



AMA's Organizational Strategic Plan to Embed Racial Justice and Advance Health Equity

2022 Progress Update





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Since its release in May 2021, the *AMA Organizational Strategic Plan to Embed Racial Justice and Advance Health Equity 2021-2023* has anchored our work to create a nation where all people have the power, resources, circumstances, and opportunities to achieve optimal health. This requires us to recognize past wrongs, to take a stand against discriminatory practices and racism in medicine, to stand on the side of justice and equity, and to partner with allies who are committed to advancing the rights of all patients to receive affordable, high-quality, equitable medical care.

Two years into this three-year plan, I am pleased to update you on the progress made in 2022 to advance health equity. I would like to commend the health care workforce, as well as the tremendous work of partners and AMA staff, for their leadership in this work and commitment to anti-racism efforts across the country. Through cross-organizational efforts and collaborations with stakeholders, we are making great strides towards our strategic goals and objectives.

Inside the AMA, we continued to advance equity through the launch of the AMA Embedding Equity Curriculum and the growth of our Employee Resource Groups (ERGs). We produced and advanced equity-related content through speaking engagements across the country, publications in prominent academic journals and media outlets, investments in partner organizations, and educational curricula on the AMA Ed Hub™. We advocated for patient-centered policies seeking to expand telehealth, extend Medicaid coverage, promote harm-reduction tools to be more easily obtained to prevent overdose deaths, and more. We also worked in partnership with others to advance health equity through our commitment to the West Side United project in Chicago and the national Rise to Health Coalition.

I am grateful for the leadership and guidance of our AMA House of Delegates, Board of Trustees, membership, and staff. This work requires collaboration, planning, intentionality, as well as vision and commitment, to create an equitable health care system. It requires collective action, and leading with health equity in all that we do. Although the work is difficult, slow, and imperfect, our AMA continues to strive to change health care for the better, creating an equitable health system for all people.

I am optimistic. I've seen how our staff, leadership, Board, and partners are shining a light on the historic wrongs that have perpetuated health inequities, centering restoration and justice, building systems of accountability, and taking action to create a more inclusive, and more equitable tomorrow. Thank you for all that you have done and will do to advance equity inside the AMA and across medicine.

Jesse Ehrenfeld, MD, MPH
President, American Medical Association

Executive Summary

2022 completes our second year of implementation of the *AMA Organizational Strategic Plan to Embed Racial Justice and Advance Health Equity 2021-2023*. Designed to plant the initial seeds for action and accountability, this plan was released in May 2021. This 2022 Progress Update provides an overview of the activities and achievements at the AMA across the plan's five strategic approaches.

During this year, the AMA continued to deepen our commitment to equity across our enterprise and the health care ecosystem. We both expanded on projects and content that initiated in 2021 and implemented projects, partnerships, and programming that had been in design. As we further embarked on the implementation of the strategic plan, the focus of our work included leading and convening fellowships and networks in health care for equity leadership, collective action, and accountability; strengthening our infrastructure and capacities to embed equity into operations, content, educational materials, and plans for sustainability; creating more equity-focused educational opportunities and content; and learning from, engaging with, and formalizing our relationships with experts and partners to cultivate a shared understanding of equitable investment, action, and innovation for the healthcare ecosystem.

As continued recognition of the AMA as a leader in equity, staff participated on equity-focused advisory boards and in speaking engagements across the country and published in key journals and press outlets. Our equity content across all platforms contributed to the national discourse on health equity and anti-racism in medicine and elevated the work teams are leading for equity and justice across the enterprise. Furthermore, the AMA passed, adopted and advocated for policies on all fronts, including those related to critical Supreme Court decisions and federal policies.

To conclude, we are pleased with our work as we build our collective roadmap to justice and equity. We have steadfastly enhanced efforts over recent years to further embed equity and recognize the importance of the moment we are in to position the AMA as a leader in equity and justice within health care.

Sharing our progress update is done in the spirit of humility, accountability, transparency, and celebration. It allows us to assess our progress as a whole and identify our patterns of growth and opportunities for continued learning. It is also a collective celebration and action of our continued commitment to achieve the goal of a transformed, equitable health system and of optimal health for all.

2022 Context

We want to acknowledge the context in and backdrop with which our staff and partners accomplished what is included in this 2022 Progress Update. It was a historic year with major events and collective actions happening across the globe related to justice and equity. To start, we want to honor the continued loss of lives and trauma experienced in communities around the world due to the COVID-19 pandemic and to applaud the health workforce and all caregivers for their dedication and service. This year the call for gun violence as a public health crisis rang loud across the halls of Congress and homes across the country sparking policy change and collective action. We honor the lives lost due to gun violence in our homes, neighborhoods, and schools and the continued actions of advocates, families, and organizations to prevent such loss and harm.

It was a year of solidarity, network and movement building. People and organizations came together to fight against the efforts to dilute Black voting power in our congressional maps; to distort versions of U.S. history in our nation's classrooms; to limit the right to exercise bodily autonomy and promotion of maternal health and reproductive justice; to spread misinformation about medicine; to ban gender-affirming care as well as discussions of sexuality; and to expand overall government interference in medicine.

We witnessed the U.S. Supreme Court's historic welcome of its first Black woman justice, Ketanji Brown Jackson. We also saw the nation's drug-related overdose and death epidemic continue to take its toll, elevating a need for coordination and amplification of the efforts, policies, and best practices from across the country. War, conflicts, and crisis around the world, including the invasion of Ukraine and displacement from climate change, demanded countries and communities respond and build supportive infrastructure.

We must acknowledge the complexity of this work and that change won't happen through one organization or one action. We must move together, strengthening our interconnectedness and our power as a collective, as we design and implement solutions and actions for equity and justice. As we stated in our *Organizational Strategic Plan to Embed Racial Justice and Advance Health Equity*, this direction forward requires us to gain knowledge, skills, and behaviors that align with anti-oppressive and anti-racist praxis. Achieving equitable solutions requires disruption and dismantling of existing norms as well as advocacy and action across sections and disciplines. Therefore, we must collectively pave this path towards a more equitable and just future for all.



Five strategic approaches to advance equity and justice

1. Embed racial and social justice throughout the AMA enterprise culture, systems, policies, and practices

- Build the AMA's capacity to understand and operationalize anti-racism equity strategies via training and tool development
- Ensure equitable structures and processes and accountability with prioritization on the AMA's workforce, contracts/sourcing and communications
- Integrate trauma-informed lens and approaches
- Assess organizational change (culture, policy, process) over time

2. Build alliances and share power with historically marginalized minoritized physicians and other stakeholders

- Develop structures and processes to consistently center the experiences and ideas of historically marginalized (women, LGBTQ+, people with disabilities, International Medical Graduates) and minoritized (Black, Indigenous, Latinx, Asian) physicians
- Establish a national collaborative of multidisciplinary, multisectoral equity experts in health care and public health to collectively advocate for justice in health

3. Push upstream to address all determinants of health and the root causes of health inequities

- Strengthen physicians' understanding of public health and structural/social drivers of health and inequities
- Empower physicians and health systems to dismantle structural racism and intersecting systems of oppression
- Equip physicians and health systems to improve services, technology, partnerships and payment models that advance public health and health equity

4. Ensure equitable structures and opportunities in innovation

- Embed equity within existing AMA health care innovation efforts
- Equip the health care innovation sector to advance equity
- Center and amplify historically marginalized and minoritized health care investors and innovators
- Engage in cross-sector collaboration and advocacy efforts

5. Foster truth, racial healing, reconciliation and transformation for the AMA's past

- Amplify and integrate often "invisible-ized" narratives of historically marginalized physicians and patients in all that we do
- Quantify impacts of AMA's policy and process decisions that excluded, discriminated and harmed
- Repair and cultivate a healing journey for those who have been harmed

"A transformed health system that is rooted in equity and justice is only possible if we as leaders in medicine commit to working together. We all have a role to play to ensure that our nation is one where all people live in thriving communities, where systems create no harm and everyone has the power to achieve optimal health. We must commit in partnership with others to advance equity and justice. We must hold each other accountable."

