

AMERICAN HOSPITAL ASSOCIATION

ACCELERATING HEALTH EQUITY CONFERENCE

DRIVING CHANGE TOGETHER

MAY 7-9, 2024 | KANSAS CITY, MO



2024 Post-Event Playbook

ORGANIZED BY



Driving Change Together

During the fourth annual Accelerating Health Equity Conference May 7-9 in Kansas City, Mo., professionals from hospitals, health systems and community organizations convened to eliminate health disparities and improve health outcomes for all. Attendees focused on building strategic hospital-community partnerships, developing and sustaining diversity and inclusion efforts across the field, and designing solutions to create transformative change.



The AHA's Accelerating Health Equity Conference convened health care leaders and community stakeholders around the theme of driving change

together. The content was relevant, timely and responsive to the current climate in the field and across the country. Each year, attendees can expect to come together and be inspired, learn about promising practices and recommit to the work that creates equitable outcomes for all.

— **Joy A. Lewis**

Senior Vice President, Health Equity Strategies
Executive Director, Institute for Diversity and Health Equity
American Hospital Association



The Accelerating Health Equity conference provides a space for leaders from health care and community to come together to be inspired, be recharged and be

connected. This year's event in Kansas City was filled with incredible energy from all who were there. We look forward to continuing to serve all of those who are driving change in their communities.

— **Nancy A. Myers**

Vice President, Leadership and System Innovation
American Hospital Association



We hope that the valuable connections created at conferences in the past, present and future will serve as the foundation for

accelerating the innovative and inspiring work you do so that we can all continue driving change together.

— **Joanne Conroy, M.D.**

2024 Board Chair
American Hospital Association



It's easy to see why this year's Accelerating Health Equity Conference was both the biggest and the best yet.

Over 1,000 leaders from across America's hospitals, health systems and community organizations joined together for a week of high-energy fellowship, learning and engagement. You could practically feel JFK's words pulsing through the walls, as all involved would agree that "the energy, the faith, the devotion which we bring to this endeavor will light our country and all who serve it—and the glow from that fire can truly light the world."

— **Chris DeRienzo, M.D.**

Senior Vice President and Chief Physician Executive
American Hospital Association

OPENING KEYNOTE: Clint Smith

Historical Events Shape Contemporary Issues

Clint Smith, author of “How the Word Is Passed,” opened the conference with an in-depth discussion of the legacy of slavery and its enduring impact on American society and institutions. He guided the audience in an examination of how historical injustices continue to shape contemporary issues such as systemic racism and inequality. Smith outlined strategies for engaging in honest and meaningful conversations about the past, including acknowledging difficult truths and confronting historical injustices.

Align Health Disparities with History

- Explore the connection between historical injustices such as slavery and segregation, and the contemporary health disparities in the communities you serve.
- Examine how historical trauma continues to affect access to health care, socioeconomic opportunities and overall well-being.
- Uncovering implicit bias by confronting uncomfortable truths and being willing to have difficult conversations.



“The idea that we would suggest that that history is somehow irrelevant to the health outcomes, social outcomes, economic outcomes we see is morally and intellectually disingenuous.”

– Clint Smith

WELCOMES CLINT SMITH

#1 NEW YORK TIMES BESTSELLING AUTHOR OF "HOW THE WORD IS PASSED" AND STAFF WRITER AT THE ATLANTIC

MONTICELLO - A MICROCOSM OF AMERICAN DISSONANCE
 THOMAS JEFFERSON WE THE PEOPLE AND ENSLAVEMENT OF PEOPLE INCLUDING SOME OF HIS CHILDREN
 "REALLY TOOK THE SHINE OFF THE GUY!" - LADY ON MONTICELLO TOUR

EXISTENTIAL CRISIS
 ASKING JEFF TO LEARN MEANS HIM ACCEPTING HIS GRANDPA WAS LYING
LOYALTY OVER TRUTH
 BLANDFORD CONFEDERATE CEMETARY
 HOW CAN WE TARGET OUR WORK TO REMEDY TRAIN OUR STAFF

