#### OHIC NATIONAL CONFERENCE

July 15-18, 2024 | New Orleans, Louisiana

## Best Practices for Diversity, Equity, and Inclusivity in Community Programs

**Speaker(s):** Trina Isidro (CA), Norma Kop (HI), Lucília Prates-Ramos (MA), María Alvarez (NY), Linda Madsen (ND)

**Presentation Date:** July 17, 2024; 9:00 AM – 10:15 AM





## INTRODUCTION

## **Today's Presenters**



#### INTRODUCTION

In 2022 the Senior Medicare Patrol (SMP) awarded five 18-month grants to existing partners in the states of: California, Hawaii, Massachusetts, New York, and North Dakota.

The purpose of the grant is to:

- Identify gaps and barriers to the SMP project's service to Medicare beneficiaries.
- Increase awareness, empowerment, and actions taken to prevent healthcare fraud among populations thus far generally underserved by the SMP program.
- Expand upon and use strategic collaborations with federal, state, and local community partners to increase the SMP project's reach.
- Adjust SMP project administration to address barriers to diversity, equity, and inclusion within program management both at the state and local levels.



#### **MEDICARE FRAUD**

Medicare fraud is big business for criminals. Medicare loses billions of dollars each year due to fraud, errors, and abuse. Estimates place these losses at approximately \$60 billion annually, though the exact figure is impossible to measure.

Characteristics of many victims of Medicare Fraud:

#### 1. Social Isolation

- Fraudsters often target older adults who live alone or have limited support systems.
- Victims who are socially isolated may be more trusting of perceived help.

#### 2. Cognitive Decline

- Seniors suffering from cognitive decline may be vulnerable to scams.
- These individuals are more apt to trust any promises of assistance.

#### 3. Chronic Health Issues

- Scammers specifically target seniors with chronic health conditions.
- They use promises of medical equipment and supplies to build rapport.

Source: smpresource.org





#### SMP'S DEI PROJECTS

#### Each state was charged with a project that represents their best practices:

- California Media Outreach and Education Focusing on Hospice Fraud in the Hispanic/Latino LEP Community
- Hawaii Be Relatable, Memorable: Coin a Catchphrase that Impacts Across Cultures
- Massachusetts Consumer Centric Outreach and Education to Promote Engagement and Understanding in their Healthcare
- **New York** Development of a Consumer Peer Empowerment Council
- North Dakota Produced and Published (2) Consumer Friendly Resources



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#### **California's SMP Program:**

Best Practices for Diversity, Equity, and Inclusivity in Community Programs

**Speaker(s): Trina Isidro** 

**Presentation Date:** July 17, 2024; 9:00 AM – 10:15 AM





#### CALIFORNIA'S DEI PROJECT

Enhancing Healthcare Literacy
and Fraud Prevention for Hispanic/Latino
Medicare Recipients with Limited
English Proficiency (LEP)



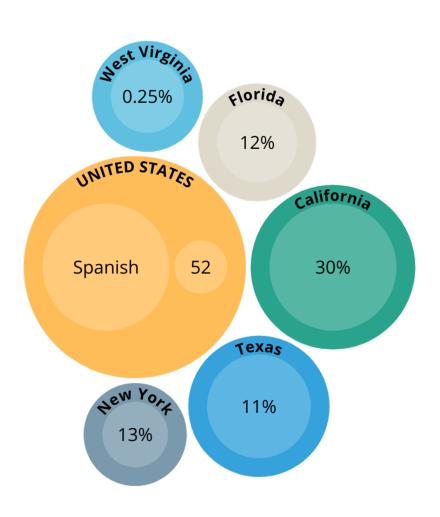
#### **OVERVIEW – CALIFORNIA**



The California Senior Medicare Patrol (CA SMP), launched the Diversity,
Equity, and Inclusion Outreach and Education Project. This initiative,
spanning from September 1, 2022, to February 29, 2024, aimed to enhance
access to accurate and current information about Medicare hospice services
for Hispanic/Latino individuals with limited English proficiency (LEP). The
project's primary goal was to empower these individuals to make informed
healthcare decisions and prevent Medicare fraud.



