Agency Priority Goal | Action Plan | FY 22 – Q1

Equity

Goal Leader(s):

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

Rebecca Haffajee, Acting Assistant Secretary for Planning and Evaluation, 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.
## Tracking the goal

### 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 initiate at least 10 equity assessments on HHS policies and activities</td>
<td>Number of equity assessments initiated</td>
<td>10</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td></td>
<td>4</td>
<td>quarterly</td>
</tr>
</tbody>
</table>

** As of 10/1/2021
Goal Team

Assistant Secretary for Planning and Evaluation

Goal Lead:
• 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 indicators

Equity Assessments

Initiated  Cumulative

<table>
<thead>
<tr>
<th>Quarter</th>
<th>FY 22 Q1</th>
<th>FY 22 Q2</th>
<th>FY 22 Q3</th>
<th>FY 22 Q4</th>
<th>FY 23 Q1</th>
<th>FY 23 Q2</th>
<th>FY 23 Q3</th>
<th>FY 23 Q4</th>
</tr>
</thead>
<tbody>
<tr>
<td>Initiated</td>
<td>4</td>
<td>1</td>
<td>2</td>
<td>4</td>
<td>6</td>
<td>8</td>
<td>10</td>
<td>11</td>
</tr>
<tr>
<td>Cumulative</td>
<td>4</td>
<td>5</td>
<td>7</td>
<td>11</td>
<td>17</td>
<td>25</td>
<td>35</td>
<td>46</td>
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</table>
### 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>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>
</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 APSE</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; ASFR</td>
</tr>
<tr>
<td>Initiate 1 Equity Assessment</td>
<td>FY 22 Q2</td>
<td>On-track</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Initiate 1 Equity Assessment</td>
<td>FY 22 Q4</td>
<td>On-track</td>
<td></td>
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</tr>
<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>
<td></td>
<td></td>
</tr>
<tr>
<td>Initiate 1 Equity Assessment</td>
<td>FY 23 Q3</td>
<td>On-track</td>
<td></td>
<td></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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</tbody>
</table>
Four HHS offices (Administration for Community Living, Assistant Secretary for Financial Resources [ASFR] Office of Grants, ASFR Office of Acquisitions, and Centers for Medicare and Medicaid Services) have conducted pilot equity assessments examining equity in their respective programs and policies, which covered administered grants, contracting, postpartum care, and Benefit Enrollment Centers connecting Medicare beneficiaries with limited incomes to needed benefits. These efforts were used as an opportunity to test what equity assessment methods and approaches are viable across HHS and identify what is necessary to institutionalize robust equity assessments into our policy, program, and process decision-making.
**Contributing Programs**
Organizations:
- HHS-wide

Program Activities:
- N/A

President’s Management Agenda
- CAP Goal – TBD

Regulations:
- N/A

Tax Expenditures:
- N/A

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

Other Federal Activities:

**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.