

Starter Actions & Activities

The essentials that you need to know to get started:

- **What are pillars?** The five audiences ([individuals](#), [health care organizations](#), [professional societies](#), [payers](#), and [pharmaceutical/biotech/research organizations](#)) that we are mobilizing for coordinated action to advance a more equitable health care ecosystem.
- **What are the pillar actions?** A set of practical actions aimed to get us started on the journey to achieving health equity.
- **What are the pillar activities?** An initial set of specific and high-impact activities developed through an iterative process. The below list is a subset of starter actions and activities planned for early 2023. Additional actions and activities will be released over time as individuals and organizations progress in their journey.
- **Can I see the full list of actions and activities?** To request early access to the full list of actions and activities planned, please email us at healthequity@ihi.org and include your name, organization, and reasons for requesting early access.
- **How can I and/or my organization participate and contribute?** You can start now by committing to acting for equity and getting grounded by [clicking here](#).
- **How can I and/or my organization share and align our existing work with the coalition?** If you haven't already, start by [joining](#) our community at www.risetohealthequity.org. In coming months, we will be creating additional pathways and opportunities for you and others across the ecosystem to connect, share, collaborate, innovate, and learn from each other.
- **Where can I learn more?** The full Rise to Health Coalition website is launching in Q1 2023 and will provide additional details regarding our pillar actions and activities, how they were developed, our values and principles for changes, the categories for action, our measurement and evaluation plan, and more.

INDIVIDUALS

Category: Commit to Acting for Equity	
ACTIONS	COALITION RECOMMENDED ACTIVITIES
<ul style="list-style-type: none"> • Commit to taking action 	<ul style="list-style-type: none"> • Sign up for the Rise to Health Coalition on the website <ul style="list-style-type: none"> ○ Optional: List name, organization, and actions taken
Category: Getting Grounded in History and Your Local Context	
ACTIONS	COALITION RECOMMENDED ACTIVITIES
<ul style="list-style-type: none"> • Get grounded in our collective history of racism and other inequities present in your environment 	<ul style="list-style-type: none"> • Engage in educational and professional development opportunities that equip health care professionals to advance racial justice and health equity
Category: Identifying Opportunities for Improvement	
ACTIONS	COALITION RECOMMENDED ACTIVITIES
<ul style="list-style-type: none"> • Work with your local team to identify inequities present in your work that matter to marginalized people who are being harmed 	<ul style="list-style-type: none"> • Identify and report inequities in patient care using patient safety/sentinel event mechanism at your institution or externally

HEALTH CARE ORGANIZATIONS

Category: Commit to Acting for Equity	
ACTIONS	COALITION ACTIVITIES
<ul style="list-style-type: none"> • Commit to taking at least one action from each category 	<ul style="list-style-type: none"> • Sign up for the Rise to Health Coalition on the website <ul style="list-style-type: none"> ○ Your organization will be recognized by name along with others who are joining this effort ○ Optional: List actions your organization is taking
Category: Getting Grounded in History and Your Local Context	
ACTIONS	COALITION ACTIVITIES
<ul style="list-style-type: none"> • Facilitate increasing knowledge among all staff and board members about the history of racism and other forms of oppression (sexism, ableism, classism, ageism, xenophobia, anti-Semitism, etc.) at the national, local, and organizational levels 	<ul style="list-style-type: none"> • Provide educational and professional development opportunities that equip health care professionals to advance racial justice and health equity
Category: Identifying Opportunities for Improvement	
ACTIONS	COALITION ACTIVITIES
<ul style="list-style-type: none"> • Collect and stratify key clinical data, measures, and indicators by relevant sociodemographic factors (e.g., REaLD and SOGI) to identify inequities • Gather qualitative data (e.g., individual and community experiences) to understand the full scope and context of inequities 	<ul style="list-style-type: none"> • Stratify key quality, safety, patient experience, and other patient-reported outcome data and indicators by relevant sociodemographic factors (e.g., REaLD and SOGI) to systematically identify harmful variation in health care delivery and outcomes • “Starter” or Tier I activity: Add an equity prompt to all harm-event reporting systems (e.g., patient safety/sentinel events) to increase detection of inequities