### LANGUAGES SPOKEN BY MEDICARE BENEFICIARIES



- > Spanish is the most common language spoken in the U.S. at 52%.
- Two-thirds reside in CA at 30%
- New York at 13%
- Florida at 12%
- > Texas at 11%
- West Virginia 0.25%

#### **PARTNERS**

#### **CALIFORNIA**



CALIFORNIA SENIOR MEDICARE PATROL



CALIFORNIA HOSPICE & PALLIATIVE CARE ASSOCIATION



INLAND CAREGIVER RESOURCE CENTER





#### **PROCESS**

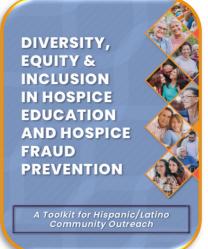
#### **CALIFORNIA**

1

**Listening Sessions** 



Toolkit Development







#### **OUTCOMES**

#### **CALIFORNIA**

1

Completion of Listening Sessions

3

Increased Awareness and Knowledge



2

Toolkit and Marketing Assets

4

Community Engagement



### **OUTCOMES** (Continued)

#### **CALIFORNIA**

Toolkit





1-Page Flyer3-Page Flyer

Radio



#### **MARKETING ASSETS**

#### **CALIFORNIA**

#### 1-Page Flyers

Hospice 101 English Spani

Spanish







Caregiver Tools
English Spanish





3-Page Flyer

English



Spanish



Access All Marketing Assets
Using this QR Code



#### Video

Hospice 101

English / Spanish



¿QUÉ ES HOSPICE?

Hospice Fraud English / Spanish



¿ES UNA ESTAFA DE HOSPICE?

Caregiver Tools English / Spanish



¿HA HABLADO SOBRE LOS CUIDADOS EN LA ETAPA FINAL DE LA VIDA?

#### Radiadio

Hospice 101

English



Spanish



Hospice Fraud English Spanish



**Caregiver Tools** 

English

Spanish





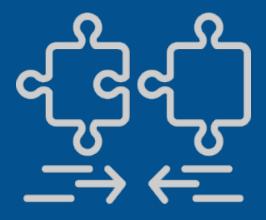




#### **IMPLICATION**

#### **CALIFORNIA**

This project highlighted the critical need for culturally relevant and accessible healthcare information for the Hispanic/Latino community. By bridging healthcare access and literacy gaps, the project empowered individuals to make informed healthcare decisions and protect themselves from fraud. The success of this initiative underscores the importance of continued efforts and adaptability in addressing the unique needs of diverse communities. The project's outcomes have paved the way for its expansion to other non-English speaking populations, ensuring broader protection against healthcare fraud and enhancing healthcare literacy across various demographics.







#### CONCLUSION

#### **CALIFORNIA**

The collaborative efforts of CA SMP, CHAPCA, and ICRC have established a solid foundation for ongoing outreach and education, demonstrating a sustainable model that can be replicated with additional funding. The development of targeted educational materials and community engagement strategies are crucial in safeguarding vulnerable populations and promoting equitable access to healthcare resources.





#### OHIC NATIONAL CONFERENCE

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#### **Hawaii's SMP Program:**

Best Practices for Diversity, Equity, and Inclusivity in Community Programs

Speaker(s): Norma Kop

**Presentation Date:** July 17, 2024; 9:00 AM – 10:15 AM





#### STATISTICS IN STEP 1: NEEDS ASSESSMENTSep 2022 – Feb 2023







#### Target Groups - Older Adults Populations:

- Low-Income: 9% live below FPL; highest risk for homelessness.
- LEP: 27.3% of households speak a language other than English.
- Rural: 8.1% of state; only Hawaii & Kauai designated as "rural."
- Disabled: 154,000 Caregivers = \$2.6 Billion of Unpaid Care.



#### STATISTICS IN STEP 1: NEEDS ASSESSMENTSep 2022 - Feb 2023











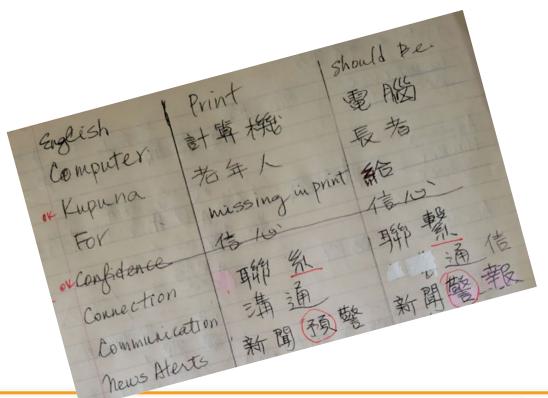
#### Target Sub-Groups:

- Older Workers: ½ are low-Income; must continue to work.
- LGBTQ: Focused outreach to 60,000+ who identify.
- Tech Un-Savvy: Built upon 18%+ internet usage since COVID-19.



