Inequities Are Harm

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Agenda

1. What is health equity?

2. How does health equity relate to patient safety & health care quality?

3. What can you do to advance the work?
“The lack of a reduction in disparities in either usage or outcomes [for TJR] over an 18-year period is sobering.”

- Jasvinder A. Singh & colleagues

Quality Disparities: Blacks Received Poorer Quality of Care Across Many National Quality Strategy Priorities

Number and Percentage of Quality Measures for Which Blacks Experienced Disparities Compared With Whites

<table>
<thead>
<tr>
<th>Category</th>
<th>Better</th>
<th>Same</th>
<th>Worse</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total (n=224)</td>
<td>104</td>
<td>12</td>
<td>91</td>
</tr>
<tr>
<td>Patient Safety (n=28)</td>
<td>29</td>
<td>5</td>
<td>11</td>
</tr>
<tr>
<td>Person-Centered Care (n=34)</td>
<td>14</td>
<td>4</td>
<td>16</td>
</tr>
<tr>
<td>Care Coordination (n=19)</td>
<td>4</td>
<td>13</td>
<td>2</td>
</tr>
<tr>
<td>Effective Treatment (n=46)</td>
<td>7</td>
<td>19</td>
<td>20</td>
</tr>
<tr>
<td>Healthy Living (n=90)</td>
<td>10</td>
<td>52</td>
<td>28</td>
</tr>
</tbody>
</table>
Postoperative Sepsis per 1,000 Adult Discharges with an Elective Operating Room Procedure, by Insurance Status and Patient Race/Ethnicity, 2008-2011

Key:
- API = Asian or Pacific Islander.

Source:

Denominator:
All elective hospital surgical discharges for patients age 18 years and over with length of stay of 4 or more days, excluding patients admitted for infection, those with cancer or immunocompromised states, those with obstetric conditions, and admissions specifically for sepsis.

Note:
Acute care hospitalizations only. For this measure, lower rates are better. Rates are adjusted by age, sex, age-sex interactions, comorbidities, major diagnostic category (MDC), diagnosis-related group (DRG), and transfers into the hospital. White, Black, and API are non-Hispanic. Hispanic includes all races.
People with a Usual Source of Care Whose Health Providers Sometimes or Never Asked for the Patient’s Help to Make Treatment Decisions, by Race, 2002-2013, and Stratified by Number of Chronic Conditions, Blacks and Whites, 2013


Note: For this measure, lower rates are better. Number of chronic conditions is assessed for adults age 18 and over. MEPS title for this measure: People with a usual source of care who sometimes or never asked person to help make decisions when there was a choice between treatments. The chronic condition classification list created by Hwang and colleagues is included in the references (Hwang, et al., 2001).
Adults Age 65 and Over Who Received Potentially Inappropriate Prescription Medications During the Calendar Year, by Race/Ethnicity and Family Income, 2002-2012


Note: For this measure, lower rates are better. Prescription medications received include all prescribed medications initially purchased or otherwise obtained as well as any refills. White and Black are non-Hispanic. Hispanic includes all races. For more information on inappropriate medications, see The American Geriatrics Society 2012 Beers Criteria Update Expert Panel. American Geriatrics Society updated Beers Criteria for potentially inappropriate medication use in older adults. J Am Geriatr Soc 2012 Apr;60(4):616-31.
Adults with Mechanical Adverse Events Associated with Central Venous Catheter Placement, by Age and Race, 2009-2012

Denominator: Selected discharges of hospitalized patients age 18 years and over with central venous catheter placement.
Note: For this measure, lower rates are better. Mechanical adverse events include allergic reaction to the catheter, tamponade, perforation, pneumothorax, hematoma, shearing off of the catheter, air embolism, misplaced catheter, thrombosis of embolism, knotting of the pulmonary artery catheter, and certain other events. White and Black are non-Hispanic. Data for age 85+ for 2012 did not meet the criteria for statistical reliability.
Long-Stay Nursing Home Residents Experiencing Use of Restraints, by Sex, Age, and Race/Ethnicity, 2011-2012

Key: NHOPI = Native Hawaiian or Other Pacific Islander; AI/AN = American Indian or Alaska Native.
Source: Centers for Medicare & Medicaid Services, Minimum Data Set 3.0, 2014.
Denominator: Long-stay residents, who are defined as having a cumulative stay greater than 100 days.
Note: For this measure, lower rates are better. The measure was calculated as follows: Percentage of long-stay residents who are physically restrained on a daily basis. In 2011, the top 5 State achievable benchmark for restraint use was 0.7 percent. The States that contributed to the achievable benchmark were Kansas, Maine, Nebraska, New Hampshire, and Vermont.
What Is Unconscious Bias?

• Attitudes or stereotypes that affect our understanding, actions and decisions in an unconscious manner.

• These biases are activated involuntarily without the individuals awareness or voluntary control.

• Not accessible through introspection.

• “People who engage in this unthinking discrimination are not aware of the fact that they do it.”

- David Williams, PhD, Harvard School of Public Health

Source: Kirwan Institute State of the Science: Implicit Bias Review 2014

“Schemas are simply templates of knowledge that help us organize specific examples into broad categories. Schemas exist not only for objects, but also for people. Automatically, we categorize individuals by age, gender, race, and role. Once an individual is mapped into that category, specific meanings associated with that category are immediately activated and influence our interaction with that individual.”

- Jerry Kang, UCLA Law Professor
Implicit Bias Characteristics

- Implicit biases are robust and pervasive.
- Implicit and explicit biases are related but distinct mental constructs.
- Implicit associations do not necessarily align with our declared beliefs.
- We generally hold implicit biases that favor our own in group.
- Implicit biases have real world affects on our behaviors.
- Implicit biases are malleable, therefore can be unlearned.

**Source:** Kirwan Institute State of the Science: Implicit Bias Review 2014