ANGOLA PRISON
 A GATED COMMUNITY BUILT ON A FORMER PLANTATION
 WHAT ALLOWS THIS TO EXIST?
 SLAVERY EXISTED FOR 250 YEARS - 150 YEARS SLAVERY HAS NOT EXISTED

HISTORY... A STORY PASSED DOWN
 "I LIVED IT" - CLINT'S GRANDMOTHER
 IT TAKES CONSTANT REFLECTION
 WHAT WE CAN DO IN HEALTHCARE
THERE IS NO FINISH LINE IN EQUITY WORK

THE STREET MY PARENTS LIVE ON
 THE NAMES OF STREETS IN NEW ORLEANS
 NAMED AFTER MEN WHO WANTED YOU UNDER A NOOSE
 NAMED AFTER LEADERS OF THE CONFEDERACY
 OUR STORIES, NAMES, and ICONOGRAPHY
 REFLECTION OF THE STORIES PEOPLE TELL

RECOGNIZE STATE SPONSORED OPPRESSION OF CERTAIN POPULATIONS & COMMUNITIES
NOT INTERPERSONAL FAILINGS!

MANY OF MY FAMILY MEMBERS WORK IN HEALTHCARE

Logos: NEMOURS CHILDREN'S HEALTH, American Hospital Association, ACHI, IFDHE

KEYNOTE PERFORMANCE: Pillsbury House Theatre

Daily Interactions Affect DEI Perceptions

Pillsbury House Theatre performed their award-winning program, "Breaking Ice." The performance was an entertaining and thought-provoking theater experience designed to foster better understanding and communication around complex issues like health equity and inclusion in the workplace. The performance focused attention on the personal and organizational stories that influence our daily conversations and how we perceive diversity, equity and inclusion in our communities. Performing several scenarios on stage, the actors touched on themes of racism, sexism, ageism, ableism, well-being and culturally congruent care.

Foster an Inclusive and Equitable Work Environment

- Having open, honest conversations with those around us is important.
- Conquering fears is vital to improving communication in the workplace.
- Every interaction has something that people need to pay attention to.



PILLSBURY HOUSE theater PRESENTS BREAKING ICE

I AM FROM: - MY MOTHER'S UNCONDITIONAL LOVE - A MILITARY FAMILY - A WORLD WHERE WOMEN ARE SEEN AS LESS THAN

HOW YOU MOVE THRU THE WORLD

COMPETENCY QUESTIONED

ANGRY BLACK WOMAN

THERE'S ONE IT'S DEI DAY

THERE'S ONE YOU HAVE AN ATTITUDE

THE DAY THEY BLAME US FOR HAVING TO COME TO THIS MEETING

WHAT ABOUT THE NECKLACE YOU WEAR...

LAME SO RETARDED

DISABILITY ASSISTANCE IS NOT A "PERK"

THEY/THEM HE SMITH-BURN 2 LAST NAMES!?

I DEMAND MY SON BE TREATED BY AN AMERICAN NURSE

NOT BEING SAFE IN PUBLIC

NOT BEING HEARD

BEING THE OTHER

THE HIJACKING OF FAITHS

MANSLAINING

LET ME TELL YOU...

WE'VE GOT THE PASSION FOR THIS WORK

BE HUMBLE - LISTEN

DRAMA, HUMOR, POETRY AND MONOLOGUE TO EXPLORE HOW SYSTEMIC INEQUITIES, UNCONSCIOUS BIAS & MISPERCEPTIONS SHOW UP IN RELATIONSHIPS

FOOD CHOICES VS FOOD OPTIONS

"KIDDO" I LOVE WORKING WITH YOU "BADE"

CAN I LEVERAGE IT

CAN I EXPAND MY CIRCLE

CAN I HAVE A STUDENT MINDSET

CAN I MEET PEOPLE WITH GRACE

BEGINNERS MINDSET

THERE IS A WAY FOR ALLYSHIP TO HAPPEN

"YOU LOOK LIKE THE OTHER ASIAN WHO WORKS HERE"

PICK UP THOSE COMPRESSION SOCKS "BOOMER"

"YOU SHOULD MOVE"

POLLUTED AIR "YOU SHOULD MOVE"

"I AM AFRAID OF"

SAYING THE WRONG THING

EVERYONE OF US IN THIS AUDIENCE SAW SOMETHING OF OURSELVES ON THAT STAGE!