#### PROCESS IN STEP 2: IMPLEMENT & EVALUATE, REPEATMar – Aug 2023

- Translate documents with simple language using cultural sensitivities.
- Create a safe space for staff and volunteers to welcome diversity.
- First transform within to promote cultural humility to build sustainability.
- Listening to understand vs. rushing to be heard.









#### **RESULTS: PRODUCTS IN "PRINT" TO EXPAND OUTREACH**







자원봉사자기 BOLUNTAYO

成为志愿 BOLUNTAI

#### RESULTS IN STEP 3: DEI IS SET IN STONE; HAWAII'S ON A ROLL!

Sep 2023 – Feb 2024



Swat Those Scams Campaign uses common local references

Aloha > Sharing Sharing > Food Food > Flies Flies > Scammers



Join the Fight Against the Bad Guys Swat Da Buggah!





#### **RESULTS: THE POWER OF DEI!**

www.smphawaii.org





#### **RESULTS**

#### DO THE MATH: NO TURNING BACK NOW



#### **Compared to Pre-COVID 2018**

Increase in ACTIVE SMP Team Members: Over 30%!

**Increase** in Team Member Hours: 78.20%

Increase in Group Outreach and Education Events: 44.52%

Increase in Number of People Reached: 8.14%

**Increase** in Individual Interactions: 207.51%

- From 4 to 14 Counselors providing statewide service.
- Increased TRAX use and application.
- Increased use of appropriate vocabulary; decreased what may be considered inappropriate vocabulary.

#### Other things we couldn't avoid...

- Calendar of Events converted to digital.
- Cultural awareness from Medicare 101 trainings.
- "We Are SMP" invite via Zoom.







#### MOVING FORWARD JUST THE BEGINNING WITH DEI

- Increase equity and access to services & support
- Integrate translations to improve emergency preparedness
- Continue to enhance training for our diverse volunteers who work with our diverse population
- Enhancing access to on-demand resources

Computer literacy

Computer Basics for Kūpuna

and continue to empower Hawaii's people to Swat Those Scams!







#### OHIC NATIONAL CONFERENCE

July 15-18, 2024 | New Orleans, Louisiana

## Massachusetts SMP Program's Diversity + Inclusion = Equity Project

Lucília Prates-Ramos

AgeSpan, Inc. 280 Merrimack Street, Suite 400 Lawrence, MA 01843

July 17, 2024





## Diversity + Inclusion = Equity Statewide Advisory Council

- AgeSpan
- Executive Office of Elder Affairs
- Mass Association for the Blind and Visually Impaired
- My Ombudsman
- Disability Policy Consortium
- Native American LifeLines Urban Indian Center
- North American Indian Center of Boston
- Legislative Aide—Office of Congressman Seth Moulton (MA-06)
- Veterans Administration



## Regional Advisory Councils (RACs)

- Cape Cod and Islands
- Central Massachusetts
- Greater Boston
- MetroWest
- Merrimack Valley and North Shore
- Southeastern Massachusetts
- Western Massachusetts



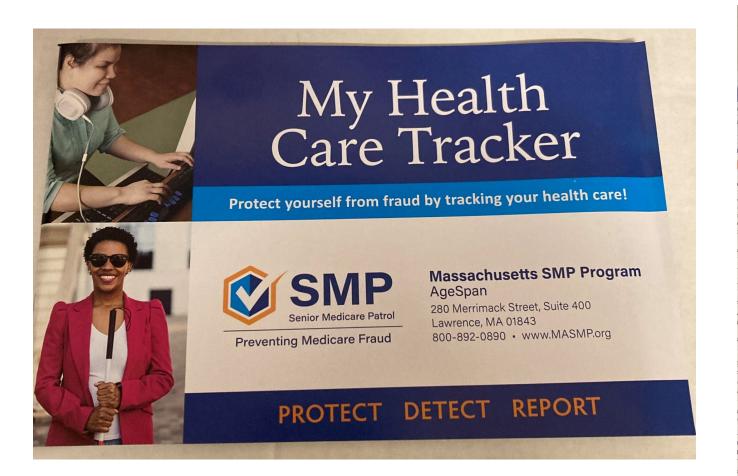
## **Diversity + Inclusion = Equity Work Group**

