

National Academies of Sciences, Engineering, and Medicine

Unequal Treatment Revisited: The Current State of Racial and Ethnic Disparities in Health Care

Rear Admiral Felicia Collins

Deputy Assistant Secretary for Minority Health

Director, HHS Office of Minority Health

U.S. Department of Health and Human Services

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OMH's Mission, Functions, and Unifying Goal

MISSION: *The mission of OMH is **to improve the health of racial and ethnic minority and American Indian/Alaska Native populations** through the development of health policies and programs that will eliminate health disparities.*

FUNCTIONS



OMH GOAL: S³P³



S³ ➤

- **Success**
- **Sustainability**
- **Spread**

**Of Health Disparity
Reducing**

P³ ➤

- **Policies**
- **Programs**
- **Practices**

OMH Unifying Goal and Priorities

- S³** ➤
- **S**uccess
 - **S**ustainability
 - **S**pread
- of Health Equity
Producing**
- P³** ➤
- **P**olicies
 - **P**rograms
 - **P**ractices



Community Health Workers

Building CHW Sustainability in Massachusetts

Office of Minority Health Virtual Brown Bag
July 22, 2021

Gail Hirsch, Former Director & Current Advisor
Office of CHWs, Massachusetts Department of Public Health

Founding Board Member, National Association of CHWs



Components Needed for Sustainable Financing

- **CHW Definition** – foundation for all policy
- **Core Competencies** – recognized body of knowledge
- **CHW Association** – led by CHWs (MACHW)
- **State CHW Infrastructure** – Office of CHWs at MA DPH
- **Voluntary Certification** – grounded in core competencies
- **Workforce Surveillance** – track workforce, impacts of certification, training needs and financing trends
- **Code of Ethics** – established by MACHW; part of certification
- **Scope of Practice** – established in regulation by Board of Certification
- **Financing** – resources for workforce infrastructure and salaries

Resource Link:

<https://www.youtube.com/watch?v=-kVCMX8kTro>

Executive Order 13985

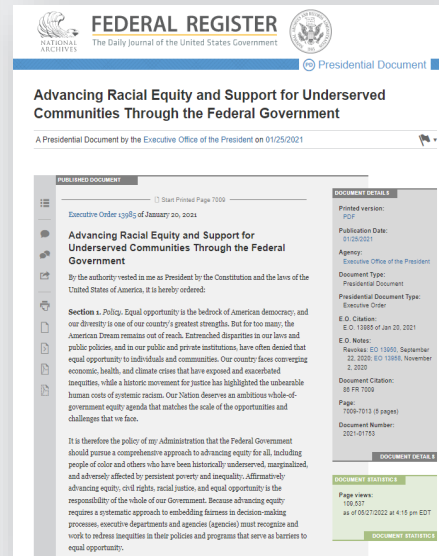
Advancing Racial Equity and Support for Underserved Communities Through the Federal Government (January 20, 2021)

Key Components

- Calls for agencies to review their policies and programs for **systemic barriers faced by underserved communities**
- Barriers may include **access to federal programs and procurement/contracting opportunities**
- New **policies, regulations, or guidance** documents may be needed to advance equity
- Institutional **resources for advancing civil rights and serving underrepresented communities** must be evaluated

Resource Link:

<https://www.federalregister.gov/executive-order/13985>



Executive Order 14091

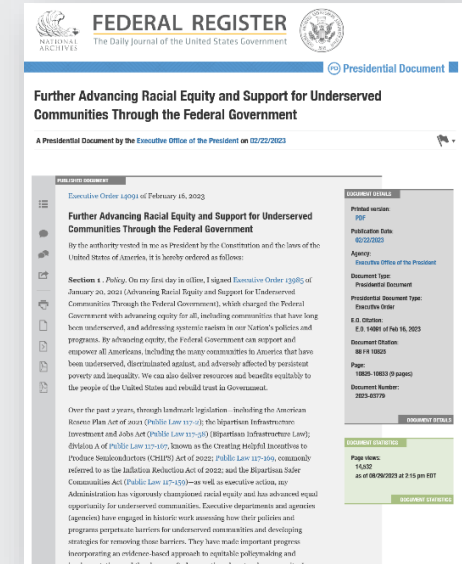
Further Advancing Racial Equity and Support for Underserved Communities Through the Federal Government (February 16, 2023)