—Aletha Maybank, MD, MPH, chief health equity officer and senior vice president, AMA



The American Medical Association's mission is to promote the art and science of medicine and the betterment of public health.

Land and Labor Acknowledgment

We acknowledge that we are all living off the stolen ancestral lands of Indigenous peoples, which they have cared for since time immemorial. We acknowledge the extraction of brilliance, energy and life for labor forced upon people of African descent for more than 400 years. We celebrate the resilience and strength that all Indigenous people and descendants of Africa have shown in this country and worldwide. We carry our ancestors in us, and we are continually called to be better as we lead this work.

Introduction

Meeting the moment

As one of the nation's largest physicians' organizations, we recognize the importance of the AMA's commitment to equity and justice. This second year update continues the story of our progress advancing the vision and activities of the *AMA Organizational Strategic Plan to Embed Equity and Advance Racial Justice* (Strategic Plan) across five strategic approaches: (1) Embed Equity; (2) Build Alliances and Share Power; (3) Ensure Equity in Innovation; (4) Push Upstream; and (5) Foster Truth, Reconciliation, and Racial Healing. It highlights the AMA's equity-based actions and outcomes, documents our continued progress of this Strategic Plan since its launch in May 2021, and recaps collective contributions and achievements to our shared equity goals in 2022.

As our AMA deepens its commitment to advancing health equity, advocating for racial and social justice, and embedding equity across the organization and beyond, we share this second annual progress report in the spirit of humility, accountability, transparency, and collective commitment to achieving the goal of optimal health for all.

Included in this progress update are some of the equity-related accomplishments that were shared by AMA staff through their equity action plan reporting and included in key AMA communications. We recognize that this is but a fraction of work that was completed in 2022. We also acknowledge the continued planning and designing of initiatives, programs, and policies that took place in 2022 for launch and start in 2023.

Aligned by approach and building from planning and advancements in the Strategic Plan's inaugural year, this report provides insight into how the AMA's commitment to health equity is woven throughout actions taken last year.

"I want to be clear that [health equity] is not a single undertaking by the AMA. No one organization - not even one as large as ours - can do this kind of work with the scale and scope it deserves on its own. It takes partnerships and alliances. And it takes not only a shared vision for the future and what can be accomplished, but also a shared commitment to making it a reality."

—James L. Madara, MD, CEO and executive vice president, AMA



Health equity was the **third highest topic** for the 257 speeches, presentations, and events secured for AMA leadership.



BU Equity Action Teams mobilized at least **818 staff**, collectively contributing **more than 60,448 hours** (or at least 30 full-time equivalents) to advance equity across the enterprise.



The AMA had **1,149 equity-focused placements** across all media mediums in national, local, trade, and digital outlets resulting in an **estimated 2.4 billion traditional and online media impressions** across print, radio, television, news services, news websites, and blogs (an estimated \$23 million publicity value).



\$769,892 in American Medical Association Foundation's scholarships, grants, and awards were given to **historically marginalized and excluded medical students**, diverse equity initiatives at health organizations and institutions, and community health programs across the country focusing on chronic disease prevention and management.

Milestones and Accomplishments

1. Embed equity in practice, process, action, innovation, and organizational performance and outcome.



Building our equity systems and processes

A cross-enterprise team within the AMA management team continued to convene to deepen our collective capacity to normalize, organize, and operationalize health equity work amongst the 1200 staff that work on behalf of AMA membership.



In 2022, there was continued work to build the capacity and infrastructure for the AMA and set-up structures of accountability. **Business Units (BUs) launched and continued implementation of their 3-year equity action plans.** These plans outline the AMA's commitment to embed equity across internal policies and processes to positively shift the AMA's culture to be more inclusive and equitable. They provide an accountability tool for staff to determine and track key actions for equity. **Collectively, BUs have over 200 goals in their BU Equity Action Plans.**



The AMA incorporated health equity into the annual **Medical Student Advocacy Conference (MAC)** and the annual **Research Challenge**, which is the largest national, multi-specialty medical research conference for medical students, residents and fellows, and international medical graduates to showcase and present research. This meant **incorporating customized diversity, equity, and inclusion (DEI) statements in Research Challenge marketing, reducing bias in the Research Challenge abstract review process by removing author names, incorporating subtitles in Research Challenge and MAC training videos, and producing an education session at MAC on redefining social determinants of health in organized medicine.**



AMA Councils produced three reports including health equity considerations adopted by the House of Delegates on pandemic ethics, rural public health, and climate change and public health. **The Board of Trustees produced two health-equity related reports adopted by the House of Delegates on a global non-discrimination policy and language related to discrimination and harassment.**



AMA staff updated illustrations of patients in procedural descriptions for the Current Procedural Terminology (CPT) Professional Book. **The 2023 CPT Professional Book will have over 20 illustrations that reflect diversity in skin tones and ethnicity, with plans for more in future years.** This update marks the beginning of our efforts to address the exclusion of images that represent the full diversity and identities of the people in our society.

“All AMA employees are provided the opportunity to attend a 2-day Racial Equity Institute (REI) training course. After several Health Solutions employees completed the REI course, we met to discuss how we could embed equity into our work. Each year, Health Solutions distributes ~240,000 CPT Professional books and this presented a broad-reaching and impactful opportunity to embed equity into our work. Through the collaborative effort of cross-departmental and cross-business unit entities, we could not be more pleased that our annual CPT Professional book now depicts images representing the diverse population our physicians serve. We look forward to making more updates in the future.”

—Elizabeth Duke, senior manager publishing and fulfillment, AMA

Gaining knowledge and building capacity

With the employee lifecycle as a backdrop, internal diversity, equity and inclusion efforts continued in 2022. **The AMA Embedding Equity Curriculum was launched and serves as an** evolving curriculum focused on building foundational knowledge, practical skills, and shared understandings to support an equitable and inclusive workspace at the AMA. This set a path for increased knowledge across teams and leadership. Some notable milestones include **running 4 pilots for the skills-based embedding curriculum modules (“Psychological safety”, “Inclusive communications”, “Inclusive facilitation” -specific to Employee Resource Group leadership - and “Identifying and addressing microaggressions”)** as a first step to launching them to staff at large in 2023.

The AMA continued to reflect its commitment to health equity in its messaging, speeches, and announcements on an ongoing basis on various fronts including the All-Employee Meeting, **Frontline Communicator Training for 100 participants, Board of Trustees message/media training on abortion and gun violence**, and beyond.

