![Institute for Healthcare Improvement logo]

Pursuing Equity Learning Network & Action Community

Frequently Asked Questions

Will the project result in any publications? How do you envision "contributing to dissemination in the field"?

Teams working on their improvement projects are more than welcome to submit their work for publication. IHI's dissemination efforts may include a publication, case study write-ups, blog posts, presentations, etc., but those details will be determined once we're in the thick of the work. At IHI, we have the saying "All teach, all learn." We encourage you to take your learnings and continue teaching others about the successes, and failures, of your work.

What if I'm interested in applying, but I'm not from a health care organization?

The program is designed specifically for health care delivery organizations. Our work is aimed at improving the culture of equity at health care organizations, with a goal of improving clinical equity outcomes. For that reason it is important to have a health care organization at the center of the work. You may, however, partner with a local health care organization and apply together.

Can individuals apply? Can I apply as a 1-person team?

We have learned through our past initiatives that having a committed core team of 3-7 people is fundamental to success in this work. It is often more than one person can carry on their own, and we have found that having a diverse array of perspectives and expertise lightens the load and increases likelihood of success.

What is the approximate weekly/monthly time commitment?

For both cohorts, expected participation not only includes time in the various calls/meetings outlined, but also time outside of those to advance your work (i.e., generating buy-in, testing changes). <u>We ask that applying teams commit to attending all calls</u> as they build on each other and we are forming a community in this work. Additionally, we recommend teams meet once per week to keep up the momentum of their projects and their work together.

On what days/dates will meetings take place?

We will send out a schedule no later than early December, shortly after decisions are announced.

Health care staff at my HCO have limited time/capacity to participate. Do you have examples of initiatives that did not focus on clinical outcomes that could be relevant for this opportunity, e.g. improvements for internal staff DEI, internal HR systems/hiring practices, internal staff affinity groups, etc?

Pursuing Equity is focusing on clinical equity projects in order to better facilitate cross-team learning and hone the focus of our calls and supports. Health care staff are important team members in clinical equity projects as they bring a lens of patient-facing care. There should be at least one clinical team member on all calls. If you are worried about capacity, the Learning Network is a smaller time commitment as there are less calls and the goal is to set teams up with the infrastructure to begin clinical equity work, rather than diving into improvement projects like in the Action Community. In both cohorts, there will also be a focus on building a culture of equity and you may choose to start additional projects in non-clinical areas.

Will teams who start in the Learning Network will have the opportunity to join the Action Community in later cohorts?

Although we hope to continue this initiative with future cohorts, we do not currently have developed plans beyond the 2023-24 Learning Network and Action Community initiative. In the likely situation that we do run future programs, we would love to partner with past teams and continue supporting your equity journey. Our goal is that teams actively participating in the Learning Network would be well prepared to apply to join a future Action Community, if offered.

My organization's equity initiative is still in the design/study phase and does not align with the Pursuing Equity timeline. Could we still participate in some way?

It's common that organizations with existing equity projects join our initiative, and we encourage you to jump in and can help you align your learnings and the Pursuing Equity timeline to your project. The Learning Network is more focused on learning and developing skills for later equity projects. If your team does not feel prepared to pursue a clinical improvement initiative but still wants guidance in planning and learning, the Learning Network may be the right choice for you.

Are there plans for follow up support after the initiative ends in 2024?

We do not have a formal system of support after the initiative ends. However, one of our goals with both the Learning Network and the Action Community is to create a space for connection, collaborative learning, and networking. In past iterations we have seen teams develop deep and meaningful relationships with each other and maintain connections with their peers, coaches, and the IHI team years after the initiative ends. We always enjoy hearing from past teams and many of our coaches and faculty are happy to jump on a call to connect with organizations past the close of the initiative.

A lot of people at our organization are interested in this work. Could you provide more guidance on choosing the right team members to participate?

It's great to have a lot of interest at your organization! Your core team should be 3-7 people who have a lens on data, quality improvement, equity, and patient-facing care. These are the core team members who will attend cohort calls and be the main drivers behind the work. A successful team is not just limited to those 3-7 people, though. Additional colleagues can be helpful in providing input, feedback, and participating in testing changes throughout your improvement work.

For learning network projects, do you all recommend limiting teams focus to only one project at a time (vs. >1 concurrently)?

For the learning network, the work will be mostly foundational, getting you ready to start thinking about aims and a portfolio of projects by the end of the time together, but the work will not be primarily project based. If your team is prepared to conduct a full scope project and would like more intensive support we would encourage you to apply for the Action Community. In the Action Community, we do encourage teams to start small and slowly expand their work. Diving into equity work can be very exciting and we understand the desire to pursue multiple workstreams at once, but please consider the capabilities of your team's time and resources when choosing what project (or projects) to pursue.

Are 'case studies' or write ups of work from past Pursuing Equity teams available via IHI?

You can download team summary reports from the first iteration here, and review a case study from the second iteration here.