



CABINET FOR HEALTH
AND FAMILY SERVICES

**DMS Racial and Health Equity Initiatives
Health Disparity and Equity TAC Meeting
September 7, 2022**

DMS Racial Equity Action Plan

CHFS has tasked DMS with creating a Racial Equity Action Plan which demonstrates a commitment to racial equity in our services and practice. The plan includes:

❖ Normalizing

- Develop shared language, increase awareness, collect and disaggregate data

❖ Organizing

- Conduct equity training, implement racial equity core group, develop external partnerships

❖ Operationalizing

- Develop racial equity action plan, use racial equity tool in decision making, determine accountability mechanism

DMS Racial/Health Equity Purpose

The Department for Medicaid Services (DMS) is committed to becoming a racially equitable organization. Our work will include a focus on internal development as the single state agency serving 1.68 million Kentucky Medicaid members, as well as our external development in relation to Kentucky's health care continuum. Additionally, DMS will be an organization embedded in learning and cultural humility that encourages self-awareness and participation in the enhancement of racial and health equity.

Racial/Health Equity Alignment with DMS Pillars

- **Equity-** Advance racial equity to promote an equitable and fair Commonwealth for all of Kentucky's members
- **Health and Well-Being-** Eliminate inequality that compromises the health and well-being of Kentuckians, and provide an equitable Commonwealth for all citizens regardless of race, color, religion, sex, national origin, age, disability, or genetic information
- **Structural Economic Support-** Support and serve Kentucky's Medicaid members by utilizing DMS' fiscal management and reimbursements to Medicaid providers to leverage racially **equitable practices**, and in turn, yield immeasurable health and welfare gains for the Commonwealth.

Racial/Health Equity Alignment with DMS Pillars

- **Resilient Individuals and Communities-** Promote racial equity within underserved communities across the Commonwealth to eliminate disparities and trauma and to build resilient and thriving communities across Kentucky.
- **Operational Excellence-** Provide equitable services for all of Kentucky's members and ensure that the healthcare needs and welfare of Medicaid members are met without inequities.

DMS Racial Equity Enterprise Goal Themes

- ❖ 1. Use of Government Alliance on Race and Equity (G.A.R.E.) tool across departments for accountability
- ❖ 2. Racial Equity in Hiring
- ❖ 3. Racial Equity in Procurement
- ❖ 4. Medicaid Innovation Collaborative (MIC) state cohort participation

Medicaid Innovation Collaborative

Medicaid Innovation Collaborative (MIC) is a program that enables Medicaid programs to identify and implement market innovations that advance health equity and provide Medicaid beneficiaries with the opportunity to achieve their fullest potential for health and well-being.

Second State Cohort:

KY, NY, NV

Area of Focus:

Social Determinants of Health

How will participation in the MIC state cohort benefit DMS racial equity planning?

- Identify and define health equity priorities in KY
- Hear from beneficiaries through original research conducted by MIC
- Review a nationally-sourced, curated list of vendors, informed by health equity priorities, beneficiary research, and MCO collaboration
- Share these solutions with Managed Care plans, providers, and other key stakeholders in KY
- Receive technical assistance to change policies, incentives, and requirements to accelerate change
- Support MCOs to identify and develop strategies to advance health equity efforts

Four Key Elements of Innovation

- **Community Engagement**- special emphasis on lived experience of beneficiaries, providers, and community members
- **Collaboration**- sharing best practices between states
- **Technical Assistance**- benchmark development, data, policy levers, implementation support
- **Innovative Strategies**- to help states and MCOs meet new complex health equity goals

DMS Racial Equity Division Goals

- Commissioner's Office
 - Pharmacy
 - Behavioral Health Team
 - Medical
- Division of Health Plan Oversight
- Division of Quality and Population Health
- Division of Program Integrity
- Division of Health Care Policy
- Division of Fiscal Management
- Division of Long-Term Services and Supports
- Division of Information Systems

DMS Racial Equity Division Goals

- All Divisions within DMS are creating racial/health equity goals and objectives for the Racial Equity Action Plan.

Examples:

- Behavioral Health Team: DMS Behavioral Health Team will incorporate equity language into all MCO contracts and behavioral health initiatives (aligned with procurement enterprise goal)
- Pharmacy: DMS will collaborate with MedImpact and Magellan to analyze pharmacy claims data with regard to race and adherence to medications within a therapeutic category. DMS will review a subset of pharmacy claims data and determine disparities among adherence rates with regard to race. DMS will coordinate with MedImpact and Magellan and review results from CY 2021. (aligned with normalizing task in DMS Racial Equity Charter)

Initiatives in Progress

- **Government Alliance on Racial Equity accountability tool (G.A.R.E.)**
 - ✓ All DMS divisions are training on the G.A.R.E. tool
 - ✓ Full implementation of the use of the tool across all Divisions by 12/31/22

- **Creation of Racial Equity Core Team Share Point**
 - ✓ Division leads can enter information to track action plan progress
 - ✓ Shared area for team to access resources and trainings

Addressing Maternal Health Disparities in KY

- In June 2022, the Department for Health and Human Services and the Center for Medicaid Services announced that KY's request to expand postpartum coverage through Medicaid and CHIP was approved
- Postpartum care for women in KY is now expanded from 60 days to 12 months following birth

Certified Community Behavioral Health Clinic (CCBHC)

- CCBHCs are available to any individual in need of care, including (but not limited to) people with serious mental illness, serious emotional disturbance, long-term chronic addiction, mild or moderate mental illness and substance use disorders, and complex health profiles.
- CCBHCs must provide care regardless of ability to pay or place of residence, providing care for those who are on Medicaid, underserved, homeless, have low incomes, or are insured/uninsured. Care is also ensured for those who are active-duty military or veterans.

Mobile Crisis Initiative Planning Grant

- Kentucky DMS with its sister agencies, the Department of Behavioral Health and Developmental and Intellectual Disabilities (DBHDID), Department of Aging and Independent Living (DAIL), Department of Community Based Services (DCBS), Department of Health (DPH), and Office the Inspector General (OIG) are committed to enhancing the behavioral health mobile crisis intervention system to ensure comprehensive, coordinated, easily accessible, culturally informed, and integrated services are available for all Kentuckians experiencing a behavioral health crisis regardless of ability to pay.

SMI 1115 Amendment Initiatives

- 1115 application will include Supportive Housing, Supported Employment, and Recuperative Care as community support services to address social determinants of health- pending CMS approval
- Tentative application will be submitted to CMS December of 2022

Creation of new DMS Equity and Determinants of Health Branch

- This new branch is housed within the Division of Quality and Population Health
- This branch will have several important areas of focus. Examples:
 1. To assist with the implementation of the Racial and Health Equity Action Plan
 2. To work to address racial and health disparities and enhance health equity for all Medicaid members
 3. To hold DMS accountable for racial and health equity initiatives

Questions?



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