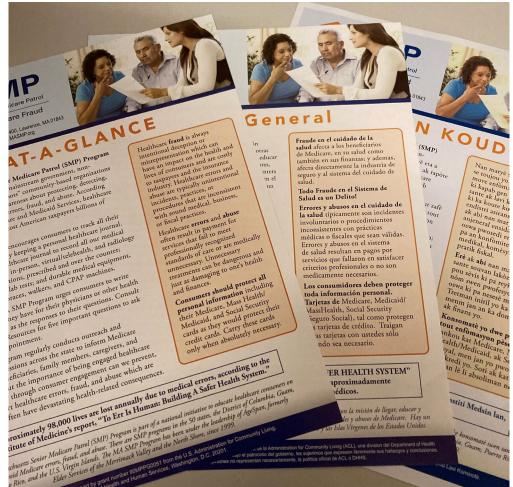
#### Membership of this group is made up of:

- Volunteer Team Members
- Community Partners
- Regional Advisory Committee Members (minimally one from each Region)
- Diverse Consumers/Beneficiaries



#### **Resources Produced**





## MA SMP Program's Diversity + Inclusion = Equity Training Schedule

Date	Training Title	Facilitator/s
May 23, 2023, (1 hr. training)	Reframing Aging: Transforming the Narrative	Melissa Donegan
November 30, 2023 (2 hr. Training)	Our Identities: The Stories We Carry	TLB Consulting
January 31, 2024 (2 hr. Training)	From Past to Present: Paving the Way for a Just and Inclusive Future	TLB Consulting
February 22, 2024 (2 hr. Training)	Power Play: An Exploration of Power and Play	TLB Consulting
June 13, 2024	Vision 101: What You Need to Know About Vision and Vision Impairment	Chyrs Peralta
July 25, 2024	Commission for the Deaf and Hard of Hearing	MA Commission Staff
August 22, 2024	LifeBridge North Shore	LifeBridge Staff



# Multicultural and Multilingual Beneficiary Conference Planning Committee

- This committee met virtually on a regular basis to plan the conference
- Reviewed and approved conference flyer produced by the MA SMP Program
- Decided on presentations by committee
- Discussed and agreed upon the "Conference Agenda"
- Discussed and agreed upon the Keynote Speaker, Lunch, and Entertainment
- Each language group facilitator recruited beneficiaries from their respective communities
- MA SMP Program translated all materials for the conference and requested ASL and CART services from the Mass Commission of the Deaf and Hard of Hearing
- Identified Breakout Rooms by ethnicity and country flag/s
- Language Facilitators/Providers conducted post conference evaluations and surveys



### Multicultural & Multilingual Beneficiary Conference

#### Two presentations—

- We Hold the Key to Preventing Healthcare Errors, Fraud, and Abuse
- Savvy Saving Seniors®: Steps to Avoid Scams

#### Seven Languages:

- English
- Chinese (Cantonese and Mandarin)
- Khmer
- Portuguese
- Spanish
- Vietnamese





#### **Conference Evaluation**

- 1. Was this conference valuable to you?
- 2. Did you understand the presentations?
- 3. Did any of the information surprise you?
- 4. Would you attend a future conference?
- 5. Do you feel more confident in protecting yourself from being scammed?

## Medicare Group Presentation Satisfaction Survey

- 6. I would recommend this presentation to others
- 7. Based on what you learned today, do you plan to take specific actions?
- 8. What could we do to improve the information or service(s) provided to you today?

#### **Outcomes:**

#### **Questions 1-6:**

**220 Beneficiaries reported YES** to each of these questions—*No. 6 through 8 were taken from the Medicare Group Presentation Satisfaction Survey.* 

#### Question 7.

- ✓ Protect my Medicare Card/Number
- ✓ Be more attentive to my MSNs/EOBs and Bills
- ✓ Use My Health Care Tracker
- ✓ Ask questions

#### Question 8.

- ✓ Nothing
- ✓ Have more conferences like this one.

### Quote

"As an SMP partner in Diversity + Inclusion = Equity Project, I was thrilled to represent SHINE and share information about the newly improved Medicare Savings Program in several languages as translated by MassHealth contractors. It was a great opportunity to meet people, share the flyers and describe how the Medicare Savings Plans (plus LIS) helps them save money on Medicare expenses, afford their heath care visits and pay for medications.

