Agency Priority Goal | Action Plan | FY 22 – Q2

Equity

Goal Leader(s):

Admiral Rachel L. Levine, MD, Assistant Secretary for Health

Dr. Rebecca Haffajee, Principal Deputy Assistant Secretary for Planning and Evaluation
Goal Overview

Goal statement

- Advance progress towards equity in health and human services by optimizing opportunities and access for underserved and marginalized populations and addressing drivers of inequities throughout the life course in order to remove barriers, reduce disparities, and improve outcomes. By September 30, 2023, initiate at least 10 equity assessments on HHS policies and activities and identify potential actions for improvement.

Problem to Be Solved

- Identify historical and current structural conditions under HHS’s influence that currently hinder equitable health and social outcomes.
- Identify aspects of HHS processes and policies that effect equity in health and social outcomes.

What Success Looks Like

- Promoting equity in policy and programmatic decisions, contracting and procurement, data collection, analysis and availability, and the HHS workforce.
- Improving the data available to HHS to assess the reduction of disparities
## Goal target(s)

<table>
<thead>
<tr>
<th>Achievement statement</th>
<th>Key indicator(s)</th>
<th>Quantify progress</th>
<th>Frequency</th>
</tr>
</thead>
<tbody>
<tr>
<td>By… 09/30/23</td>
<td>We will… initiate at least 10 equity assessments on HHS policies and activities</td>
<td>Number of equity assessments initiated</td>
<td>Target value: 10</td>
</tr>
</tbody>
</table>

**As of 10/1/2021**
# Goal Team

## Assistant Secretary for Planning and Evaluation

**Goal Lead:**
- Dr. Rebecca Haffajee, Acting Assistant Secretary for Planning and Evaluation, Principal Deputy Assistant Secretary for Planning and Evaluation

**Deputy Goal Lead**
- Laina Bush, Deputy Assistant Secretary for Science and Data Policy
- Miranda Lynch-Smith, Deputy Assistant Secretary for Human Services Policy

## Office of the Assistant Secretary for Health

**Goal Lead:**
- Admiral Rachel L. Levine, MD, Assistant Secretary for Health

**Deputy Goal Lead**
- Sarah Newman Boateng, Chief of Staff
- Rear Admiral Felicia Collins, Deputy Assistant Secretary for Minority Health and Director of Office of Minority Health

## National Institutes of Health

**Goal Team:**
- Stephon Scott, Acting Director, Resolutions and Equity Division, Office of Equity, Diversity, and Inclusion
Goal Strategies

- Establish Equity Technical Assistance Center in FY 2022 to build capacity and develop tools to conduct equity assessments.
- Identify high-priority & high-impact programs, policies, or processes for assessment.

Initiate Equity Assessment

Conduct Equity Assessment

- Systematic examination of how various groups, particularly racial and ethnic groups and underserved populations, are or will likely be affected by a policy, program, or process.

Findings from Equity Assessment

- Uncover opportunities to take action to address disparities that are occurring or are likely to occur.
- Incorporate equity impact assessments into the A-19 legislative proposal process for all of HHS.
# Key milestones

<table>
<thead>
<tr>
<th>Key Milestone</th>
<th>Milestone Due Date</th>
<th>Milestone Status</th>
<th>Change from last quarter</th>
<th>Owner</th>
<th>Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bimonthly Equity Learning Session</td>
<td>FY 21 Q4</td>
<td>Complete</td>
<td></td>
<td>HHS Equity Learning Session featuring teams from the Administration for Community Living (ACL), Office of the Assistant Secretary for Financial Resources (ASFR), and the Centers for Medicare and Medicaid Services (CMS) who are continuing the implementation of equity assessments conducted as part of the implementation of Executive Order (EO) 13985, Advancing Racial Equity and Support for Underserved Communities Through the Federal Government.</td>
<td></td>
</tr>
<tr>
<td>Establish Equity TA Center</td>
<td>FY 22 Q1</td>
<td>Complete</td>
<td></td>
<td>Establish an Equity TA Center that serves HHS in ASPE</td>
<td></td>
</tr>
<tr>
<td>Initiate 3 Equity Assessments</td>
<td>FY 22 Q1</td>
<td>Complete</td>
<td></td>
<td>Equity assessments at ACL, CMS &amp; two at ASFR</td>
<td></td>
</tr>
<tr>
<td>Initiate 1 Equity Assessment</td>
<td>FY 22 Q2</td>
<td>Complete</td>
<td>1</td>
<td>Equity assessment at ACF</td>
<td></td>
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<tr>
<td>Initiate 1 Equity Assessment</td>
<td>FY 22 Q4</td>
<td>On-track</td>
<td></td>
<td></td>
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<tr>
<td>Initiate 1 Equity Assessment</td>
<td>FY 23 Q1</td>
<td>On-track</td>
<td></td>
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<tr>
<td>Initiate 1 Equity Assessment</td>
<td>FY 23 Q2</td>
<td>On-track</td>
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<tr>
<td>Initiate 1 Equity Assessment</td>
<td>FY 23 Q3</td>
<td>On-track</td>
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<tr>
<td>Initiate 1 Equity Assessment</td>
<td>FY 23 Q4</td>
<td>On-track</td>
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</table>
Summary of progress

Narrative – FY 22 Q2

This goal is on target for accomplishing the main target. The Equity Technical Assistance Center has started working individually with two HHS offices, including ACF’s Office of Human Services Emergency Preparedness and Response, to conduct equity assessments. This TA includes help walking them through the process of conducting an equity assessment on a topic relevant to their work. This technical assistance involves helping offices determine the scope of their equity assessment work, select a tool to conduct the equity assessment, conduct the assessment, and determine next steps once results are found. The Equity Technical Assistance Center also delivered two HHS-wide trainings on conducting equity assessments and developed five tools to help offices across the Department conduct equity assessments.

During Q2, CMS also published a blog post in Health Affairs, which highlighted the Center for Medicare & Medicaid Innovation’s new initiatives for advancing health equity, which is one of the center’s five strategic objectives for achieving its 2030 vision. The Administration for Children and Families also hosted a National Call to Action through the release of an Information Memorandum titled Equity in Action: Prioritizing and Advancing Racial Equity and Support for Underserved Communities. Equity assessments are important component of the many actions included in the plan to advance equity in ACF programs.
**Contributing Programs**

Organizations:
- HHS-wide

President's Management Agenda
- CAP Goal – TBD

Policies:
- Executive Order 13985 Advancing Racial Equity and Support for Underserved Communities Through the Federal Government

**Stakeholder / Congressional Consultations**

HHS has been working with partnership networks and offices, particularly the Office of Intergovernmental and External Affairs (IEA) to engage with community-based organizations and plan future activities for the engagement of stakeholders representing underserved communities and populations.