Key Components

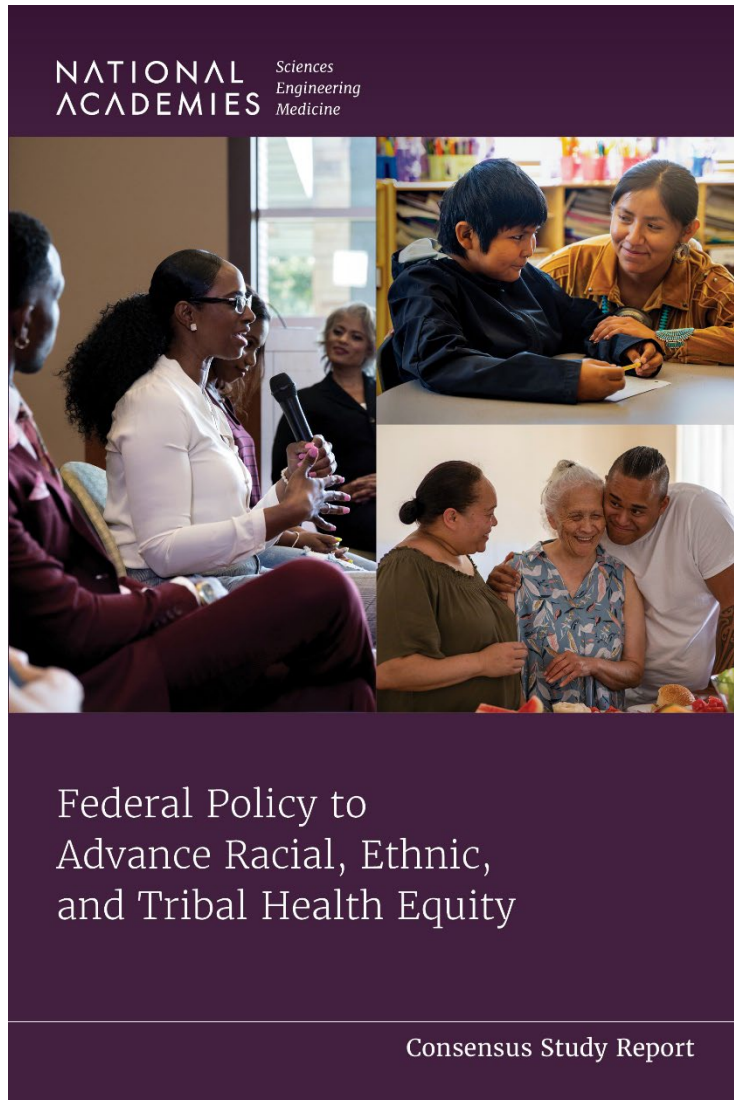
- Launches a new **annual Equity Action Plan process** to strengthen racial equity and support for underserved communities
- Empowers Federal equity leaders to build and resource **Agency Equity Teams**
- Strengthens agency **community partnerships and engagement**
- Invests in underserved communities
- Improves **economic opportunity in rural and urban communities**
- Addresses emerging **civil rights risks**
- Promotes **data equity and transparency**.

Resource Link:

<https://www.federalregister.gov/executive-order/14091>



National Academies of Science, Medicine and Engineering *Report: Federal Policy to Advance, Racial, Ethnic, and Tribal Health Equity*



Four Action Areas

- **Action 1:** Implement sustained coordination among federal agencies
- **Action 2:** Prioritize, value, and incorporate community voice in the work of government
- **Action 3:** Ensure collection and reporting of data are representative and accurate
- **Action 4:** Improve federal accountability, tools, and support toward a government that advances optimal health for everyone

Resource Link:

<https://nap.nationalacademies.org/catalog/26834>

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info@minorityhealth.hhs.gov