Building a culture

Multiple equity-focused events, programming, and activities for staff took place over the course of the year. These help to build a culture of and deepened understanding of core concepts and strategies for equity. **The JAMA Network™ Equity Action Team (JNEAT) led work including an anonymous pulse survey of staff and bi-monthly newsletters and learning sessions for staff.** Webinars attracting over 325 employees included a dialogue with Dilla Thomas on the history of medicine in Chicago through the lens of its marginalized groups, a learning session with Open Books Chicago on literacy levels within Chicago's marginalized communities, and an interactive practice session for staff to learn about updates and practice applying inclusive language and reporting guidance in medical publication.

“I think for many of us, the pandemic was a time of raising awareness about important issues about where medicine is working well and where it’s failing us, the deep inequities that really are a challenge for all of us and, I think, the urgency to do something more about them. And so that’s what led me to think about what we can do from other parts of the medicine and scientific ecosystem and having a platform like the Journal of the American Medical Association (JAMA) and the JAMA Network™ to try to attract science, vet science and then disseminate it as broadly as possible to try to address some of these issues was a really extraordinary opportunity.”

—Kirsten Bibbins-Domingo, PhD, MD, editor-in-chief, JAMA and the JAMA Network™

During the 2022 Annual and Interim Meetings of the AMA House of Delegates (HOD), the AMA hosted the Health Equity Open Forum. At the Annual meeting, this program centered on presentations and dialogue about the history of racism in medicine, embedding equity through innovation, and the Medicine Justice in Advocacy Program. Across the three educational sessions, AMA staff members: Emily Cleveland-Manchanda, Diana Derige, Diana Lemos, Jocelyn Sargent, and Juana Ballesteros shared key insights and updates with program attendees. At the interim meeting, two equity-focused initiatives provided updates on their respective progress. This started with the Rise to Health: A National Coalition for Equity in Health Care and then moved into a presentation from the inaugural cohort of the Medical Justice in Advocacy Fellowship (MJAF) on their culminating health equity projects.

AMA Employee Resources Groups (ERGs), include more than 600 staff members and support the mission of the AMA by fostering a diverse and inclusive workplace for groups with shared identities. **The AMA added to its suite of Employee Resources Groups with the launch of the Immigrant XChange ERG.** ERGs¹ are voluntary, self-coordinating employee-driven groups which are based on a constituency or shared interest, and provide community, support and networking opportunities.

“When I moved to the United States years ago, the culture shock was disarming to me. I will never forget the obstacles I had to overcome, both personally and professionally. I believe to achieve inclusion, it is critically important to understand the harm produced by discrimination based on citizenship or immigration status or country of origin, as well as to see the opportunities behind multiculturalism. I decided to initiate and lead an ERG focused on immigrants because I want to support other human beings who might face the same difficulties I did. My hope and the vision of ImmigrantXChange is to foster a workplace culture where immigrants and other migrants feel equally valued as their colleagues, where their diversity is celebrated through unbiased aperture to different perspectives.”

—Giulia Merola, MS, director, marketing and sales, AMA EdHub™

The ERG's continued supporting the inclusive culture and climate pillar of the DEI framework through programs and initiatives launched. Through leveraging the ERG memo process, the employee resources groups elevated recommendations to AMA stakeholders best placed to consider them, which as a result activated some positive changes to existing processes/practices in place to support employees. They also convened **the first meeting for the ERG Council, their Executive Sponsors, and Dr. Madara at the end of the year, which was key in sharing both the wins and the challenges of 2022.**

¹Immigrant Xchange joins Access, BEAN (Black Employees, Advocates and Allies Network), InspirASIAN, Pride, Unidos, Veterans Community Resource Group, and Women Inspired Now (WIN).

There are nine Employee Resource Groups active across the AMA management team:

- **Access**, dedicated to support and empower the voices of folks with disabilities and their allies.
- **Black Employees Advocates and Allies Network (BEAN)**, dedicated to foster a work environment where all Black AMA employees, at every level, thrive and can contribute their full talents to help the AMA achieve its mission.
- **Caregiver Equity**, dedicated to advocate on behalf of caregiving employees and provide support, networking, and progressing for caregivers regarding work-life integration, family priorities and work commitments.
- **ImmigrantXChange**, to advocate for and support employees who identify as immigrants, refugees, or migrants to the U.S.
- **InspirASIAN**, to support and improve the employment and engagement of current and future Asian and Pacific Islander employees.
- **AMA Pride**, created by and for LGBTQ+ employees, to develop a culture of inclusion and belonging for LGBTQ+ employees at the AMA through building community, informing and advocating for change.
- **Unidos**, dedicated to increasing engagement, outreach, recruitment, retention, professional development and advancement among Latino/a, Hispanic, Latinx employee while also identifying and recommending measures to remove impediments to equitable employment opportunities.
- **The Veterans' Community Resource Group (VCRG)**, to inspire and embrace the best of military culture, competencies, and global experiences to drive mutually beneficial outcomes for the AMA and our Veteran community.
- **Women Inspired Now (WIN)**, dedicated to the professional development, engagement, recruitment, retention, and advancement among all women identified employees and their allies by identifying and recommending measures to remove impediments to equity employment opportunities.

Diversifying and supporting a diverse workforce

There was a continued focus on expanding hiring from minoritized and marginalized communities which resulted in 41% of new hires identifying with these groups in 2022, and 33% of new hires at the Director and above level. The AMA developed dashboards including demographics of existing staff and new hires, with data included in the annual report to AMA senior management.

The AMA continued its partnership with Urban Alliance's Alumni Internship Program (AIP), matching graduates of the High School Internship Program with paid 6-week summer internships at the AMA to help them gain valuable professional experience and earn income to support their future.

The AMA committed to **improving workplace accessibility including installing auto-operators on doors in the Chicago and DC offices and reducing the size of conference room tables to improve accommodation for mobility devices** and other factors.

Advancing equity-related content

The AMA has worked to support physicians in advancing health equity via engagement with Federation organizations. Through keynote and panel presentations, AMA staff collaborated with organizations including American Association of Medical Society Executives, American Association of Physicians of Indian Origin, American College of Radiology, American Psychiatric Association, Medical Society of Delaware, Michigan State Medical Society and Washington State Medical Association, to help their members build knowledge about health equity issues, policies and strategic work of the AMA, as well as develop or enhance their own health equity initiatives.

The JAMA Network™ published over 632 articles on topics related to equity, diversity, and inclusion, viewed in full text 4 million times.

The AMA Journal of Ethics®, a free editorially independent peer-reviewed journal, continued to contribute and advance equity-related content and dialogue across the health ecosystem. Health equity-related issues published during the year included *Inequity Along the Medical/Dental Divide*, *Toward Abolition Medicine*, *Health Equity in US Latinx Communities*, *Inequity and Iatrogenic Harm*, and *What We Owe Workers in Health Care Who Earn Low Wages*.

“As a journal committed to helping students and clinicians make sound ethical decisions in service to patients and society, the AMA Journal of Ethics® has long explored the health equity and social justice dimensions of medicine and health care. It’s core to the journal’s editorial mission to help all physicians live up to their ethical responsibility of advancing equitable care for all.”

