

The future of health care is focused on value and equity. More than ever, health systems are being held accountable for the health of their patients. Health disparities must be addressed in order to meet performance metrics and improve population health. However, competing priorities and limited capacity can impede action. We want to remove those barriers and support your health equity goals. **That's where *EquityLab* comes in.**

***EquityLab* builds health care leaders' capacity to champion health equity within their organizations and communities.** Over two years, participants work alongside their peers to develop and implement projects that contribute to meaningful institutional change. Supported by experts in clinical transformation and organizational equity, health care leaders will learn about equity, then identify and change internal policies, care delivery practices, organizational culture, and other obstacles that perpetuate unjust health disparities. The curriculum and structure for this opportunity are based on the Institute for Healthcare Improvement's (IHI) evidence-based *Pursuing Equity* initiative.

PROGRAM DETAILS

We are seeking executive leaders from health care organizations committed to health equity to join the inaugural cohort of *EquityLab* fellows. From January 2019 through May 2021, leaders will participate in trainings, receive technical assistance and frequent coaching, and learn alongside their peers. Each cohort will have the opportunity to co-create the structure and curriculum that will best suit their needs, so each fellow's experience will be customized. By the end of the program, fellows will have identified and implemented two projects that further health equity in their organizations.

PHASE ONE: ASSESSMENT & TRAINING

- Complete assessments of fellow's health care organization
- Attend virtual monthly training and shared learning sessions focused on IHI's five key factors for institutional change toward health equity:
 1. Making health equity a strategic priority
 2. Developing structures to address social determinants of health
 3. Deploying strategies to address social determinants of health
 4. Decreasing institutional racism within the organization
 5. Developing partnerships with community organizations
- Identify health equity projects for Phase Two of fellowship

PHASE TWO: PROJECT DEVELOPMENT & IMPLEMENTATION

- Develop and implement policy, practice, and culture change projects
- Participate in monthly coaching and technical assistance calls, including goal-setting, planning, and implementation support
- Attend quarterly in-person convenings for shared learning opportunities
- Celebrate final accomplishments

QUALIFICATIONS

Candidates must be committed to collaboration and championing health equity within their organization. Up to two leaders per health care system may apply for *EquityLab*, and preference will be given to organizations with two applicants. At least one must be a high level leader, with a c-suite title or equivalent. Leaders from individual clinics and clinic systems are both eligible to apply (e.g. a local clinic of a Federally Qualified Health Center and the overarching FQHC system). If there is interest on both levels, we will work with leaders to develop a path forward.

APPLICANT EXPECTATIONS

- Located in Colorado
- Work in a health system that serves a high percentage of patients with Medicaid or without health insurance
- Demonstrated commitment to and/or interest in health equity initiatives
- Prepared to commit the necessary time and resources to fully participate in the *EquityLab* program:
 - Available January 2019 – May 2021
 - Completion of assessments and assignments
 - Attendance at semi-annual convenings, regular check-ins, and other activities, as determined by the cohort
 - Identification and implementation of two health equity projects
 - Openness to sharing challenges and successes and learn alongside peers
 - Fund your own travel (other program costs are currently being funded through foundation grants)

QUESTIONS

If you have additional questions, please contact Director of Community Partnerships, Dana Kennedy, at dana.kennedy@centerforhealthprogress.org or 720.722.2994.