

CHCF CHIP Summary

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CHIP Title: Provider Accountability for Clinical Performance Metrics by Race

Project Description:

While it's clear that racism and not race has been determined the driver for racial healthcare disparities, it can be frustrating and feel merely theoretical for providers to realize impactful mitigating efforts.

My plan is to provide Provider Scorecards reflecting individualized performance metrics stratified by race as a reminder of provider onus regarding health disparities and alerting them to disparities they may unintentionally perpetuate. The goal would be to create a tangible monitor for unconscious bias.

Key Findings and Lessons Learned:

- Providers are motivated to address unconscious bias and learn antiracism practices.
- Providers express a willingness and enthusiasm to receive individual performance data.
- Fortunately, the rates of some of the more critical clinical practices, such as cesarean delivery, are low enough that they would be suitable metrics for these Provider Scorecards.
- The cadence of scorecard reporting may need to be six months or even annually to achieve a significant volume for reporting.
- Data extraction and generation of applicable reports are a significant obstacle.

Next Steps:

- Socialization of Scorecard format to providers.
- Presentation of individual scorecards to each provider.
- Presentation to larger organization to adapt data extraction supporting individualized metrics.
- Monitor and report out data to providers in a regular cadence.