—Audiey Kao, MD, PhD, vice president, ethics standards, AMA Journal of Ethics®



More than 70% of employees have completed the two-day Racial Equity Institute training.



The AMA's popular “Prioritizing Equity” webinar series grew to 28 episodes, with new features on voting and health equity and reproductive care as a human right.



The *AMA Journal of Ethics®* received more than 1 million unique visitors in the four months (Jan, Mar, Apr and Aug) when health equity-centered issues were published.

Milestones and Accomplishments #2

2. Build alliances and share power with historically marginalized and minoritized physicians and other stakeholders: Advancing health equity requires sharing power through effective partnerships and alliances with those who have experienced marginalization, exploitation, expropriation, and injustice across generations.

The following are some of the relevant accomplishments during 2022:

As part of the Physician Data Collaborative (Collaborative), the Association of American Medical Colleges (AAMC), Accreditation Council for Graduate Medical Education (ACGME) and the AMA continue to work together to establish best practices for data sharing and collection and reporting standards for sociodemographic data, including race and ethnicity, sexual orientation, gender identity and more. These efforts enable meaningful, collaborative research to better understand the dynamics of the physician workforce continuum. **During 2022, the Collaborative agreed on race and ethnicity data collection standards and the addition of a Middle Eastern and North African category** (establishing a pilot on the addition of this category) and continued to refine a collaborative research agenda.

“In 2022, we made good progress with our partners at the Association of American Medical Colleges (AAMC) and the Accreditation Council for Graduate Medical Education (ACGME) toward aligning our data collection and reporting standards for race and ethnicity. This is a really important step – overcoming the confusion and harm we can cause if we use different methodologies, and setting us up for deeper collaboration on research and data. It’s been great to see internal AMA discussions across BUs on these issues.”

—Fernando De Maio, PhD, vice president, health equity research and data use, AMA

The AMA participated in or led four meetings with Association of American Medical Colleges (AAMC) and Accreditation Council for Graduate Medical Education (ACGME) about diversifying physician workforce, three ACGME Diversity Officers Forums, two webinars “Enhancing diversity among academic physicians: Recruitment, retention and advancement”; “Removing barriers and facilitating access: Supporting trainees with disabilities across the medical education continuum”, two presentations to Academic Physicians Section “Equity, diversity, and belonging activities in medical education”; “Minoritized physician burnout and wellbeing”, and three presentations on the implications of the pending Supreme Court decision on *Students for Fair Admissions v. Harvard / University of North Carolina*.

The national Release the Pressure (RTP) campaign, led by the AMA in collaboration with the American Heart Association, the AMA Foundation, the Association of Black Cardiologists, the Minority Health Institute, and the National Medical Association, was designed to increase awareness of heart health, heart disease and high blood pressure among Black women. The campaign continued momentum in 2022 with over 70,000 video views and over 31,000 pledges.



Committed to yearlong media visibility on AMA's work to advance health equity across the media landscape.

- The AMA increased engagement of health equity content to **over 1 million website users, a 43% increase from 2021**, including 124,374 engagements driven by publication of 78 new activities on AMA Ed Hub™.
- The AMA's Leadership Communications team continued to heighten visibility for and elevate AMA leaders to key audiences. **Out of 257 leadership speeches, presentations, and events—health equity was the third most-covered topic in 2022.**
- The AMA **produced six Prioritizing Equity episodes**, including the timely episodes “Voting and health” and “Reproductive health care as a human right” and five Stories of Care episodes on health equity and infection control, LGBTQ, and embedding racial and health equity in health systems.
- The AMA **hosted two webinars on social determinants of health and racial and health equity for health systems** and published a “Racial and health equity: Concrete STEPS for health systems” toolkit as part of the AMA STEPS Forward(R) practice improvement strategies.
- The publication of **47 AMA Leadership Viewpoints included a handful focused on work advancing and advocating for health equity**, with topics such as diversity in medical schools, the AMA's commitment to the West Side United collaborative, work toward eliminating bias in medical spaces, and more.
- The AMA **continued to sponsor professional conferences that engage historically marginalized journalists**, including the National Association of Black Journalists (NABJ), the National Association of Hispanic Journalists (NAHJ), and the Association of LGBTQ Journalists (NLGJA).
- The AMA **received external recognition for advancing equity in medicine** as a recipient of several awards in 2022: Golden Trumpet, Publicity Club of Chicago; Award of Excellence, PRSA Chicago Skyline Awards; Corporate Social Responsibility & Diversity Award, Ragan Communications; Cause-Related Marketing, PR News PLATINUM Awards.
- The AMA, Centers for Disease Control and Prevention (CDC), and the Ad Council again **launched the bilingual (English/Spanish) ‘Get My Flu Shot’ influenza campaign** in the fall of 2022 for National Flu Vaccination Week, resulting in 85+ million estimated earned media impressions.

The AMA provided seven speaking engagements or workshops with organizations that serve historically marginalized communities (including one with AllianceChicago and three with Arizona Alliance, both consortia of Federally Qualified Health Centers, or FQHCs), **completed burnout assessments in 32 FQHCs (representing approximately 31% of all burnout assessments during the year), updated demographic questions in burnout assessments, and built a racial bias assessment tool (to be validated in 2023)**. The AMA piloted the stratification of all burnout assessment data for each health system report for a 3-month period to better understand how it informs systems as well as the limitations of the data.

In 2022, **the AMA continued its work with organizations representing historically minoritized and marginalized physicians, including Association of American Indian Physicians (AAIP), GLMA: Health Professionals Advancing LGBTQ Equality, National Council of Asian Pacific Islander Physicians (NCAPIP), National Hispanic Medical Association (NHMA), and National Medical Association (NMA)**. The AMA concluded a third year of Health Equity Strategic Development (HESD) grants. This funding supported overall organizational capacities for mentorship and educational programs, health education campaigns, advocacy for the inclusion of American Indian/Alaskan Native (AI/AN) representation; amplification of the notion of invisibility of AI/AN; emergency preparedness for leaders and membership; succession planning, policy development; and increasing awareness of health disparities and inequities. In addition, the Center for Health Equity convened the organizations quarterly, building a crosswalk of shared policy priorities to identify opportunities to build on each other's advocacy in future years.



