

Health Equity

South Country Strategic Action Plan

June 2023



Health Equity Committee

Purpose Statement: South Country's Health Equity Committee works with community partners to understand health inequity within our communities.

health equity defined: Highest levels of health for ALL people.





Health Equity Strategy

- 1.) South Country has an active Health Equity Committee made up of multiple staff across all departments
- 2.) South Country began a two-year Health Equity collaborative guided by Association for Community Affiliated Plans (ACAP) with 15 nonprofit, Medicaid Health plans across the United States.
- 3.) This collaborative has provided South Country with a guided framework through a series of tools and specialized webinars to build a health equity strategic action plan.





Health Equity Strategic Action Plan

The strategic action plan includes six focus areas:

- Community Engagement
- Member Engagement
- Provider Engagement
- Strategy
- Data
- Internal Staff Change Management



Community Engagement

South Country will participate in at least four (4) health equity community engagement activities focused on health disparities in 2023.

- 1.) Sibley County Health Equity Initiative: Hispanic community's healthy approach to diabetes
- 2.) Steele County racial divide task force: Community collaboration to address Racial Unification
- 3.) HealthFinders Health Equity Initiative: Partnering to advance equitable health related services to non-English-speaking members in Waseca, Dodge and Steele county
- 4.) Employee volunteerism focused on health equity events: Coordinate employee volunteer event(s) that focus on equity and social drivers of health





Member Engagement

South Country will enhance our member engagement in health equity by improving opportunities to collect member perspective for ongoing direction and evaluation.

This will be accomplished through:

- 1.) Rebuild a sustainable Member Advisory Council (MAC)
- 2.) Utilize varied modalities to capture member feedback such as the Rural Stakeholder meetings, county fairs, and various community engagement opportunities to promote member participation, provide health equity information and ask for feedback





Provider Engagement

Provider Network will promote opportunities to engage and partner with providers on Health Equity and communicate initiatives to internal team. This includes:

- 1.) Provider newsletter and website will highlight health equity efforts at South Country and in collaboration with providers
- 2.) Explore creative ways to partner with providers in evidence-based partnerships to encourage providers to monitor for disparity gaps, initiate solutions and measure impact





Data

South Country will identify new ways to capture and store HE/SDOH data to drive initiatives to close gaps in health care.

- 1.) Build a health equity data program that will better identify disparities that exist in a region and at the member level
- 2.) Develop and share dashboards of data with providers to address and improve health equity for members





Strategy

South Country's framework to advance health equity for our members is foundational to our mission, and cross-departmental.

This may be accomplished by:

- 1.) Communicate HE initiatives internally and externally to bring awareness and collaboration
- 2.) Improve website and newsletter health equity content for members and providers





Internal Change Management

South Country will create ongoing opportunities for staff and leadership to engage and train on health equity, diversity and inclusion.

This will be accomplished by:

- 1.) Provide equity, diversity, inclusion training for staff upon hire and throughout the year
- 2.) South Country will participate in the Inclusive Workplace Employer (I-WE) program



Feedback or
Questions?