Thank You ACTORS

see your words.com

NEMOURS CHILDREN'S HEALTH

American Hospital Association

ACHI

IFDHE

CLOSING KEYNOTE: Ashton Applewhite

Ageism Intersects with Other Forms of Discrimination

Applewhite explained how ageism manifests in various aspects of life, including media representation, workplace discrimination and health care disparities. She led the audience in exploring the ways in which ageism intersects with other forms of discrimination, such as sexism, racism and ableism.

Build an Age Positive Culture

- Explore the concept of “conscious aging” and the importance of embracing the aging process with curiosity, resilience and a sense of purpose.
- Discuss the benefits of lifelong learning, intergenerational relationships and creative expression in fostering positive attitudes towards aging and promoting well-being across the lifespan.
- Examine how ageist attitudes and stereotypes can impact older adults’ access to health care services, including barriers to preventive care, chronic disease management and mental health support.



“It’s not the passage of time that makes growing old in this country so much harder than it has to be. It is ageism.”

— Ashton Applewhite

ACCELERATING HEALTH EQUITY CONFERENCE
WELCOMES AUTHOR OF "THIS CHAIR ROCKS" A MANIFESTO AGAINST AGEISM

ASHTON APPLEWHITE

INTERSECTIONALITY
ABLEISM & AGEISM
SEGREGATES US
OTHERING PITS US AGAINST EACH OTHER
ACCEPTING... OR FINISHING OURSELVES
WATCH YOUR LANGUAGE
HARMS OUR HEALTH
NOT BROKEN NOT SPECIAL NOT LESSER
"SENIOR MOMENT"

STIGMA OF AGE & DISABILITY
MESSAGING STARTS IN CHILDHOOD
WE ALL HAVE BIASES... ALL THE TIME
ROOTED IN SHAME
WRINKLES NO MORE
BRAINWASHING
AGING IS HARDER FOR WOMEN... WE ARE NEVER THE RIGHT AGE
WE CAN LEARN FROM EACH OTHER
YOU'RE TOO YOUNG
YOU'RE TOO OLD
WE ARE ALL INTERDEPENDENT FROM BIRTH ON

ADAPTABILITY
36 YEAR OLD AUNT USED SHOPPING CART... NOT WALKER
CAN WE CELEBRATE OUR ADAPTABILITY
WE ARE ALL FUTURE OLD
THE BULL LOOKS DIFFERENT WHEN YOU GET IN THE RING
ALZHEIMER'S IS NOT A TYPICAL PART OF AGING
GOOD OLD AGE - COMMUNITY and SOCIAL NETWORKS
WHAT CAN WE LEARN
DISABILITY PRIDE
"I'M DEAF!"

A POSITIVE ATTITUDE ON AGING
CAN PROLONG YOUR LIFE BY 7-10 YEARS!
NORMAL WATCH OUT FOR THAT WORD
IF YOU WAKE UP IN THE MORNING YOU ARE AGING SUCCESSFULLY
THE AGING COMMUNITY IS EVERYONE

NEMOURS CHILDREN'S HEALTH
American Hospital Association
see your words.com

Community Immersion Experiences

Attendees had the chance to learn about local efforts to advance health equity and community focused programs during on-site visits.



Negro Leagues Baseball Museum

During the visit, attendees had the opportunity to tour the museum and learn about the rich history of African American baseball and its impact on the social advancement of America.



Uzazi Village

Uzazi Village has a team of nurse practitioners, midwives, doulas and mental health therapists as well as an apothecary, dentist and chef who provide services to pregnant women and their families. Among the nonprofit's many programs and services, its flagship program offers doula training and certification.



Operation Breakthrough

Participants took a bus tour of the Kansas City area and heard testimonials from people who received support through Operation Breakthrough while experiencing homelessness, domestic abuse and other socioeconomic challenges. Following the bus tour, participants toured the organization's facility and met with educators, social workers and volunteers who help provide a safe environment for children and their families.



