

Bolstering Equity Commitments in Contracts

2022 Contract Language Updates

Current Language in Contracts

All current contracts include 2 learning objectives: one focused on Client Engagement and one focused on Racial Equity

<u>SAMPLE</u> Learning Objectives from 2021	Number
Patient Engagement	
Total number of patients who participate in at least one program assessment, planning, evaluation, or community building activity (20%)	X
Racial Equity	
Implementation of at least 2 program-level strategies to address how institutional racism impacts access to quality care for a sub-population(s) experiencing health disparities.	2

- Learning Objectives are non-punitive and are focused more on helping programs along their own equity journey .
- Programs are asked to report out on learning objectives twice a year in two narrative reports.
- HCHN staff provide Technical Assistance (TA), guidance, and thought partnership to help program overcome barriers to achieving learning objectives.
- Starting in 2022, HCHN will also be integrating a “Shared Values/Shared Philosophy” Commitment at the beginning of each Scope of work document. This section will underscore our expectation of contractor commitment to racially equitable care.

Proposed Additions for 2022-2024 Grant Cycle

Contracts will include the following language regarding shared values

COMMITMENT TO HCHN SHARED VALUES

a. Diversity and efforts to eliminate racial and ethnic bias in our work and in access to health care

As a recipient of HCHN funding, the Contractor is expected to participate in any Network initiatives to advance racial equity goals and strive to reduce disparities and inequities experienced by staff and clients of color. This includes completing learning objectives that align with the “Go First” Priority Areas related to 1) Hiring, Recruitment, Retention, and Promotion, 2) Racial Equity Training for Staff, Management, and Leadership, 3) Avenues for meaningful engagement and feedback from staff and clients of color, and 4) Systems of accountability. (See Program Description Section E. Program Requirements for additional information on Racial Equity Learning Objectives.

Proposed Additions for 2022-2024 Grant Cycle Cont.

Contracts will include the following language regarding shared values

COMMITMENT TO HCHN SHARED VALUES (Continued)

b. Improving health status and disease prevention through equitable access to restrooms and drinking water

Access to safe, clean, and accessible restrooms and drinking water is recognized as a human right and core foundation of public health. Contractors are expected to make reasonable efforts to provide restroom access and drinking water at any facility or site where HCHN services are delivered. Reasonable efforts may include, but are not limited to, ensuring patients of all gender identities can access ADA compliant restrooms and access to water fountains (or other water distribution methods) during all hours of HCHN service operations.

In instances where the contractor does not own or operate a facility or site, they must: 1) build effective relationships with property owners to aid in facilitating reasonable access; and 2) elevate all system and policy barriers to HCHN so that Public Health can help partner with other regulatory bodies to reduce barriers and assure equitable access. As part of biannual narrative requirements, contractors will document how restroom and drinking water access is available and describe any barriers.

Adjusted Learning Objectives for 2022-2024 Grant Cycle

Learning Objectives have also been adjusted slightly to better align with the “Shared Values” section.

Learning Objectives	Number
Patient Engagement	
Total number of patients who participate in at least one program assessment, planning, evaluation, or community building activity (20%)	X
Racial Equity	
Implementation of at least 1 program-level strategy to address how institutional racism impacts access to quality care for a sub-population(s) experiencing health disparities. Examples of program level strategies can be found in Document X of the Supplemental Resource Guide.	2
Implementation of at least 1 program-level strategy to advance program specific goals related to one of the Go First Priority areas listed in the Statement of Work. Examples of program level strategies can be found in Document X of the Supplemental Resource Guide.	