



WAVE 2

HEALTH EQUITY IN ORGANIZED MEDICINE

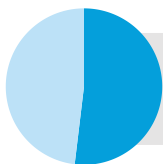
MEASURING PROGRESS AND LEARNING FROM PROFESSIONAL SOCIETIES

The Health Equity in Organized Medicine (HEIOM) survey provides insight into the actions organized medicine is taking to advance health equity.

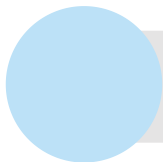
In January 2024, we conducted the second HEIOM survey of the American Medical Association (AMA) Federation of Medicine, comprised primarily of specialty societies and state/territorial medical associations.

This year's survey builds on the findings from the 2023 report and gathers data on actions taken, barriers encountered, and resources used to advance health equity.

A total of **81 out of 204** (40% response rate) organizations completed the 2024 HEIOM survey, including 36 out of 54 state/territorial associations (67% response rate) and 45 out of 150 specialty societies (30% response rate). This marks a 13% increase in response from state/territorial associations and a 4% increase in specialty societies compared to 2023.



51.9% of organizations who completed both the 2023 and 2024 HEIOM surveys reported completing or sustaining the majority of their actions.



0% of organizations who completed both the 2023 and 2024 HEIOM surveys reported stopping or canceling the effort they had underway in 2023.

IN THE FULL REPORT YOU WILL FIND

Health equity action insights from organizations



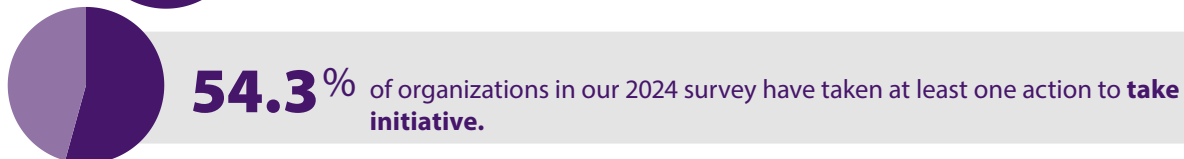
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Summary Findings

The survey asked organizations about their progress toward completing 18 key actions to advance health equity derived from the Rise to Health Coalition activities.



Note. Percentages indicate percentage of organizations that have achieved at least one action in each step.

Actions taken by 50% or more of organizations

- **Invest time in understanding the local community**, including assets and strengths, as well as challenges that community members experience
- **Gather qualitative data** (e.g., individual and community experiences) to understand the full scope and context of inequities in key conditions that their organization addresses
- **Ensure senior leadership and board members reflect the diversity** of the community served by their organization
- **Commit to paying** all employees and contractors a living wage
- **Evaluate how programs contribute** to organizational equity goals
- **Ensure mission, vision, and goal** intentionally and explicitly address health equity
- **Collaborate with staff** to revise practices and policies guiding hiring, promotion, advancement, compensation, and mediation practices to achieve equitable outcomes
- **Address root causes of health inequities** by leveraging unique organizational assets and strengths to address social and structural drivers of health
- **Engage in collective advocacy** to address root causes of health inequities