

National US Health Equity Survey Demonstrates Some Progress on Organizational Health Equity Goals; Emerging Priorities on Activation, Analytics, and Capacity Building

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Objectives

- ▶ **Advancing health equity remains a social, political, economic and ethical priority.** A variety of stakeholders across the health ecosystem are working individually and in collaboration to improve health outcomes and narrow disparity gaps.
- ▶ **A greater understanding of what is being done, what is working, and where challenges persist is needed.** The EY Center for Health Equity's inaugural 2023 Health Equity Outlook Report established a baseline understanding of these efforts.
- ▶ **2024 findings provide an updated view of where we are now and where we are going in health equity practice.** In-depth views are provided of organizations' current and expected health equity priorities and investments, technology actions and maturity, and workforce and community engagement.

Methods

- ▶ 500 US health equity leaders were evenly surveyed across provider, payer, life sciences, government, and nonprofit and community organizations
- ▶ Criteria for participation included:
 - ▶ Current responsibility for developing or executing any efforts related to driving health equity and/or reducing health disparities as part of participant's job function
 - ▶ C-suite, SVP, VP, Director, or Community Liaison or the equivalent role level
- ▶ Responses were collected in January 2024

Results

- ▶ **73%** of respondents expect increased health equity prioritization over the next year (25% expect it to remain the same, 2% to decrease).
- ▶ **58%** expect investments in health equity to increase overall, and **92%** expect an increase in at least one focus area.
- ▶ Majority report positive impact of health equity efforts on patient health outcomes (**83%**) and organizational financial performance (**65%**)
- ▶ Top priorities remain consistent with 2023, while the distribution of subsequent priorities points toward **increased focus on downstream outcomes** and a decreased focus on upstream social determinants.
- ▶ **Competing priorities, financial commitment, and a business case** for return on investment present the greatest barriers
- ▶ Organizational size by annual revenue emerged as a surrogate for perceived health equity effort maturity, suggesting resource access enables action.
- ▶ Majority of provider, payer, and life sciences organizations are **not yet ready to meet health equity regulatory requirements** (e.g., NCQA, CMS, FDA).
- ▶ On average, **60%** of organizations engage communities in health equity strategy development; **47%** do so for health equity program design and delivery