BlaqOut

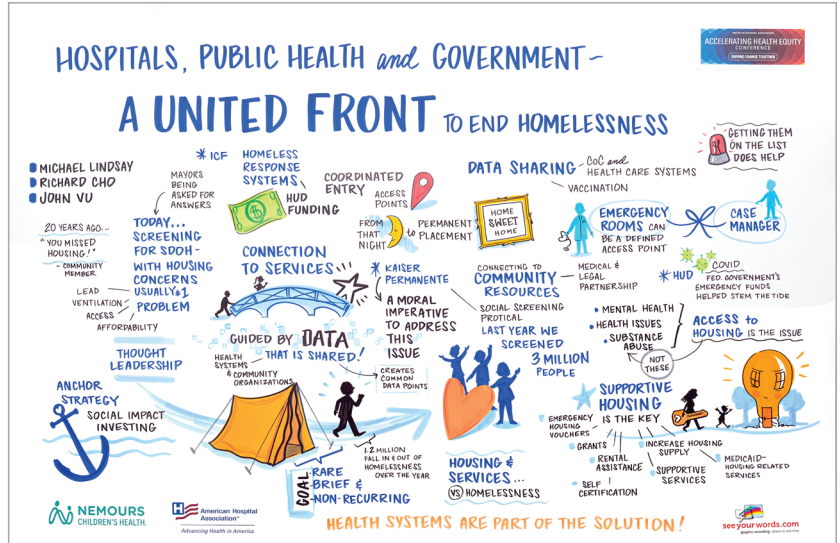
BlaqOut offers clinical services, including HIV testing and prevention, focused on improving health care access and wellness outcomes for underserved communities in the Kansas City area. The organization in Midtown also provides a safe space for the city's LGBTQ+ community, and its programming includes education and resources on health issues as well as a leadership development fellowship.

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Building Authentic and Sustained Community Engagement and Partnership

Co-designing community strategies is foundational to creating equitable community health strategies, and integrating the voice and lived experience of communities is a key ingredient to establishing strong partnerships. Elevating health equity requires cross-sector alignment to address societal factors, a shared vision, coordination of data and resources and meaningful engagement of community members.

- Sharing data is essential to identifying existing disparities. Hospitals should partner with one another to synthesize data and figure out a starting point to eliminate health disparities.
- Community members should be involved every step of the way to ensure the solutions will be transformative for them.
- Innovation isn't a complex idea — rather, it should be simple, attainable and create meaningful change.

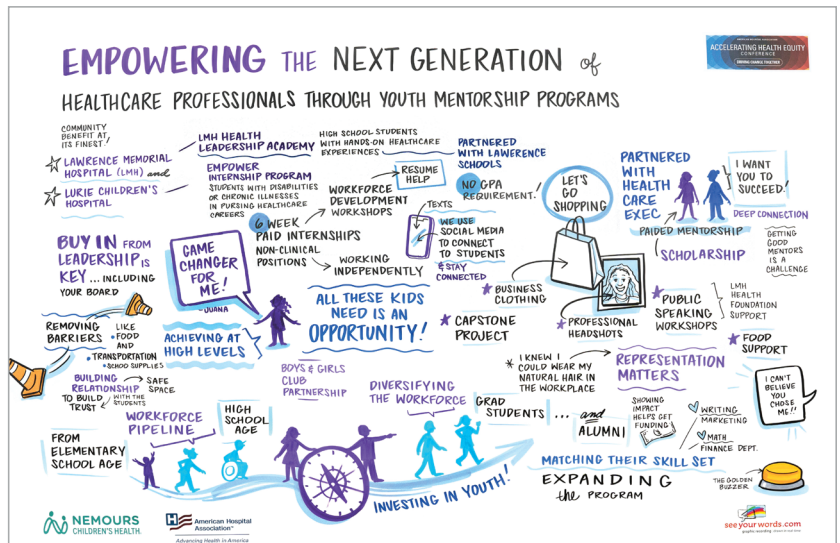


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Understanding and Meeting Individual Health and Social Needs

Hospitals and health systems work in and with communities to improve health outcomes of their patient populations by addressing medical and social needs. Doing so equitably requires practicing cultural humility and supporting activities that improve culturally appropriate, person-centered care in partnership with communities and public health and social care providers.