AMA contributed to numerous equity-related commissions, taskforces, advisory boards, and national committees:

- Agency for Healthcare Research and Quality Health Equity Summit
- Albert Schweitzer Fellowship Program
- AMA External Equity and Innovation Advisory Group
- American Board of Internal Medicine Foundation Action Group on Health Equity
- American College of Prevention Medicine (ACPM) and AMA COVID-19 Advisory Group
- American Evaluation Association Diversity Equity Inclusion Workgroup
- American Hospital Association - Advisory Panel for Equity Maturity Model
- American Psychiatric Association APA Mental Health Services Conference Scientific Program Committee
- Association of American Medical Colleges Diversity, Equity and Inclusion Advisory Committee
- Blue Cross Blue Shield of Illinois Institute for Physician Diversity Executive Committee
- California Health Care Foundation/RAND Corporation/MedStar Health Patient Safety and Health Equity Grant
- Centene Health and Wellness Advisory Council
- Center for Healthcare Strategies – Better Care Playbook Advisory Group
- Center to Advance Palliative Care Health Equity: Steering Committee
- Centers for Disease Control - Subcommittee to Develop National Risk Reduction Goal for Alzheimer's
- Center for Healthcare Strategies Advisory Group for Better Care Playbook
- Centers for Medicare & Medicaid Services Office of Minority Health - Listening sessions with invited experts
- Centers for Medicare and Medicaid Services - Health Equity Advisory Group
- Centers for Medicare and Medicaid Services - Innovation Center Roundtable on Health Equity
- Centers for Medicare and Medicaid Services National Technical Expert Panel for the Development of the Addressing Social Needs Electronic Clinical Quality Measure
- Centers for Medicare and Medicaid Services - Urban Institute Advisory Panel on Accounting for Social Risk in Value-Based Payment
- Chicago Racial Equity COVID-19 Response Team
- Department of Health and Human Services Technical Resources, Assistance Center, and Information Exchange
- Health Affairs, Health Equity Advisory Committee
- Illinois Health and Hospital Association Racial Equity in Healthcare Progress Report Technical Expert Panel
- In Full Health Collaborative
- Institute of Medicine Chicago
- Journal of Medical Regulation Editorial Board
- Latinx Voces TaskForce Member
- Medicaid Pathways Program Review Committee
- National Academy of Science, Engineering and Medicine Standing Committee for CDC Center for Preparedness and Response
- National Association of County and City Health Officials Health Equity and Social Justice Workgroup
- National Academies of Sciences, Engineering, and Medicine's Roundtable on Population Health Improvement
- National Committee for Quality Assurance - Advisory Panel for Health Equity Data Roadmap
- National Hispanic Medical Association Advisory Committee for the Hispanic Leadership Development Fellowship
- National Quality Forum - Measure Applications Partnership (MAP) Health Equity Advisory Group
- Robert Wood Johnson Foundation's National Commission to Transform Public Health Data Systems
- The Joint Commission - Technical Advisory Panel

The AMA engaged with Illinois March of Dimes in workgroups on dismantling racism, increasing care access, and engaging communities in private practices to support maternity care deserts.

The health equity content on the AMA Ed Hub™ continued to establish itself as an impetus for institutional memberships and partnerships, with six additional health equity-focused external partners signed and launched during the year: Clinical Problem Solvers, Boston Children's Hospital, American Academy of Allergy, Asthma & Immunology, American Academy of Dermatology, Hope for Justice, and Accreditation Council for Graduate Medical Education or ACGME.

The Medical Student Section (MSS) Assembly continued to include delegates from the Association of Native American Medical Students (ANAMS), the Latino Medical Student Association (LMSA), and the Student National Medical Association (SNMA). In 2022, there was continued collaboration with the Minority Affairs Section (MAS) to enhance engagement of medical students who are underrepresented in medicine (URM), sending select members of both Governing Councils as ambassadors to the annual conferences of URM medical student societies including SNMA, LMSA and ANAMS.

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Expanded health equity commitments for AMA Ed Hub™ leading to an additional 6 institutional partnerships.
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Five capacity building grants were issued to organizations representing historically minoritized and marginalized physicians.
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Successful completion of burnout assessments in 32 Federally Qualified Health Centers during the year.
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Staff contributed to over 38 equity-related external advisory groups and committees.

This year, **MAS launched its “Leader-To-Leader” initiative to better align the section’s priorities around increasing diversity, equity, inclusion, and representation in the physician workforce.** MAS and MSS members worked together to host receptions at the Student National Medical Association (SNMA) and Latino Medical Student Association (LMSA) annual conferences where our underrepresented in medicine (URM) AMA leaders could meet with their elected and appointed leaders to open new lines of communication, to establish informal networks, and to learn more about organizational priorities. In April, MAS supported registration and housing for approximately 10 elected leaders of MSS, SNMA, LMSA and Association of Native American Medical Students (ANAMS) to attend the annual Leadership Summit on Health Disparities, to foster network expansion, informal networking, and educational opportunities among these future doctors. **The Minority Affairs Section and Medical Student Section Governing Councils also hosted a meeting in November to specifically convene URM medical student leaders who attended our Interim Meeting in Honolulu.**

The American Medical Association Substance Use and Pain Care Task Force continues to advance evidence-based recommendations for policymakers and physicians to help end the nation’s drug-related overdose and death epidemic. In its 2022 Overdose Epidemic report, the taskforce continued to urge policymakers and other stakeholders to take meaningful action to remove barriers and increase patients’ access to evidence-based care, to save lives and help end the epidemic.



Milestones and Accomplishments #3

3. Push upstream to address all determinants of health: Pushing upstream requires looking beyond cultural, behavioral, or genetic reasons to understand structural and social drivers of health and inequities, dismantle systems of oppression, and build health equity into health care and broader society.

The following are some of the relevant accomplishments during 2022:

On the international stage, **the World Medical Association (WMA) General Assembly adopted a new policy to address racism in medicine, to which the AMA contributed substantial language and support, based largely on HOD policy.** The AMA has also been leading the ongoing revision of a seminal WMA document, the Declaration of Helsinki Ethical Principles for Medical Research Involving Human Subjects, prioritizing diverse perspectives and issues of equity, such as ethical research in vulnerable populations. Finally, the AMA has continued centering equity in other WMA policy revisions, including addressing the disproportionate impact of forced sterilization on certain groups.

The UNC Health Systems selected the AMA Ed Hub™'s "Basics of Health Equity" as required education for their entire medical staff. During the Mpox outbreak, the established relationships with LGBTQ health organizations allowed for swift response with accurate, effective, and destigmatizing education reaching the large AMA Ed Hub™ audience.

Equity-focused advocacy

The AMA was a powerful voice on reproductive health following the Supreme Court's *Dobbs* decision in June and continued to be visible on this topic in the media and speeches and published numerous AMA Viewpoints on topics important to health equity including LGBTQ health, pulse oximeters, and Black maternal health. Health equity was the third largest topic of AMA leadership speeches in 2022 compared to being the fourth largest topic in 2021.

"We are working toward health equity in every area: in the policies passed by our House of Delegates; in the legislative proposals we advocate for, such as affordable health care coverage; in the programs we support; and in our work to promote diversity in the profession."

**—Bobby Mukkamala, MD,
immediate past chair,
AMA Board of Trustees**

In cases ranging from COVID-19 standards of care and firearm regulations to climate change and transgender rights, the AMA continued to fight for physicians and patients in state and federal courts. The AMA was a plaintiff in *African American Tobacco Control Leadership Council v. HHS*, which forced the federal government to take the first steps toward banning menthol cigarettes. In support of the consideration of race in higher education admissions, the AMA joined an AAMC-led U.S. Supreme Court [amicus brief](#) in the *Students for Fair Admission v. Harvard and Students for Fair Admission v. University of North Carolina* cases. Together with the American Academy of Pediatrics, the AMA submitted an [amicus brief](#) urging the U.S. Supreme Court to uphold the Indian Child Welfare Act (ICWA) of 1978. And in the wake of the U.S. Supreme Court's *Dobbs v. Jackson Women's Health Organization* decision, the AMA joined numerous briefs promoting access to reproductive care and opposing government interference in the patient-physician relationship.