It was obviously a place of joy and connection for the attendees where they could learn about Medicare scams and protecting themselves while enjoying a nice lunch and having some resources for a better future. The fantastic dance troupe of seniors, poet, guitar music and singing were icing on the cake!"

Cindy Phillips, MSW SHINE Program Director Executive Office of Elder Affairs 1 Ashburton Place, 5th floor Boston, MA. 02108





## Next Steps:

We will integrate all advancements and lessons learned through the efforts of the MA SMP Program's Diversity + Inclusion = Equity Project into all aspects of the operationalization of the MA SMP Program in an intentional and purposeful manner going forward.



## OHIC NATIONAL CONFERENCE

July 15-18, 2024 | New Orleans, Louisiana

# **New York's SMP Program**

Best Practices for Diversity, Equity, and Inclusivity in Community Programs

**Speaker: María Alvarez (NY)** 

**Presentation Date:** July 17, 2024; 9:00 AM – 10:15 AM





## **OVERVIEW – NEW YORK**

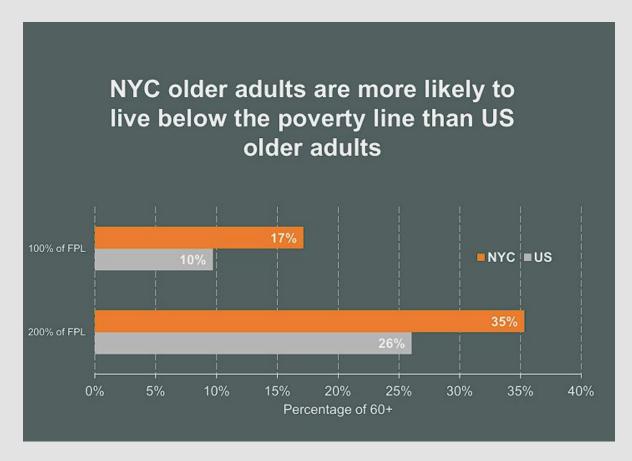
The NYS SMP addressed Medicare fraud and health disparities within New York City's Environmental Justice (EJ) Zones. **The project's primary objective was to form an SMP Empowerment Council**, also:

- Train community partners & agency representatives on SMP training requirements for all outreach roles.
- Collaborate with 4 diverse partners, the project seeks to identify gaps, barriers, and implement more inclusive practices in Medicare fraud prevention, detection, and reporting.
- Engage beneficiaries and community partners to conduct outreach activities, presentations, multi-media messaging, aligned with the culturally and linguistically appropriate needs and feedback obtained from local residents.



## **DEI – STATS IN NYC**

- NYC has half of New York State's elderly population residing in the five boroughs.
- NYC has the highest ethnic diversity in the state, where social, economic, and health access issues are magnified.
- These issues are evidenced most in the Environmental Justice Zones (EJ Zones) in New York City.



NYC Department for the Aging: Older Adults: 60+ Source: 2021, American Community Survey 5-year Estimate (Civilian noninstitutional population)
Public Use Microdata Custom Tables FPL: Federal Poverty Level Limited
English Speakers: Speak English Less Than Very Well

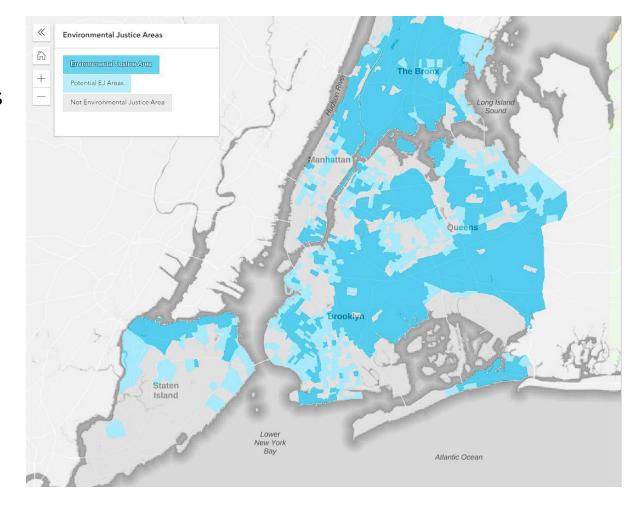
### **NEW YORK**

# 1. Identified Underserved Communities Using Population / Demographic Tools

Environmental Justice (EJ) Zones are defined as any census block group where 23.59% or more individuals live in poverty, and/or 51.1% or more of the population is minority.

