10 STEPS TO COMPLETE YOUR BHDIS

How to Create Your Behavioral Health Disparities Impact Statement

CHANGEMATRIX

Background

- November 2010 - Department of Health and Human Services (HHS) required action plan for reducing racial and ethnic health disparities.
- HHS Disparities Action Plan developed through a collaborative, Department-wide process emphasized approaches that are evidence-based and achieve large-scale impact
- HHS leadership requires program grantees to submit BHDIS as part of their grant applications
- Strategies include the National Standards for Culturally and Linguistically Appropriate Services (CLAS)

Overview of the BHDIS

The BHDIS is comprised of three sections:

Intended Service Demographics

- Projection of clients to be served
- Race/ethnicity, gender, and sexual orientation data
- Quantitative and qualitative data
- Addresses dimensions of "quality and access to care" for disparate subpopulations

Quality Improvement Plan Using Your Data

- Data-based decision making
- Ongoing data collection
- Disparity analysis
- Program adaptation
- Outcomes monitoring

Adherence to the CLAS Standards

Programs should be:

- Effective, equitable, respectful, quality care and services
- Responsive to diverse cultural health beliefs
- Responsive to preferred languages, health literacy, and other communication needs

"A nation free of disparities in health and health care."

-Vision of the Department of Health and Human Services (HHS) Disparities Action Plan

1 Prepare

- Create a guiding group to work on the BHDIS
- Partner with your evaluation team to create a participatory process and strong feedback loops for program improvement
- Outreach and carefully listen to the voices of your community
- Assess the current situation by gathering multiple sources of data on your service population
- Become familiar with the CLAS Standards and strategies to integrate them into your work.

Section I: Intended Service Demographics

2 Collect projected service population data

Consider multiple sources of qualitative and quantitative information

Identify social determinants of health that impact access, treatment and outcomes

3 Gather census data to justify projections

4 Identify current disparities by comparing existing community service utilization/outcomes to census data

Section II: Quality Improvement Plan

5 Determine strategies to monitor and measure project activities with this data

6 Discuss how evaluation findings will be integrated into program planning and management

7 Modify services based on assessment findings

Section III: Adherence to the CLAS Standards

8 Identify which CLAS Standards your team will address

9 Convene a diverse workgroup to brainstorm activities and partners to engage

10 Address how strategies will be implemented in your organization and delivery of services

CHANGEMATRIX

Change Matrix LLC works to motivate, manage, and measure change using a structured approach to assess the situation, define outcomes, and tailor processes and tools. In partnership, individuals and organizations transform from their current state to a desired future state.

OUR VISION
Systems seek and navigate change to effectively meet the needs of their community.

OUR MISSION
We motivate, manage, and measure change to support systems that improve lives.

OUR APPROACH
In partnership with our clients, we assess the situation, define outcomes, and tailor processes and tools to support and promote our client's movement from where they are to where they want to be.

For more information on how to develop and implement your BHDIS, email our team at info@changematrix.org.