



MINNESOTA **NETWORK** OF  
HOSPICE & PALLIATIVE CARE

DIVERSITY, EQUITY, AND  
INCLUSION FRAMEWORK

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APPROVED BY MNHPC BOARD  
JUNE 3, 2021

## Mission

We strive to ensure that everyone has the help they need to live and die according to their wishes. We do this through education and advocacy around serious illness and end-of-life care.

## Equity Statement

We recognize that as members of the hospice and palliative care community, we have a responsibility for the existing historic, systemic, and institutional barriers to accessing high quality serious illness and end-of-life care. We are committed to advancing equity and fostering a diverse and inclusive community, organization and culture.

## Values

- Service
- Compassion
- Integrity
- Diversity, Equity, and Inclusion

# Introduction

**MNHPC's recent work related to diversity, equity, and inclusion is summarized below:**

## **Education and Training**

MNHPC provides education and training on equity related topics through the MNHPC Annual Conference and webinars.

## **Palliative Care Health Equity Rounds Program**

MNHPC is developing a program to provide in-depth, interdisciplinary education on equity in serious illness and end-of-life care.

## **Spiritual Barriers to Serious Illness and End-of-Life Care in the Muslim Community**

MNHPC is working with Children's Minnesota and the University of Minnesota to research spiritual barriers to serious illness and end-of-life care in the Muslim Community.

## **Culturally and Linguistically Appropriate Resource Development**

From 2014-2016, MNHPC worked with SoLaHmo and ECHO MN to develop written and digital resources about palliative care and hospice for Somali, Hmong, and Spanish speaking populations. [Click here for resources.](#)

## **Serving Diverse Communities Advisory Council**

In 2018, MNHPC convened an advisory group of service providers to discuss and provide recommendations on how to practice cultural humility and provide culturally appropriate serious illness and end-of-life care. [Click here for the report.](#)

# Defining Diversity, Equity, and Inclusion for MNHPC

## Diversity

Diversity is the presence of the wide range of backgrounds and identities existing in the MNHPC community and across the broad human health continuum. It includes sociodemographic variance as well as diversity of thinking. For MNHPC, this includes:

Individuals: aspects of identity and intersectionality such as race, ethnicity, age, gender, sexual orientation, socioeconomic status, (dis)ability, geography, religion/spirituality, family status, Veteran status, and professional discipline

Providers and organizations: type of hospice and palliative care provider, care setting, and payer source

The MNHPC Board: aspects of identity and intersectionality such as race, ethnicity, age, gender, sexual orientation, socioeconomic status, (dis)ability, geography, religion/spirituality, family status, Veteran status, professional discipline, and lived experience.

## Equity

Equity is promoting justice, impartiality, and fairness within the procedures, processes, and distribution of resources by institutions or systems. Tackling equity issues requires an understanding of the root causes of outcome disparities within our society ([dei.extension.org](http://dei.extension.org)).

Providing equitable palliative care and hospice means the unique goals, values, and preferences of each individual and their family are honored and incorporated in the plan of care. To achieve equity in palliative care and hospice we work to increase access to and awareness of serious illness and end-of-life services across patient populations, geographies, and care settings. We identify key outcomes and measures to benchmark disparities and set goals for improvement, and we commit to focusing resources and attention to areas where there are significant needs and gaps in access, awareness, and quality.

# Defining Diversity, Equity, and Inclusion for MNHPC

## Inclusion

Authentically and comprehensively involving all voices into processes, philosophies, activities, and decision/policy making. It means that all voices at the table not only have the opportunity to contribute but are encouraged to do so.

Ensuring inclusion requires awareness of barriers to engagement and actively promoting solutions to break down those barriers.

Providing inclusive serious illness care to all Minnesotans means understanding that we don't all see illness and dying through the same lens. It means learning about and embracing and then educating providers and the public regarding these shared experiences. It means harnessing the expertise of those community members to educate and inform MNHPC's programming.

For MNHPC, this means being thoughtful and deliberate in seeking out feedback from our communities, and ensuring that we listen with intent to influence our own actions.

# Our Commitments

## Board of Directors

- Participate in annual training on DEI
- Include DEI in the organization's mission
- Integrate DEI into all committee updates during board meetings

## Development and Marketing Committee

- Utilize a DEI lens to review marketing materials, messaging, and outreach approaches
- Explore funding opportunities for DEI programming

## Education and Training Committee

- Gather and analyze socio demographic data on event attendees
- Emphasize DEI at the 2021 Virtual Conference by engaging diverse audiences and communities, ensuring broad representation among speakers, and offering equity focused content
- Contribute to the development of hospice and palliative care equity grand rounds program

## Executive Committee

- Organize annual board training on DEI
- Develop a DEI values statement
- Develop DEI process measures

## Finance and Audit Committee

- Allocate funding to increase access to MNHPC events to underrepresented groups
- Continue to encourage vendor proposals from women and minority owned businesses

## Nominating Committee

- Collect and analyze socio demographic information to determine representation on the MNHPC Board of Directors and Committees
- Increase representation of underrepresented communities across MNHPC leadership, members, and event attendees

# Our Commitments

## Physicians Committee

- Contribute to the development of hospice and palliative care equity grand rounds
- Conduct outreach and mentoring to increase the diversity of the hospice and palliative care workforce

## Public Policy Committee

- Gather data on DEI in hospice and palliative care
- Advocate for a statewide public awareness campaign with attention to DEI
- Support legislative efforts that increase access to serious illness and end-of-life care for underrepresented communities

## Standards of Practice Committee

- Expand the committee to include members that can lead DEI efforts in data collection and quality improvement, business practices, hiring, and marketing
- Provide education and resources on addressing DEI in hospice and palliative care business models and standards of practice