PROFESSIONAL SOCIETIES

Category: Commit to Acting for Equity	
ACTIONS	COALITION ACTIVITIES
<ul style="list-style-type: none"> • Commit to taking at least one action from each category 	<ul style="list-style-type: none"> • Sign up for the Rise to Health Coalition on the website <ul style="list-style-type: none"> ○ Your organization will be recognized by name along with others who are joining this effort ○ Optional: List actions your organization is taking
Category: Getting Grounded in History and Your Local Context	
ACTIONS	COALITION ACTIVITIES
<ul style="list-style-type: none"> • Facilitate increasing knowledge among all staff and board members about the history of racism and other forms of oppression (sexism, ableism, classism, ageism, xenophobia, anti-Semitism, etc.) at the national, local, and organizational levels 	<ul style="list-style-type: none"> • Provide educational and professional development opportunities that equip health care professionals to advance racial justice and health equity
Category: Taking Initiative	
ACTIONS	COALITION ACTIVITIES
<ul style="list-style-type: none"> • Address organization-level contributors to inequitable access to health services (e.g., racist clinical algorithms, inequitable advancement within the specialty) 	<ul style="list-style-type: none"> • Eliminate racist clinical algorithms and decision-making tools that incorrectly use race as a proxy for genetic or biologic ancestry

PAYERS

Category: Commit to Acting for Equity	
ACTIONS	COALITION ACTIVITIES
<ul style="list-style-type: none"> Commit to taking at least one action from each category 	<ul style="list-style-type: none"> Sign up for the Rise to Health Coalition on the website <ul style="list-style-type: none"> Your organization will be recognized by name along with others who are joining this effort Optional: List actions your organization is taking
Category: Getting Grounded in History and Your Local Context	
ACTIONS	COALITION ACTIVITIES
<ul style="list-style-type: none"> Facilitate increasing knowledge among all staff and board members about the history of racism and other forms of oppression (sexism, ableism, classism, ageism, xenophobia, anti-Semitism, etc.) at the national, local, and organizational levels 	<ul style="list-style-type: none"> Provide educational and professional development opportunities that equip health care professionals to advance racial justice and health equity
Category: Identifying Opportunities for Improvement	
ACTIONS	COALITION ACTIVITIES
<ul style="list-style-type: none"> Collect and stratify HEDIS measures and any other relevant clinical indicators by relevant sociodemographic factors (e.g., REaLD and SOGI) to identify inequities 	<ul style="list-style-type: none"> Disaggregate key measures (e.g., HEDIS measures) to inform areas for action
Category: Taking Initiative with Others	
ACTIONS	COALITION ACTIVITIES
<ul style="list-style-type: none"> Systematically embed racial and health equity in processes, practices and infrastructure at your organization 	<ul style="list-style-type: none"> Report stratified HEDIS data publicly and give anonymized provider reports to the individual provider organizations

PHARMACEUTICAL, BIOTECH, AND RESEARCH ORGANIZATIONS

Category: Commit to Acting for Equity	
ACTIONS	COALITION ACTIVITIES
<ul style="list-style-type: none"> Commit to taking at least one action from each category 	<ul style="list-style-type: none"> Sign up for the Rise to Health Coalition on the website <ul style="list-style-type: none"> Your organization will be recognized by name along with others who are joining this effort Optional: List actions your organization is taking
Category: Getting Grounded in History and Your Local Context	
ACTIONS	COALITION ACTIVITIES
<ul style="list-style-type: none"> Facilitate increasing knowledge among all staff and board members about the history of racism and other forms of oppression (sexism, ableism, classism, ageism, xenophobia, anti-Semitism, etc.) at the national, local, and organizational levels 	<ul style="list-style-type: none"> Provide educational and professional development opportunities that equip health care professionals to advance racial justice and health equity
Category: Identifying Opportunities for Improvement	
ACTIONS	COALITION ACTIVITIES
<ul style="list-style-type: none"> Regularly assess the impacts of organizational investment, product development, and/or purchasing decisions on marginalized communities 	<ul style="list-style-type: none"> Regularly assess your top 5-10 revenue-generating products for accessibility, affordability, and relevance for marginalized people
Category: Taking Initiative with Others	
ACTIONS	COALITION ACTIVITIES
<ul style="list-style-type: none"> Invest in health innovations developed specifically to improve health in and/or eliminate inequities experienced by marginalized communities 	<ul style="list-style-type: none"> Advance access to drug coverage and health care affordability through pricing, distribution channels, and alternatives to commercial pharmacies for at least one illness/condition that disproportionately impacts marginalized communities