- Investing in a diverse talent pool of young scholars is key to developing the pipeline of leaders for future leadership roles in health care.
- Ask questions and listen to the community being served. Don't make assumptions or decisions on their behalf.
- Humility is a characteristic that hospital leaders should possess when they are involved in conversations about creating equity.





TRACK

Establishing Systematic and Shared Accountability and Building Diverse Leadership and Governance

As health systems and community organizations evolve and sustain their approach to health equity, diversity and inclusion, systematic and shared accountability with diverse leadership and governance is vital. It's critical to establish organizational infrastructure that supports shared accountability, with intentional approaches to represent the populations and communities served.

- Build a solid infrastructure to anchor and integrate health equity work, balancing a clear vision with shared accountability, including from leadership.
- Establish a DEI Council to provide strategic management and direction in the areas of DEI and to offer a safe place for discussing and addressing questions and concerns.
- Understand the processes and root causes of a problem before identifying solutions; then validate with data before implementing a change.

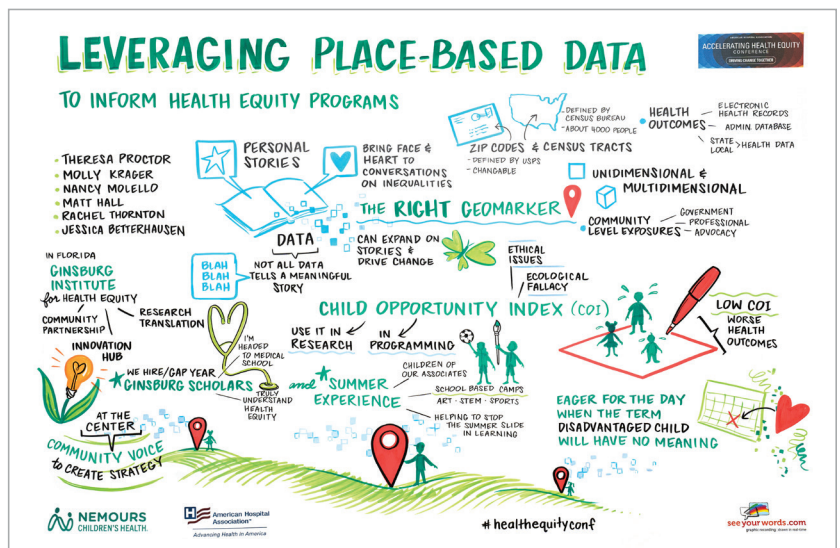


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Creating Equitable and Inclusive Workplaces

There are many ways to create organizational climates and cultures that promote equitable and inclusive workplaces. Build diverse pipelines for the future by leveraging assets and working in partnership with others to improve employees' health and well-being.

- Promote an inclusion mindset by allowing new ideas for work that move colleagues to action.
- Address barriers that hinder equity efforts and ensure that everyone is being open-minded, inclusive and open to suggestions that drive transformative change.
- Incorporate a "DEI checklist," which allows individuals or a team to ask standard questions so that DEI and health equity are integrated into regular work processes in every setting.





■ TRACK

Emerging Topics

Stay on top of emerging topics and considerations, and work solutions into your ongoing workflow.

- Look to the needs of the community to drive change in care and delivery when using a centering pregnancy model.
- Emulate best practices and lessons from communities who have had successful health care outcomes.
- Partner with community organizations such as churches, non-profits or schools to ensure different perspectives and voices are included to advance health equity.



RESOURCES

Visit equityconference.aha.org/additional-resources to explore additional resources from the AHA Community Health Improvement network (ACHI) and the Institute for Diversity and Health Equity (IFDHE).

SAVE THE DATE!



2025 ACCELERATING HEALTH EQUITY CONFERENCE

May 20–22, 2025 | Atlanta