

September 03, 2024

RE: Important Update: DHCS Diversity, Equity, and Inclusion (DEI) Training Program Requirements

Dear Valued Providers,

The Department of Health Care Services (DHCS) has issued an All Plan Letter (APL) 23-025, “Diversity, Equity, and Inclusion (DEI) Training Program Requirements,” to advance health equity for Medi-Cal members.

Key Points:

1. Managed Care Plans must develop a DEI training program for all Network Providers, Subcontractors, and Downstream Subcontractors
2. Training Deadlines:
 - Established providers: By the end of 2025
 - New providers: Within 90 days of their start date
3. Training access: A content link will be provided in early January 2025
4. To reduce duplication of training, Los Angeles County Medi-Cal providers need to complete the DEI training with only one (1) health plan (e.g. Anthem Blue Cross, Blue Shield Promise, Health Net, Molina Healthcare, or Kaiser Permanente)

This state requirement aligns with L.A. Care Health Plan’s (L.A. Care) [Health Equity and Disparities Mitigation Plan](#), reinforcing our commitment to improving health equity and addressing long-standing health disparities among our member population.

For more information, please review the DHCS DEI APL 23-025 below:
<https://www.dhcs.ca.gov/formsandpubs/Documents/MMCDAPLsandPolicyLetters/APL2023/APL23-025.pdf>.

Should you have questions regarding the DEI training program, please email HealthEquity@lacare.org.

We appreciate your partnership in providing quality, member-centric care.

Sincerely,

L.A. Care Health Plan