

## **Highland Hospital RCA Equity Review Tool**

*This form is NOT intended to be part of the formal or legal case write-up and summary.*

**MRN:**

**Age:**

**Legal Gender/Identified Gender:**

**Race/Ethnicity:**

**County:**

**Living Arrangements:**

**Case Summary:**

**Any identifiable social history that places the patient at risk of discrimination/bias?**

- Race
- Color
- National Origin
- Creed/Religion
- Age
- Disability
- Military Status
- Arrest/Criminal Conviction Record
- Marital/Familial Status
- Predisposing Genetic Characteristics
- Pregnancy and Related Conditions
- Domestic Violence Victim Status
- Gender/Sex
- Sexual Harassment
- Sexual Orientation
- Gender Identity

**Literature search:**

Are there any data or other research linking the unintended clinical outcome to bias or health inequity?

**Policy review:**

Search Policystat for any policies that relate to the clinical outcome and to equity and bias. Assess whether the implementation or lack of implementation of these policies may have contributed to the unintended clinical outcome.

**Questions to ask yourself:**

1. If this person were different in terms of race, age, gender, etc. would we have treated them the same?
2. Can you identify any implicit biases that may have influenced care?
3. Can you identify any structural inequities that may have influenced care?

**Summary of your major conclusions and findings to present at the RCA Meeting:**

**What suggestions if any, do you propose to address the issue?**

**What changes if any, did the committee agree to adopt or move forward?**

From Strong RCA Process

	Yes	No	See root cause #
<b>Diversity, Equity and Inclusivity</b>			
The event or outcome was without evidence of unconscious bias			
The event or outcome was without inequities related to race, ethnicity, religion, gender identity, sexual orientation, ability or other protected class			
No barriers to communication related to preferred language were identified			
Staff are adequately trained in aspects of diversity, equity and inclusivity related to the event or outcome			