

Using the MED-TF's Equity Standards tool to improve the quality of healthcare for vulnerable patients

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Hans Verrept, James Glover, Eeva Hakkinen, John Nwobo, Clémence Braem



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Migration Equity and Diversity Task Force

Outline

- Aim of this presentation - Introducing the SAT – Standards for Equity in Healthcare for Migrants and other vulnerable Groups
- Why use the Standards for Equity?
- Background to the HPH Migration, Equity and Diversity Task Force (MED-TF)
- How to use the Standards for Equity?
- The MED-TF's action plan 2025-26 - How to participate?
- Further information and contact details



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Introducing the SAT – Standards for Equity in Healthcare

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Self-Assessment Tool for implementing the

Standards for Equity in Healthcare for Migrants and Other Vulnerable Groups

A Tool for Advancing Equity in Healthcare

Revised 2024



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Why use the SAT?

- Existence of (ethnic) health inequities
- Existence of (ethnic) health care inequities

Lack of access to health services, lower level of care [lack of awareness of services available, absence of appropriate services, negative attitude of staff, health literacy, communication difficulties, ...] (Unequal Treatment, Smedley et al., 2003)

“The advancement of migrant-sensitive health care in Europe has been a topic of many initiatives and academics debates for over 20 years in Europe, yet with rather limited progress in terms of comprehensive and sustainable implementation.” (Savas, Knipper et al., The Lancet, 2024)



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What are equity and diversity in health care?

- Equity-approach recognizes that people with greater healthcare needs should have more intervention
- Ethnic-cultural diversity is not enough to identify individual needs. Diversity also exists within the same national or ethnic group
- The process encourages focusing on individual uniqueness, recognizing and appreciating differences
- The goal is guaranteed equal care for all as the most important strategy for reducing health care disparities

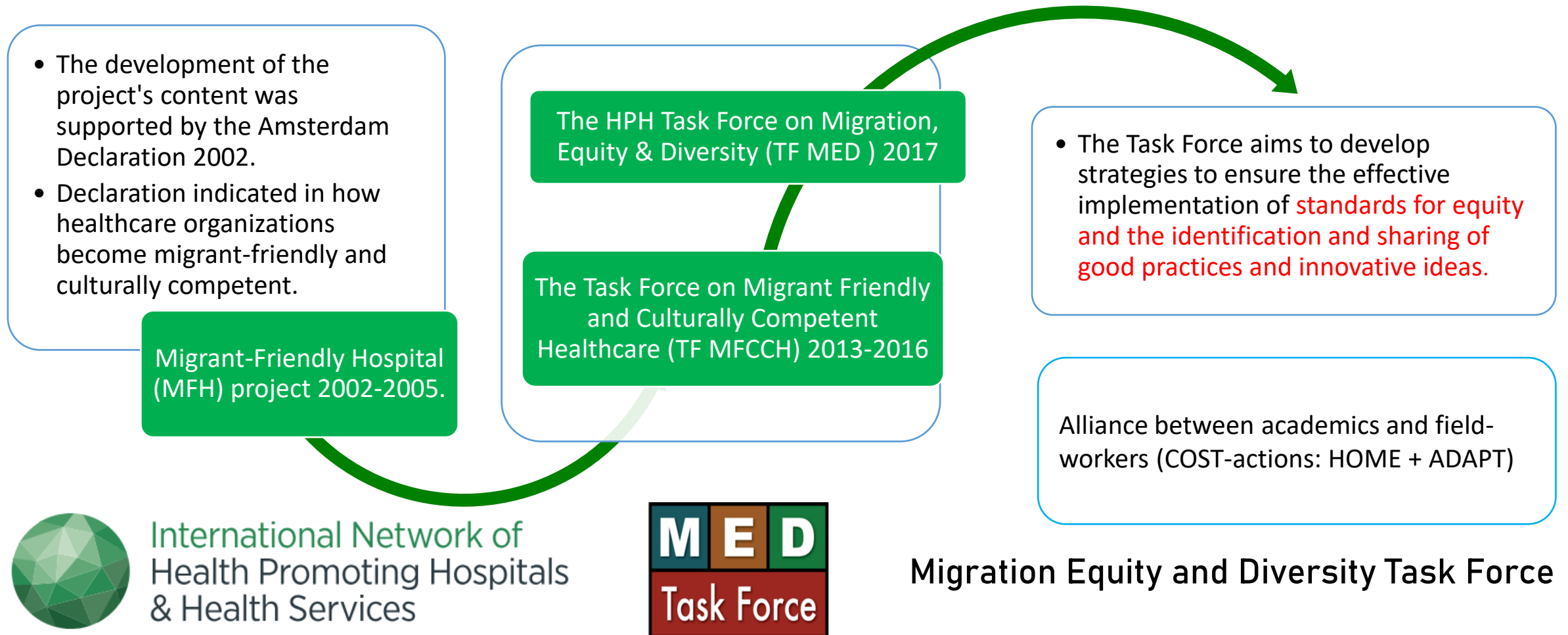


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Background to the HPH Migration, Equity and Diversity Task Force (MED-TF)



2014	N
Australia	4
Belgium	6
Canada	6
Finland	2
Ireland	2
Italy	5
Malta	1
Norway	3
Slovenia	1
Spain (Cat + Andal)	6
Sweden	1
Switzerland	1
The Netherlands	1
Turkey	1
	40



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Evaluation of the SAT

+

- Self-assessment was useful
- New potentials for equity improvement activities identified
- Equity standards can be embedded with existing processes and standards (e.g. accreditation)

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- Workload not appropriate



New version of the standards 2024



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5 Standards

1. Demonstrating organisational commitment to equity
2. Equitable Access and Utilization
3. Equitable Quality of Care
4. Equity in Employment
5. Promoting Equity



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Standard 1

1. Demonstrating organisational commitment to equity

Goal:

The organisation's values, policies and plans promote equity. They are sustainable, effective and contribute to advancing health and workforce equity.

