

Health Equity Strategic Plan

Beth Israel Lahey Health (BILH) is committed to advancing health equity throughout its system. The only way to make meaningful progress toward equal access to care, equal patient experiences, and equal patient health is by making improvements throughout the system and working with partners in the community. Anna Jaques Hospital is a key community hospital member of the BILH system and partner in its health equity journey.

Anna Jaques Hospital is committed to advancing health equity by focusing on areas listed in the BILH Diversity, Equity, and Inclusion (DEI) Capabilities Framework pictured below. BILH aims to transform care delivery by identifying and removing barriers to good health for all patients and being a great place to work for all employees. This vision is supported by three key goals that guide BILH's work:

- **Talent:** we want a workforce that matches the increasing diversity in our patient community, with a special focus on patient care workers and hospital leaders.
- **Patients:** we want patients to have the same level of health regardless of any differences like where they come from, what they look like, or where they live.
- **Community:** we plan to expand services in areas that historically have had fewer options for health care to improve health in those communities.

To help achieve these goals, BILH has developed a DEI Capability Development Toolkit that provides the framework for its hospitals and other locations to guide health equity work. The Toolkit summary below includes six focus areas specific to the workforce, eight focus areas specific to health equity, and three focus areas specific to supplier diversity.

DEI Capability Development Framework



Anna Jaques Hospital has identified the following goals for the next four years:

- Talent
 - Establish employee Inclusion Council that will support staff education, awareness, and participation in our health equity journey.
 - Establish employee and potential employee training programs to attract workers from local communities.
- Patients
 - Make sure that staff setting priorities for health equity have the right knowledge and information to make good decisions.
 - Educate staff and patients on the purpose of collecting race, ethnicity, disability, sexual orientation, and gender identity.
 - Educate staff and patients on the purpose of asking questions about personal challenges that could impact health, like trouble affording medications and having a safe place to live.
 - Educate staff on how to provide the best care for patients with disabilities.
 - Work with local and statewide healthcare providers to give the best care for patients in the community who are pregnant or who have diabetes.
- Community
 - Find and work with companies owned and run by people of various cultures, backgrounds, and identities, representative of the differences in our patient community.
 - Work with companies from our local communities when possible.

BILH and Anna Jaques Hospital include MassHealth member and community voices in their health equity work through its [Patient Family Advisory Council](#), Community Benefits Advisory Council, [Community Health Needs Assessment](#), and other community workgroups.