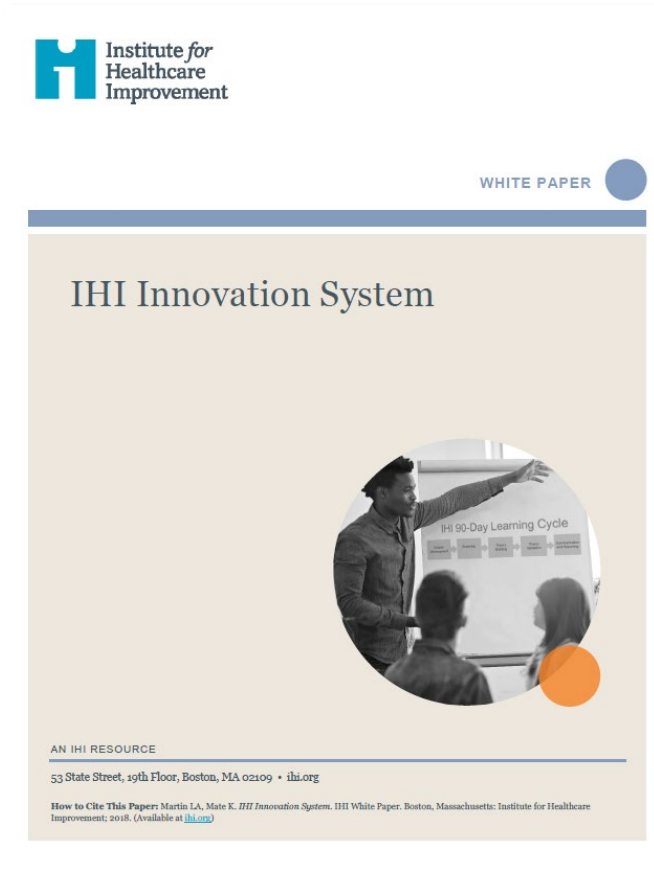
- Review research process for IHI Health Equity Leadership Framework
- Present Findings and reflect on Health Equity Leadership Framework



The Process



Components of a 90-Day Learning Cycle



Question

Pose & refine question to be answered



Scan

Review literature, conduct interviews, identify exemplars



Theory Building

Identify core underlying principles & theories



Focus & Design

Develop a new concept design for testing



Test

Work with one or more settings to test new concept

Process

IHI's Innovation Team, its research and development arm, has recently completed some research on the Health Equity Officer Role. Over the course of this 90-day wave, our aims were:

1

Research the health equity officer role

The aim of this project was to identify the roles, responsibilities, and competencies of the role of health equity officer.

2

Understand the gap between current and future state

We also hope to understand the gap between the current state of this position and a future state that is strategic, grounded in improvement science, and positioned to lead system-wide improvement towards health equity.



Health Equity Officer Research Process

(90 Day Innovation Cycle)

Literature Scan

- Scan of Health Equity Officer job descriptions online
- Journal search for any mention of Health Equity Officer roles or responsibilities
- Journal and google search for what makes an effective Health Equity Officer



Expert Interviews

We interviewed various experts including:

- those serving as health equity officers
- those who have formerly worked in offices of health equity in a hospital systems
- those who have facilitated learning communities for people serving this role



Focus Groups

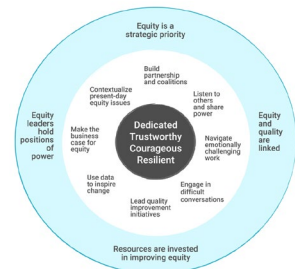
We conducted focus groups during the IHI 2021 Forum with health equity officers to pressure-test and further refine theory