Objective of this Standard:

To assess how the organisation makes sure that equity is built into policies, decision making and performance monitoring systems.

1.1. Substandard: The organisation has a document setting out its values.

1.1.1 The organisation has published a document setting out its values, which is promoted by senior management.

Measurable element: a written document which describes the values of the organisation and makes reference to equity, for both service delivery and employment of staff.

Not implemented					Fully implemented	Not applicable
1	2	3	4	5		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

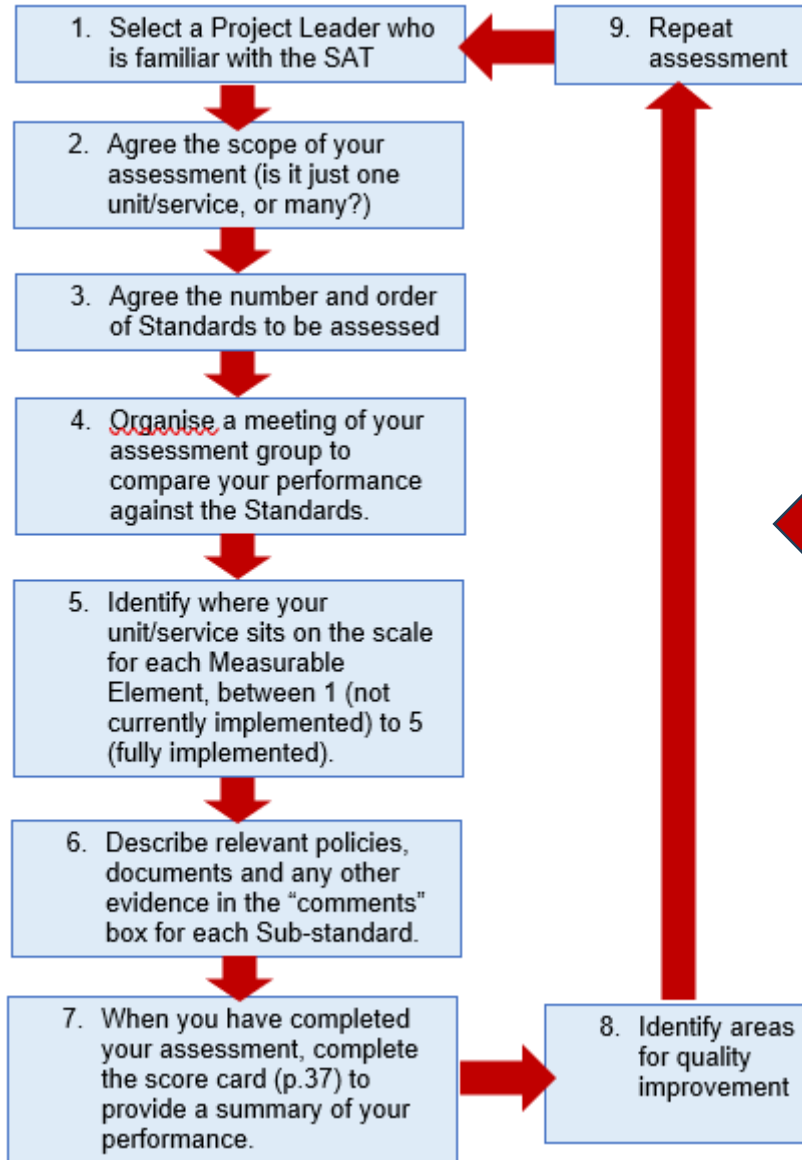
Comments on this Substandard:



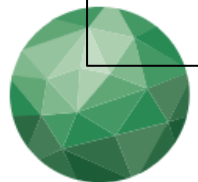
How to use the SAT?

Before you start

- Obtain senior management approval
- Organize a mixed group of front-line staff and managers from different roles and disciplines




Develop and implement improvement strategies



How to participate?

Inform us of your wish to participate

- Phase 1: Preparation: briefing event organized by MED-TF (January-March 25)
- Phase 2: Assessment of standards compliance (April-May 25)
- Phase 3: Reporting the assessment results (June 25)
 Sharing of best practices during hybrid conferences
- Phase 4-5: Identification of improvement areas – development of action plan (July-December 25); phase 6-7: Implementation – Evaluation (January 26-September 26)



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Further information and contact details

- Contact: diversity.HR@hse.ie



We will contact you

Provide you with the SAT for implementing the Standards for Equity in Healthcare for Migrants and Other Vulnerable Groups

Invite you for the hybrid briefing session early 2025



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