The AMA continues to demonstrate embedding equity into its core advocacy activities. Key, equity-related policy priorities can be seen throughout the AMA's engagement with Congress, the Administration, state legislatures and other policymakers. This includes more than 175 advocacy letters, more than 60 presentations and testimony to state legislatures, national and medical organizations, and countless additional opportunities that engaged organized medicine and policymakers. In 2022, the AMA voiced support for: expansion of Medicaid coverage; extension of Medicaid and Children's Health Insurance Program (CHIP) coverage to at least 12 months postpartum; advancing funding for maternal and child health programs; telehealth flexibilities in Medicare; addressing quality and administrative barriers in Medicare Advantage; advancing data privacy principles and protecting the abuse/misuse of sensitive health data; the Mainstreaming Addiction Treatment (MAT) Act; revising the CDC's opioid prescribing guidelines; expanding the U.S. Food and Drug Administration's (FDA's) naloxone policy; mental health and substance use disorder parity laws; evidence-based gender affirming care; international medical graduates (IMGs); prohibition of the so-called conversion therapy; ending the FDA's blood donation deferral period; and more.

Every bi-weekly issue of the AMA's Advocacy Update includes at least one article related to our health equity work. Equity-related episodes of the AMA's Advocacy Insights webinar series, such as the limited time Public Service Loan Forgiveness Program waiver, the future of telemedicine, and the impact of the nation's drug overdose epidemic on children and adolescents, have had significant participation (hundreds of attendees) and engagement (30+ questions) each session.

The AMA launched a bi-monthly health equity newsletter and the Federation Equity Exchange which attracted dozens of attendees each month for state and specialty societies to share promising practices.

2022 is the first year covered by the AMA's annual Health Equity in Organized Medicine Survey. The survey seeks to understand the specific actions that Federation organizations are taking or contemplated taking to advance health equity, gather shareable successes stories, and confidentially identify barriers and resource needs. A total of 68 organizations completed the survey. Seventy percent of the organizations indicated that health equity was a strategy priority, more than half indicated that they provided equity training to staff and leadership, and more than thirty percent indicated they had taken action to address past harms caused by their organization.

AMA Councils produced three reports including health equity considerations adopted by the House of Delegates on pandemic ethics, rural public health, and climate change and public health. The Board of Trustees produced two health-equity related reports adopted by the House of Delegates on a global non-discrimination policy and language related to discrimination and harassment.

The AMA's Ed Hub™ published an unprecedented volume of health equity content (78 activities), with usage of equity-related content exceeding the prior year (124,374 engagements; 21,625 course completions). One highlight included: undergraduate / graduate (UME/GME) and continuing medical education (CME) versions of the Historical Foundations of Racism modules were published, as well as adapted versions accessible for UME and GME curricular enhancement program (UCEP/GCEP) members and individual learners: Medical Mistrust and Medical Distrust; Pain and Racism in Medicine and Health Care. In addition, the AMA led four presentations at health care meetings demonstrating educational best practices for integration of equity.

The team at MedEd expanded equity-focused positions and reporting. **The role of vice president of equity, diversity and belonging was created; the "J-21 report 5 CME: Promising practices among pathway programs to increase diversity in medicine" was published; and the "J-21 CME Report 5" initiative was launched:** to commission and enact the recommendations of a forward-looking, cross-continuum, external study of 21st century medical education focused on reimagining the future of health equity and racial justice in medical education, improving the diversity of the health workforce, and ameliorating inequitable outcomes among minoritized and marginalized patient populations.

The AMA concluded its year-long Peer Network for Advancing Equity through Quality & Safety learning collaborative, led by AMA with The Joint Commission (TJC) and Brigham and Women's Hospital as key collaborators, positively influencing the development of TJC equity accreditation standards for health systems. **More than 40 participants from eight health systems participated in this pilot program consisting of 49 learning sessions and leading to the implementation of over 26 new improvement practices.** The Peer Network was covered in 37 articles with over 10 million views.


"The Peer Network created a venue and process for shared learning across health systems teams to advance equity. It was incredible to witness the commitment of staff at health systems during this inaugural year as they worked through challenges and leaned into the expertise of the collective."


—Tam Duong, MSPH, director, health equity systems transformation, AMA


West Side United

In 2022, the AMA expanded its social impact investments becoming an anchor mission partner with an additional \$3 million multi-year investment in West Side United (WSU), a community-based collaborative that is addressing structural determinants of health and helping restore economic vitality on the Chicago's west side. The AMA announced this new investment at a community event in partnership with the City Club of Chicago at The Hatchery. Done in partnership with community development financial institutions, WSU-coordinated impact investing provides much-needed capital to foster economic opportunity, revitalize neighborhoods and support community transformation. To date, the collaborative's funding has contributed to approximately 475 low-interest loans, including entrepreneurs, small businesses, and community-based organizations. The WSU investments also resulted in the creation and preservation of 420 housing units, as well as the construction and preservation of more than 34,000 square feet of non-profit and commercial real estate projects. Additionally, these investments have supported 432 construction jobs, preserved 64 local jobs, and created 126 community employment opportunities.

In collaboration with West Side United and West Side Health Equity Collaborative, the AMA trained more than 100 community health workers and managers. The AMA MAP HTN program was implemented and demonstrated success in improving blood pressure control rates by over 10% at Cook County Health, a large health care organization serving mostly patients from historically marginalized communities.

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The AMA expanded its social impact investments with an additional \$3 million multi-year investment in Chicago-based West Side United.
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The AMA engaged in at least two Supreme Court amicus briefs and issued advocacy letters directly to policymakers related to a variety of health equity policies, securing wins in the Consolidated Appropriations Act.
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68 organizations completed the first annual Health Equity in Organized Medicine Survey.

“West Side United and its incredible collaborations are creating economic opportunities, improving access to affordable housing and healthy food, and addressing social determinants of health inequities. Economic vitality and optimal health go hand in hand.”

—Juana Ballesteros, BSN, RN, MPH, equitable alliance director, AMA



Milestones and Accomplishments #4

4. Ensure equity in innovation for marginalized and minoritized people and communities: The AMA is committed to ensuring equitable health innovation by embedding equity in innovation, centering historically marginalized and minoritized people and communities in development and investment, and collaborating across sectors.

The following are some of the relevant accomplishments during 2022:

The AMA launched the “In Full Health Learning & Action Community to Advance Equitable Health Innovation” initiative which seeks to provide a framework for shared understanding and a community for stakeholders committed to learning and action to center equity within their health innovation investment, development, and purchasing efforts. This is done by committing resources to innovations created by, with, and that measurably improve health and do no harm for Black, Latino, Indigenous, communities of color, women, LGBTQ+ communities, people with disabilities, people with low income, rural communities, and other communities historically marginalized by the health industry. The initiative established an external advisory group comprised of 17 collaborators and published Principles for Equitable Health Innovation. In addition, it created **the “Equitable health innovation solutions” toolkit to help solution developers ensure that the health innovation products or services they are building are meaningfully advancing health equity.**

The AMA **completed a health equity assessment on Verifi Health Self-Measured Blood Pressure (SMBP)**, an app for remote blood pressure monitoring, and continues to build features into the product that promote health equity.