Framework

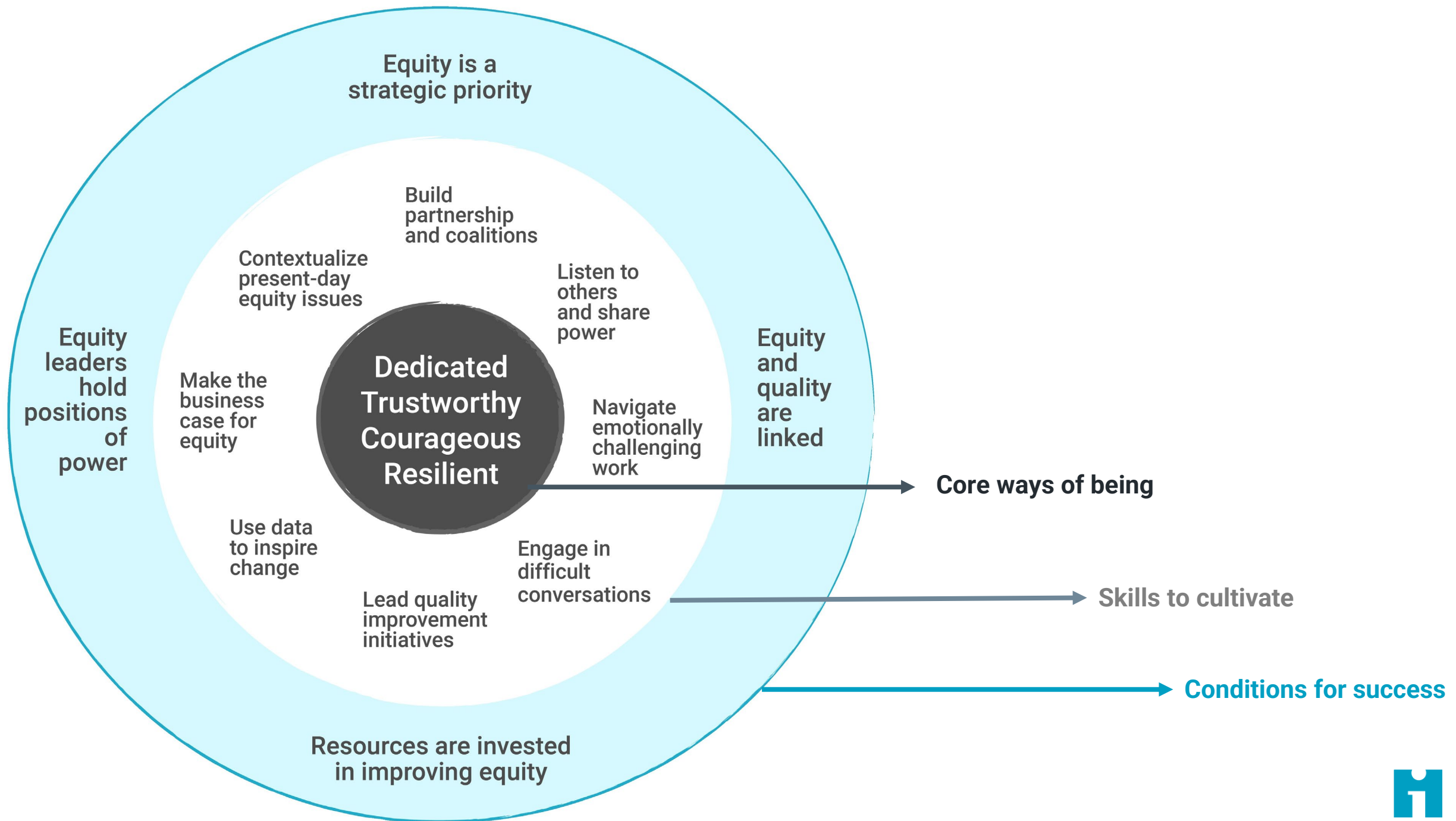
We published an executive summary of our finding which included:

- A Health Equity Officer job description
- A theory of change describing the necessary components for success in HEO role



The Framework





Core Ways of Being

Elements relating to the health equity leader's own state of mind, personal values, and leadership style.



Commitment to equity and anti-racism



Lead and act with courage



Practice integrity, humility, and leading with love



Cultivate endurance, resilience, and renewal



Skills to Cultivate

Represents observable skills that are extremely helpful, if not essential, for the leader to have



Equity skillset and historical perspective

Systems transformation and QI

Data analysis and storytelling



Coalition building and partnerships

Visioning and adaptive leadership

Coaching and difficult conversations

Emotional intelligence

Financial and business case



Conditions for Success

External elements surrounding health equity leader roles
directly impacted people's ability to succeed in those roles



**Bold and Brave Leadership / CEO
Advocate**



Resources (team & budget)

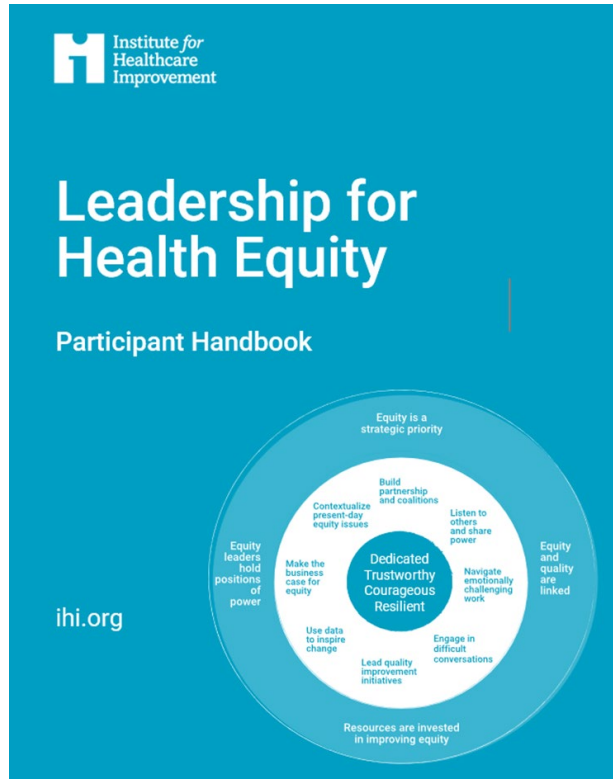


Governance/Board Support



Structure and Reporting





Core ways of being



Skills to cultivate



Conditions for
success

It covers the strategic roles, responsibilities, competencies, approaches, and conditions for success using evidenced theory of change



Thank You!
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