# 2. Developed Community Specific Needs Assessments

Each subcontractor identified groups and initiatives that they would like to organize and implement according to the needs they experience in their communities.







### **NEW YORK**

#### 3. Devised & Implemented Plans of Action Tailored to Specific Communities.





**BRONX:** Scheduled presentations and disseminated literature in English & Spanish to senior centers & older adult residences.

**BROOKLYN:** Deployed volunteers to community events where there is high Spanish speaking participation.





#### **NEW YORK**

#### 3. Devised & Implemented Plans of Action Tailored to Specific Communities.





**QUEENS:** Hosted HHS Regional Director, Dr. Dara Kass, for a Town Hall on Health Care and Senior Issues conducted in English, Mandarin, Spanish.

**STATEN ISLAND:** Sponsored the closing ceremonies of the Senior Olympics, tabled and presented at the 2024 Aging Conference.



Brochures and flyers were translated into Mandarin and Spanish versions and distributed by our DEI sites during tabling events and presentations.

#### **NEW YORK**



























Si algo no le parece correcto, comu

con su aseguradora al número de atención cliente que aparece en la EOB.

isita objetar un cargo, impugnar un sión del seguro, o buscar ayuda

800-333-4374 o visite nysenior.org

Todas las llamadas son confidenciales y

#### **NEW YORK**

## **PROCESS**

#### **Print Advertising – Monthly; Total Circulation: 561,746**

- ¼ page print advertising in support of our Medicare
   Fraud of the Month campaigns
- Placed with (12) New York State newspapers including:
  - ✓ NY Post, Newsday, Albany Times Union, Buffalo News, Rochester Democrat, White Plains Journal, Poughkeepsie journal, Middletown Times Herald, Syracuse Post Standard
  - ✓ El Diario (Spanish); Russian Bazaar (Russian);
     Sing Tao Daily (Chinese)









### **NEW YORK**

- √ 100% of the partner sites were trained using SMP Foundations Training
- ✓ Trained in 2 languages (English & Spanish)

**JAN 2023 - MAY 2024** 











#### **NEW YORK**

# NYS SMP DEI Empowerment Council Meeting, May 17, 2024 Speakers:

- Kathleen Otte, CMS Regional Administrator, Region 2
- Rhonda Schwartz, ACL Regional Administrator, Region 2
- Frank Winter, CMS Partnership Manager, Regional Office
- María Alvarez, Executive Director
- Harold Rivera, Volunteer Coordinator

We were honored to hear the information shared by the volunteers and many of our Regional Administrators as well as some of our managers from health plans, were on the call...

The partnership with you and the SMP/NY Statewide Advocates is so important to us. It allows us to share ground truth with our leadership while we learn as well.

Kathleen Otte, Regional Administrator, CMS, Region 2





#### **NEW YORK**

#### **NYS SMP DEI Empowerment Council – Volunteers**



JCC of SI (Staten Island); Newtown Senior Center (Queens)
Neighborhood Shopp (Bronx); RAICES (Brooklyn)

Volunteers shared their firsthand knowledge of Medicare Fraud practices that they witnessed or received reports of in the 5 boroughs of NYC.

- Some of the volunteers are victims of fraud and shared their personal stories.
- They also spoke about the lack of trusted sources to confer with regarding their healthcare choices and services.



#### **NEW YORK**

## **MOVING FORWARD**

- Continued volunteer recruitment and training.
- Develop new partnerships with community organizations.
- Participation in StateWide's Annual Conference in Saratoga Springs, NY planning future initiatives.
- Outreach and presentations at various conferences and seminars.
- Senior Safety Summits throughout New York state.
- Reproduce the translated materials as we replicate this program in our new SMP grant cycle focusing on communities around the state including Central NY, Western NY, the Hudson Valley and Long Island.







## CONCLUSION

This program has opened the conversation of scams, fraud & abuse as well as empowering our community to seek more information and obtain resources that they did not know were available to them. Through our peer-to-peer connections and presentations around our neighborhoods, we have been able to alert people of health care fraud, and also expand our offerings in English, Cantonese and Mandarin.