The AMA created a prototype Social Needs Administrative Coder (SNAC) and began a “Voice-of-the-Customer” campaign across societies, technology vendors, state level entities, health insurers, community organizations and health information exchanges to better understand the need for consistent coding of health-related social needs (HRSN) screening data into nationally accepted codesets like ICD-10-CM.

The **Physician Innovation Network (PIN) re-launched in 2022 and hosted three virtual discussions on PIN highlighting the importance of embedding equity into health tech solutions:** “Innovating for women’s health”, “Implementing telehealth with an equity lens” and “Engaging women of color as participants in clinical research and evidence development”. The PIN platform features the In Full Health *Principles of Equitable Innovation* prominently through a call-to-action inviting innovators to find AMA tools supporting equitable health innovation. PIN highlighted the Principles in all demos, reaching hundreds of companies through over 25 collaborators. PIN engaged over 100 innovators at HLTH 2022 during the inaugural PIN “in-real-life” event.

“The Physician Innovation Network (PIN) is designed to create connections between physicians and companies creating the future of digital health. In collaboration with the AMA Center for Health Equity, PIN offered access to the In Full Health community and resources to a diverse group of innovators wearing many different “innovator roles” such as: physicians, care team members, entrepreneurs, solution designers, investors and patient advocates. The goal is to engage physicians who can provide clinical validation that ensures equity is embedded in the fundamental building blocks of these digital health solutions. We’re inspired to hear stories of meaningful impact from solution designers who have met incredible physicians and innovators on PIN.”

—Amanda Azadian, product manager, digital health strategy, AMA



Since its release, over 100 organizations have downloaded the “Equitable health innovations solutions” toolkit.



17 collaborators formed the external advisory group of the “In Full Health Learning & Action Community to Advance Equitable Health Innovation” initiative.

Milestones and Accomplishments #5

5. Foster truth, reconciliation, racial healing, and transformation: The AMA recognizes the importance of acknowledging and rectifying past injustices in advancing health equity for the health and well-being of both physicians and patients. Truth, reconciliation, and racial healing is a process and an outcome, documenting past harms, amplifying and integrating narratives previously made invisible, and creating collaborative spaces, pathways, and plans.

The following are some of the relevant accomplishments during 2022:

In continued partnership with Satcher Health Leadership Institute (SHLI) at Morehouse School of Medicine, the AMA completed the inaugural cohort and launched the 2nd cohort of the Medical Justice in Advocacy Fellowship (MJAF). The inaugural cohort of 12 engaged in activities through the completion of their fellowship, including showcasing their capstone projects at the AMA HOD Interim Meeting. The projects included ones that focused on Equity in Mental Health Framework, Evaluation of the Impact of a Youth Jobs Program on the Key Social Determinants of Health for Foster Youth, Eliminating Race as a Proxy through the IRB Review Process. **The second cohort of 11 physician fellows initiated the program.** These fellows attended the National Advocacy Conference in Washington, D.C., in addition to presenting their health equity projects and physician-led advocacy efforts to advance health equity for minoritized and marginalized people at the “2022 AMA Health Equity Open Forum” at AMA’s Interim House of Delegates Meeting—exploring examples and opportunities for replication.

The 175th anniversary workgroup included AMA archivists who developed historical research for programming and educational modules supporting a deepened learning of AMA’s past and networked with other medical association professionals to examine their histories through a lens of truth and reconciliation.

“We have enormous capacity to reduce harms and advance equity, and that begins with reckoning openly with our past mistakes -- making space for healing and transformation.”

—Jack Resneck, Jr., MD, immediate past president, AMA

The AMA led formative research and evaluation efforts that continued to contribute to the national discourse and evidence base about health and racial equity in medicine. We have published 10 articles related to this work in journals such as the *New England Journal of Medicine*, *American Journal of Medicine*, *Nature Reviews Nephrology* and *JAMA Network™*. Publications centered on Latinx health equity, burn out, and anti-racism in medicine. AMA continued research to **understand, confront and dismantle dominant or malignant narratives (e.g., around race vs. racism) that appear in medical journals and across health care.**

Throughout the year, AMA staff engaged in equity-focused educational sessions and community events including: “AMA history/transformational narrative”, “Guide to allyship”, “Time for personal reflection, liberation health: Allyship, my hood / my block, my city” event, “Color of Care” screening and breakouts, “ERG review & recruitment”, gardeners event, “Women Inspired Now (WIN) reproductive rights” session and discussion. **One session was a deeper look at the history of work toward reproductive justice within the AMA, findings from qualitative research with patients who have received obstetric, gynecological, and related care, and policy-related implications for maternal health given recent federal level court and legislative actions, state politics, transitional care, contraceptive access for patients, providers, and public health.** A Reproductive Justice panel featured obstetrics and gynecology experts as guests, and opening remarks provided by former AMA President Patrice A. Harris, MD, MPH.

The AMA formalized its collaboration with Stanford supporting research using AMA data to explore the effects of the COVID pandemic on international medical graduate (IMG) physicians, patterns of care provided by IMGs across the U.S., and their role in providing patient care for underserved communities during COVID-19.

The AMA ChangeMedEd® initiative implemented grants that continued to fund targeted innovation in health systems science, competency-based medical education, coaching, learning environment, and emerging technology. In 2022, the grant program was awarded to various organizations including Kaiser Permanente (Early Assurance: Community College to Medical School) and UC Davis (Learning from Bright Spots in Equitable Grading Practices). Grants awarded focused on Equity, Diversity, and Belonging in medical education, including to promote leadership skills among underrepresented residents at University of Cincinnati School of Medicine.

“Equity, Diversity, and Belonging is a central theme in all the initiatives of the medical education unit. It is a major pillar within MedEd and is a thread that informs all our initiatives.”

—David Henderson, MD, VP for equity, diversity and belonging, AMA MedEd



In 2022, the AMA “Prioritizing Equity” webinar series, available on YouTube and podcast platforms, reached a total of 375,000 views.



Since its launch, 23 Medical Justice Advocacy fellows have participated in the year-long program in partnership with Satcher Health Leadership Institute at Morehouse School of Medicine.



The Next Chapter

Continuing our commitment

Overall, the AMA has made significant progress towards fulfilling the commitments outlined in the *AMA Organizational Strategic Plan to Embed Equity and Advance Racial Justice* during its second year. Our collective efforts to create processes, systems, and infrastructure to expand and sustain this work moving forward is evident. The AMA recognizes that organizational transformation to embed equity requires cross-enterprise dialogue, coordination, and reporting as well as continued learning, partnerships, and strategies. We must acknowledge that we are stronger as a whole and that we must prioritize and integrate expertise, ideas, and experiences of people and communities that have been historically excluded, exploited, and deprived of needed resources.

As we continue to learn what it takes for equity and justice to be strongly rooted across the AMA, we must acknowledge the importance of reflection on our past and of our collective visioning for and reimagining of the future, while also leading with intentionality and diligence in our current actions and activities.

