

## Addressing Diversity through Action Planning (Template 8.3)

**Directions:** Complete this form to brainstorm thoughts about addressing patient diversity concerning the five recommendation areas. Write down the specific healthcare disparities and structural vulnerabilities that may need attention so all SGM patients can benefit from the organizational change efforts taking place at the clinic. Consider what will need to happen to ensure that specific segments of the patient population can benefit from equitable care and any adaptations that may be needed in the clinic or to specific recommendations to ensure that new policies and practices can be successfully implemented. The information recorded can be used to refine Action Plans. Insert additional rows as needed.

Addressing Diversity Through Action Planning			
Recommendation Area 1: Adopt SGM affirmative policies and procedures			
Diversity Identity Category	Healthcare disparities and structural vulnerabilities	Ideas for equitable care	Adaptations to facilitate implementation
Race and ethnicity			
People with disabilities			
Religion and culture			
Small towns and rural communities			
Socioeconomic status			
Homelessness			
Immigration status			
Children and youth			
Seniors			
Other (specify)			
Recommendation Area 2: Create a welcoming physical environment for SGM patients			
Diversity Identity Category	Healthcare disparities and structural vulnerabilities	Ideas for equitable care	Adaptations to facilitate implementation
Race and ethnicity			
People with disabilities			
Religion and culture			

Small towns and rural communities			
Socioeconomic status			
Homelessness			
Immigration status			
Children and youth			
Seniors			
Other (specify)			

**Recommendation Area 3: Document sexual orientation and gender identity information**

<b>Diversity Identity Category</b>	<b>Healthcare disparities and structural vulnerabilities</b>	<b>Ideas for equitable care</b>	<b>Adaptations to facilitate implementation</b>
Race and ethnicity			
People with disabilities			
Religion and culture			
Small towns and rural communities			
Socioeconomic status			
Homelessness			
Immigration status			
Children and youth			
Seniors			
Other (specify)			

**Recommendation Area 4: Provide ongoing training for all employees in SGM cultural competency, including use of supportive language**

<b>Diversity Identity Category</b>	<b>Healthcare disparities and structural vulnerabilities</b>	<b>Ideas for equitable care</b>	<b>Adaptations to facilitate implementation</b>
Race and ethnicity			
People with disabilities			
Religion and culture			

Small towns and rural communities			
Socioeconomic status			
Homelessness			
Immigration status			
Children and youth			
Seniors			
Other (specify)			

**Recommendation Area 5: Initiate clinical workforce development to encourage the delivery of high-quality services for SGM patients.**

<b>Diversity Identity Category</b>	<b>Healthcare disparities and structural vulnerabilities</b>	<b>Ideas for equitable care</b>	<b>Adaptations to facilitate implementation</b>
Race and ethnicity			
People with disabilities			
Religion and culture			
Small towns and rural communities			
Socioeconomic status			
Homelessness			
Immigration status			
Children and youth			
Seniors			
Other (specify)			