- Maria Cuoco (Newtown Senior Center Director)



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## OHIC NATIONAL CONFERENCE

July 15-18, 2024 | New Orleans, Louisiana

# North Dakota's SMP Program:

Best Practices for Diversity, Equity, and Inclusivity in Community Programs

**Speaker(s): Linda Madsen (ND)** 

**Presentation Date:** July 17, 2024; 9:00 AM – 10:15 AM





## OVERVIEW - NORTH DAKOTA

**Outcome:** ND's targeted underserved populations will have access to modified resources that increase community awareness and understanding of potential Medicare fraud and scams.

#### **DEI – STATISTICS IN ND**

#### Race and ethnicity in ND

•	White	82.9%

- Native American 5.0%
- Black, Asian, Hispanic or Other 12.1%

- ND does not have the racial diversity seen in other parts of the country.
- Through the creation of "Your Guide to Medicare and Common Medicare Scams," ND SMP promoted EQUITY for Medicare beneficiaries in rural, underserved counties, people with disabilities, and those with limited income.
- This handbook, written in plain language, is easier for the targeted populations, as well as the general public to understand.





### **NORTH DAKOTA**

### What is Plain Language?

Language that is clear, concise, well organized, and appropriate for the intended audience (Plain Language Act of 2010).

#### **Plain Language Promotes Equity**

The most obvious reason to use Plain language writing is to make all information and ideas more accessible to people with intellectual and developmental disabilities (IDD) and other disabilities affecting reading, comprehension, and other cognitive functions (Pulrang, 2020).





# **Plain Language**

### **Literacy Levels**

General public - Grade 6
People with disabilities — Grade 4
Diverse cultural backgrounds — Grade 2
Older people — Grade 2

The average reading level of most public information is Grade 11

Plain language is not "dumbing" down information, rather it is making information intellectually accessible for a wide audience.

#### **Basic Tips for Writing in Plain Language**

- Know your audience and write for them
- Use common words avoid jargon and acronyms
- Use short words, 3 syllables or less
- Use short sentences, one idea per sentence
- Use an active voice
- Use "you" and other pronouns
- Aim to write at a 6<sup>th</sup> grade reading level or below

Editing and writing tools used by the ND SMP in creating the handbooks were Hemingway Editor and ChatGPT.

- A Medicare beneficiary, a person with a cognitive delay, a person knowledgeable in plain language who is also the daughter of a Medicare beneficiary, and a beneficiary who uses English as a Second Language, all reviewed and provided input for the handbook.
- The handbooks were disseminated through partners who provide services to the target populations.
- American Indians are a diverse, hard-to-reach population in ND. Due to the overwhelming response of our original handbook, ND SMP created a similar product for use in tribal communities.
- The handbooks and resources for using plain language can be found in the SMP Resource Library.

#### **NORTH DAKOTA**

# Your Guide to MEDICARE

and Common Medicare Scams



#### Medicare Basics for American Indians

Your Guide to Medicare and Common Medicare Scams



















## **MOVING FORWARD**

#### **NORTH DAKOTA**

#### **New Unique Partnerships**

- North Dakota Association for the Disabled (NDAD)
- ND Navigators with the Marketplace Health Insurance
- ND Tribal Health Liaisons from the ND Department of Health and Human Services.

Partners were trained on the contents and rationale for developing the handbook. Staff disseminated the handbook to people who receive services.

#### **Lessons Learned**

Plain language was more time consuming and difficult to implement than we had anticipated.

In creating the Tribal handbook, it was reviewed by Tribal Health Liaisons. Some of their suggestions:

- Include information about notifying close family members about a potential scam
- Keep content on each page to minimum
- Difference between Indian Health Services (IHS) and Medicare and how they work together
- Include pictures and graphics to help explain the content
  - Pictures of Tribal members should be local and include Tribal affiliation





## **CONTACT INFORMATION**

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Executive Director, California Health Advocates Statewide Director, Senior Medicare Patrol (916) 465-8105

#### Norma Kop

Program Specialist, Executive Office on Aging
Hawai'i State Department of Health | Ka 'Oihana Olakino
(808) 586-0100
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#### Lucília Prates-Ramos

Statewide Director, AgeSpan, Inc. (800) 892-0890

Iprates@agespan.org

#### Linda Madsen

Project Director, North Dakota Senior Medicare Patrol (800) 233-1737

linda.madsen@minotstateu.edu

