Kaiser Permanente’s Health Disparities Vision Statement
Adopted by the Kaiser Permanente Partnership Group and endorsed by the Kaiser Foundation Health Plan/Hospitals Boards of Directors in 2007

Kaiser Permanente will:
- Be a leader in eliminating disparities in health and health care
- Provide equitable care to our members
- Target resources to areas of need in the communities we serve
- Identify and implement strategies and policies that support equity in health nationwide, including universal coverage
Collection of Race and Ethnicity Data
Percent of Total Membership with Race/Ethnicity Data Entered in Kaiser Permanente HealthConnect®

- **Ethnicity**
  - 268 granular ethnicities
- **‘Combined Race Format’ Categories**
  - Black or African American
  - Hispanic or Latino
  - Asian
  - Native Hawaiian or Other Pacific Islander
  - American Indian or Alaska Native
  - White

**How do we estimate race/ethnicity?**

- Bayesian Improved Surname & Geocoding (BISG) methodology, developed at the RAND Corporation
  - **Geocoding of member addresses** to link to race/ethnicity data for census block groups
  - **Analysis of surnames** to incorporate the Census Bureau’s racial/ethnic probabilities for more than 150,000 surnames
- Creates an imputed racial/ethnic probability distribution for each member
  - **Black or African American**, **Hispanic or Latino**, **White**
  - **Asian or Pacific Islander**, **American Indian or Alaska Native**, **Multiracial**
- This distribution is updated with any reported race/ethnicity data for the member, to provide a combined (reported and imputed) racial/ethnic probability distribution
GEMS Datamart
Geographically Enriched Member Sociodemographics

Examples of basic member demographics and population demographics, indexed by census block groups and tracts

**Members**
- Birthdate
- Sex
- Marital status
- Race
- Ethnicity
- Primary spoken language
- Primary written language
- Need for interpreter
- Country of origin
- Product line
- Primary medical office building

**Where Our Members Live**
- Total population
- Population by age
- Median age
- Population by race/ethnicity
- Households by income level
- Median household income
- Population by educational attainment
- Unemployment rate
- Estimated proportion of people living at or below x% of the Federal Poverty Level
- Estimated proportion of adults with health insurance

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**Race/Ethnicity of Membership**
Kaiser Permanente

![Race/Ethnicity Chart]

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>45%</td>
</tr>
<tr>
<td>Hispanic or Latino</td>
<td>27%</td>
</tr>
<tr>
<td>Asian or Pacific Islander</td>
<td>15%</td>
</tr>
<tr>
<td>Black or African American</td>
<td>11%</td>
</tr>
<tr>
<td>Multiracial</td>
<td>2%</td>
</tr>
<tr>
<td>American Indian or Alaska Native</td>
<td>0.3%</td>
</tr>
</tbody>
</table>

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**2nd Quarter 2015**
- Pct of Total Membership: American Indian or Alaska Native 0.3%, Multiracial 2%, Black or African American 11%, Asian or Pacific Islander 15%, Hispanic or Latino 27%, White 45%
- Number of Members: American Indian or Alaska Native 31,268, Multiracial 154,394, Black or African American 1,017,945, Asian or Pacific Islander 1,435,803, Hispanic or Latino 2,603,730, White 4,351,345
**Spoken Language and Interpreter Need**

*Kaiser Permanente*

<table>
<thead>
<tr>
<th>Language</th>
<th>Need %</th>
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</thead>
<tbody>
<tr>
<td>Spanish</td>
<td>7%</td>
</tr>
<tr>
<td>Chinese</td>
<td>1%</td>
</tr>
<tr>
<td>English</td>
<td>85%</td>
</tr>
<tr>
<td>Other</td>
<td>2%</td>
</tr>
<tr>
<td>Unknown</td>
<td>5%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>2nd Quarter 2015</th>
<th>Unknown</th>
<th>Other</th>
<th>English</th>
<th>Chinese</th>
<th>Spanish</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of Members</td>
<td>467,831</td>
<td>156,928</td>
<td>8,200,133</td>
<td>64,041</td>
<td>705,644</td>
</tr>
<tr>
<td># of Total Members</td>
<td>5%</td>
<td>7%</td>
<td>85%</td>
<td>1%</td>
<td></td>
</tr>
</tbody>
</table>

**How do we measure disparities?**

**Prevention and Screening**
- Breast Cancer Screening
- Cervical Cancer Screening
- Colorectal Cancer Screening
- Childhood Immunization Status

**Cardiovascular Care**
- Controlling High Blood Pressure
- Persistence of Beta--Blocker Treatment After a Heart Attack

**Comprehensive Diabetes Care**
- HbA1c Testing
- HbA1c ≤ 9.0%
- HbA1c < 8.0%
- Retinal Eye Exam
- Medical Attention for Nephropathy
- BP < 140/90

**Additional Measures**
- Plan All--Cause Readmissions
- Antidepressant Medication Management
- Use of Appropriate Medications for People with Asthma
- Joint Commission measures for AMI, heart failure, pneumonia and surgical care

**Member level data can be stratified by race/ethnicity, age, gender, language, product line, region and facility**

Quarterly equitable care reports with 12 HEDIS measures for the seven Kaiser Permanente regions. Reports provide trend charts, rate and denominator tables, and show disparities as difference in rates and number needed to close gap.