

10:10 - 10:30 Breakout groups

As a Council, what are your suggestions for the working groups (Primary Care, Pediatric Care, Funding & Performance Measures, Workforce Development) on how to ensure equity underpins the entire healthcare system?

Notes:

Staff will defer back to what the policy says b/c they don't have control to not follow policy. Starting with policy is essential as it drives what we do. How to do this policy review effectively. Who is at the table, needs to be thoughtful. Who is making the decisions for who is at the table.

VDH created division of health equity, embed health expertise in every other division of Dept. It's fixture that's present, not afterthought. Four working groups don't have that expertise at each table. Need to learn that this cannot be second thought, but second nature. When workgroups make mistakes, what structural processes can be in place to respond? Looking at consequences of actions, play it out and consider ramifications. How have input from those who have lived experiences? Could conduct root cause analysis of a sentinel event, such as Kheya's story, to review what contributed and where change could occur. Consider one of these structures – RCA, M&M morbidity & mortality review

What should we consider as a Council as we prepare the report for the legislature to ensure diversity and equity is the foundation of all of our actions and recommendations?

Notes: promote workforce development. opportunity to promote tuition assistance, education at MS/HS level about careers, encourage people from marginalized populations to enter the healthcare workforce. Outreach to different communities at state.

Consider the partnerships conversation – inventory the partnerships. Ped subgroup – data showing that kids aren't doing well; yet the data in health equity lens, race increases risk, LGBTQ increases, poor SES. Subgroups of kids not doing well in more profound ways; need equity lens on to see where needs are and how to address, what partnerships should occur that aren't present. Issue of access doesn't seem as present – not seeing in goals, principles.