Each year brings forth new challenges and presents new opportunities. As one of the nation's largest physician organizations, the AMA is strongly positioned to be a leader of equity, justice, and anti-racism while advancing its mission to promote the art and science of medicine and the betterment of public health. We must continue to strengthen our alliances, build off momentum and learnings, and refine our equity accelerator for transformational change across our organization and the health ecosystem. Through these efforts, we can work toward the shared vision of a nation in which all people live in thriving communities and can achieve optimal health and joy.

We are making history. And we are faced with the historic opportunity for the AMA to play an integral role in building the future we want for our health systems and for medicine.



Equity-related publications from 2022:

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2. Barzansky B, Etzel SI. MD-granting medical schools in the US, 2021-2022. *JAMA*. 2022; 328(11):11121-1122. Doi: 10.1001/jama.2022.14384 (551)
3. Benjamins M, DeMaio F. Unequal cities: Nearly 4,000 excess black deaths in Chicago and gap expected to grow. *Crains Chicago Business* (529)
4. Blake K, Yancy CW. Change the name of the Blalock - Taussig shunt to Blalock - Thomas - Taussig shunt. *JAMA Surg* 2022; 157(4):287-288. doi: 10.1001/jamasurg.2021.5611 (436)
5. Brotherton SE, Etzel SI. Graduate medical education, 2021-2022. *JAMA*. 2022;328(11):1123-1146. Doi: 10.1001/jama2022.13081 (550)
6. DeMaio F, Derige D, Lemos D. Latinex health equity. *AMA J Ethics*. 2022;24(4):E251-253. doi: 10.1001/amajethics.2022.251 (468)
7. Dyrbye LN, West CP, Sinsky CA, Trockel M, Tutty M, Satele D, Carlasare L, Shanafelt T. Physicians experiences with mistreatment and discrimination by patients, families, and visitors and association with burnout. *JAMA Netw Open* 2022;5(5):e221380. doi: 10.1001/jamanetworkopen.2022.13080. (492)
8. Escarce JJ, Wozniak GD, Tsipas S, Pane JD, Ma Y, Brotherton SE, Yu H. The Affordable Care Act Medicaid expansion, social disadvantage, and the practice location choices of new general internists. *Medical Care*. 2022;60(5):342-350. doi: 10.1097/MLR.0000000000001703 (496)
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11. Khazanchi R, Tsai J, Eneanya NB, Han J, Maybank A. Leveraging Affordable Care Act Section 1557 to address racism in clinical algorithms. *Health Affairs Forefront*. 2022;Sep 30, at: <https://www.healthaffairs.org/content/forefront/leveraging-affordable-care-act-section-1557-address-racism-clinical-algorithms>. 10.1377/forefront.20220930.182927 (533)
12. Lemos D, Sosa P, Vallejo E. Latinex race and ethnicity data gaps: The HACER Campaign and a call to action. *Am J Pub Health* 2022;112(10)1412-1415 (502)
13. Linzer M, Jin JO, Shah P, Stillman M, Brown R, Poplau S, Nankivil N, Cappelucci K, Sinsky CA. Trends in clinician burnout with associated mitigating and aggravating factors during the COVID-19 pandemic. *JAMA Health Forum* 2022;3(11):E224163. doi: 10.1001/jamahealthforum.2022.4163 (540)
14. Maybank A, De Maio F, Lemos D, Derige DN. Embedding racial justice and advancing health equity at the American Medical Association. *Am J Med*. 2022;S0002-9343(22)00139-5. doi: 10.1016/j.amjmed.2022.01.058 (477)
15. Reid A, Brandes R, Butler-MacKay D, Ortiz A, Kramer S, Sivashanker K, Mate K. Getting grounded: Building a foundation for health equity and racial justice work in health care teams. *NEJM Catalyst* 2022;3(1). Doi: 10.1056/CAT.21.0320 (463)
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American Medical Association. 2022. International Medical Graduates (IMG) Physician Toolkit. Available at <https://www.ama-assn.org/education/international-medical-education/international-medical-graduates-img-toolkit-introduction>.

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American Medical Association and Manatt Health. 2022. State Toolkit to End the Nation's Drug Overdose Epidemic: Leading-Edge Actions and Strategies to Remove Barriers to Evidence-based Patient Care. Available at: https://end-overdose-epidemic.org/wp-content/uploads/2022/02/AMA-Manatt-Health-Toolkit-Resources-January-2022_f.FOR-WEB-FINAL.pdf

In Full Health. 2022. Equitable Health Innovation Solution Development Toolkit. Available at <https://infullhealth.org/in-full-health-equitable-health-innovation-solution-development-toolkit/>

Equity, Quality and Safety series

- American Medical Association Center for Health Equity. 2022. Advancing Equity Through Quality and Safety During COVID-19. Available at <https://edhub.ama-assn.org/ama-center-health-equity/audio-player/18693507>.
- American Medical Association Center for Health Equity. 2022. Overview of Advancing Equity Through Quality and Safety. Available at <https://edhub.ama-assn.org/ama-center-health-equity/interactive/18744019>.
- American Medical Association Center for Health Equity. 2022. Advancing Equity Through Quality and Safety: Five Focus Areas. Available at <https://edhub.ama-assn.org/ama-center-health-equity/video-player/18738218>.
- American Medical Association Center for Health Equity. 2022. Equity Informed High-Reliability Modules: Integrating Equity Into Harm Event Reporting. Available at <https://edhub.ama-assn.org/ama-center-health-equity/interactive/18744022>.
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- American Medical Association Center for Health Equity. 2022. Embedding Equity Into Quality, Safety, and Risk Analyses. Available at <https://edhub.ama-assn.org/ama-center-health-equity/video-player/18738474>.
- American Medical Association Center for Health Equity. 2022. Embedding Equity Into Safety Reporting System. Available at <https://edhub.ama-assn.org/ama-center-health-equity/video-player/18738481>.
- American Medical Association Center for Health Equity. 2022. Developing an Equity Tracker. Available at <https://edhub.ama-assn.org/ama-center-health-equity/video-player/18738485>.

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- American Medical Association Center for Health Equity. 2022. Centering Equity in Digital Health: Solution Design. Available at <https://edhub.ama-assn.org/ama-center-health-equity/interactive/18717941>.
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- American Medical Association Center for Health Equity. 2022. Centering Equity in Digital Health Solution Evaluation. Available at <https://edhub.ama-assn.org/ama-center-health-equity/interactive/18738478>.

Historical Foundations of Racism in Medicine series

- American Medical Association Center for Health Equity. 2022. Medical Mistrust and Medical Distrust: Historical Foundations of Racism in Medicine. Available at <https://edhub.ama-assn.org/ama-center-health-equity/interactive/18733741>.
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AMA's Mission and Vision to Advancing Health Equity and Justice (video series)

- American Medical Association Center for Health Equity. 2022. The AMA's Strategic Plan for Advancing Health Equity and Justice in Medicine. Available at <https://edhub.ama-assn.org/ama-center-health-equity/module/2797271>.
- American Medical Association Center for Health Equity. 2022. Levers for Change: Operationalizing Advancing Health Equity and Justice. Available at <https://edhub.ama-assn.org/ama-center-health-equity/video-player/18727679>.
- American Medical Association Center for Health Equity. 2022. Five Strategic Approaches to Advancing Health Equity and Justice. Available at <https://edhub.ama-assn.org/ama-center-health-equity/video-player/18727681>.

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