Chart 1. Evolution of top health equity priorities across the health ecosystem

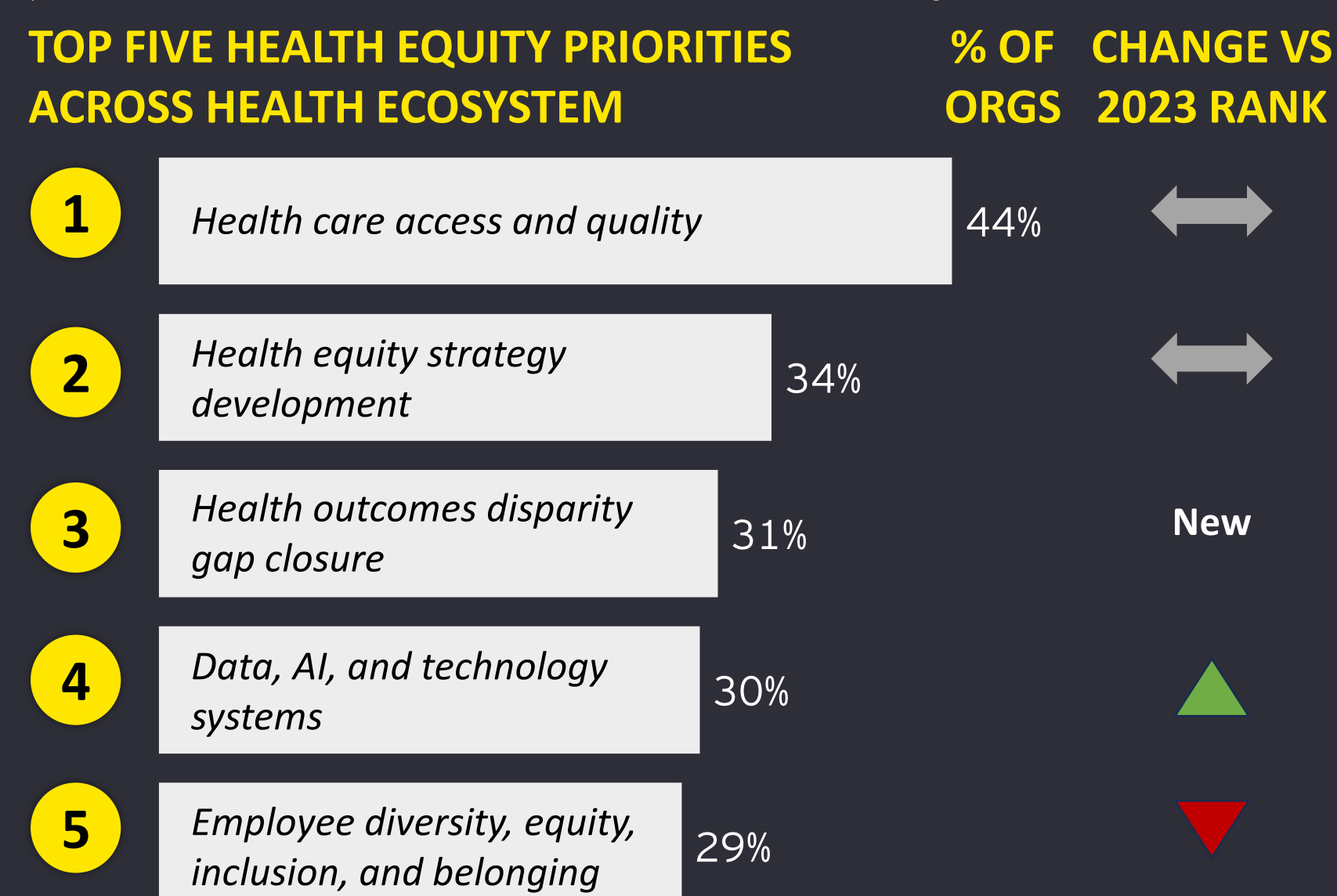


Chart 2. Health equity data and analytics maturity by org. revenue

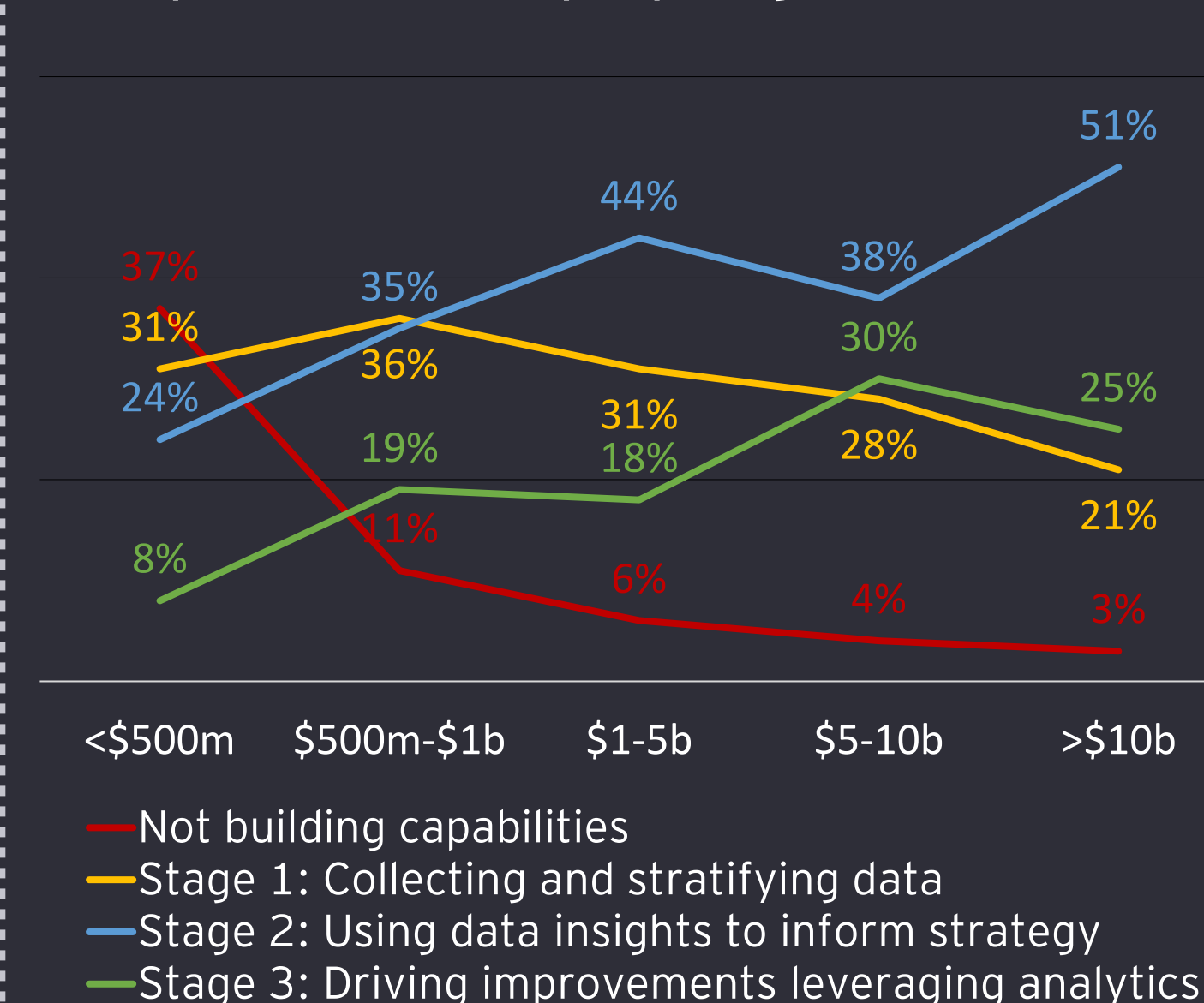


Chart 3. Perception of workforce health equity competency

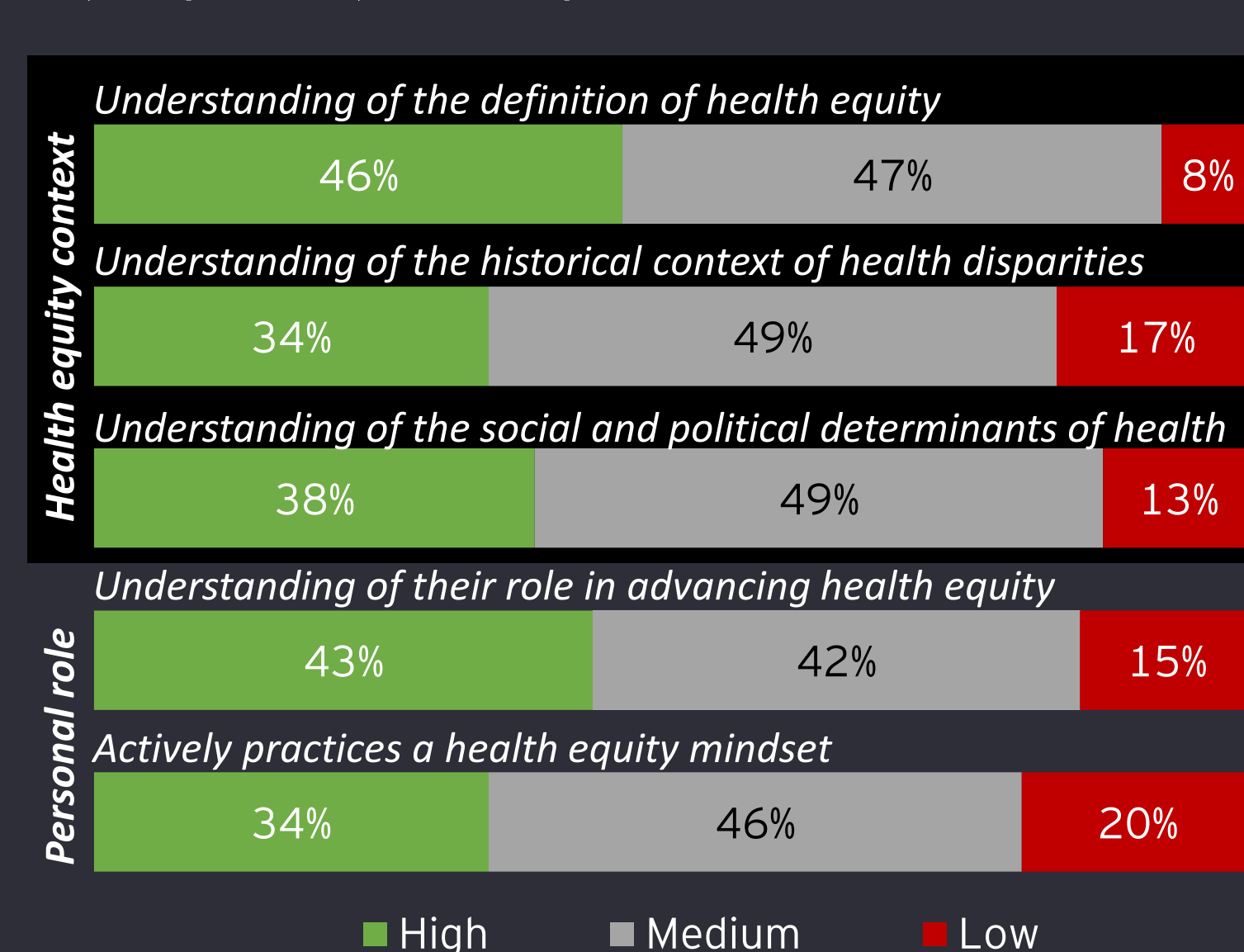
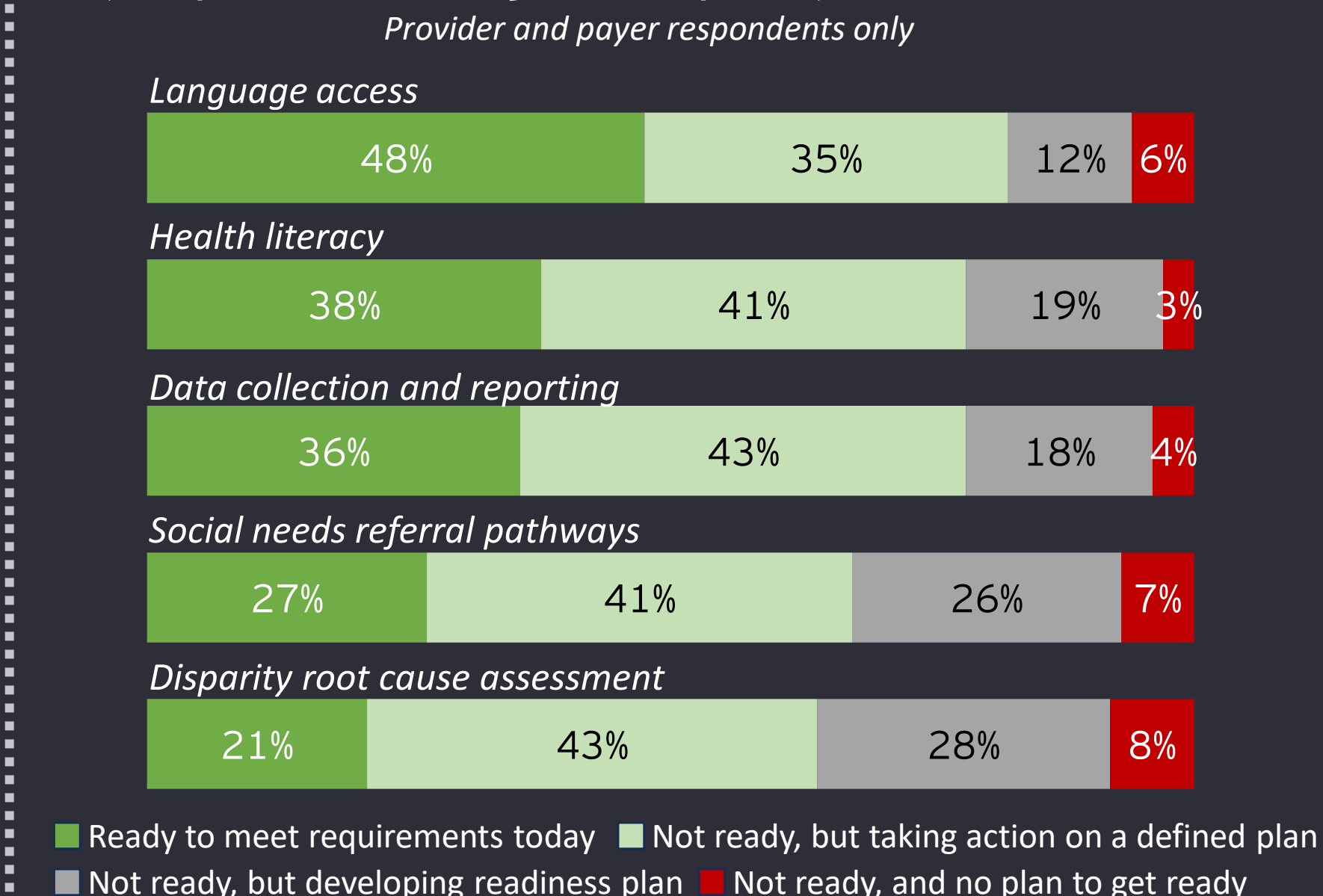


Chart 4. Reported readiness to meet health equity-related regulatory requirements



Conclusion

- ▶ **Health equity remains a key focus across the health ecosystem, though practice and areas of prioritization continue to evolve.** Investments continue in capacity building, technology and community engagement. While progress is underway, many organizations are not yet fully achieving goals or prepared to meet regulatory guidance on data capabilities, gap closure, and outcomes.
- ▶ **Variation within segments is often impacted by the economic scale of the organization involved,** reflecting the resource gaps many smaller organizations have, compared with larger ones.
- ▶ **With persisting disparities in health outcomes and a growing policy landscape emphasizing health equity activation, the field continues to move from health equity strategy development to impact delivery.**

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