



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

2023 Progress Update





The story of the American Medical Association (AMA) in 2023 was one of collective achievement and powerful advocacy for equity—and it also marked the final year of the *AMA Organizational Strategic Plan to Embed Racial Justice and Advance Health Equity, 2021-2023*. Through this inaugural strategic plan, the AMA formalized — through structure, commitment, and accountability — our work to help dismantle structural racism across health care, to recognize our own past failures, and to build partnerships to improve health outcomes. The current political and social environment, as well as persistent and deepening health inequities, bring renewed urgency to ensure that all people have the power, resources, circumstances, and opportunities to achieve optimal health.

The AMA's strategic plan launched in a time of unique and daunting health challenges. As the COVID-19 pandemic raged in the summer of 2021, we were witness to the disproportionate and devastating impact of the pandemic on individuals and communities who have been historically marginalized and minoritized. That same summer brought painful reminders of the brutal health consequences of police brutality and systemic racism deeply embedded within our law enforcement and criminal justice systems. In this final year of the strategic plan, we witnessed—and challenged—actions to undermine affirmative action in education, government intrusion into reproductive health, transgender health care, a continued assault against science and evidence-based medicine, and a concerning erosion of public trust in health and scientific institutions.

Despite these considerable threats to public health, the AMA worked with great purpose in 2023 to advance the goals of its strategic plan on health equity and help to reduce longstanding inequities that contributed to devastating health outcomes for so many. The work of the past year reinforced and expanded our health equity efforts through new programs and initiatives, advocacy, and partnerships. We provided health equity training for hundreds of employees, supported internal employee resource groups to foster a diverse and inclusive workplace for people with shared identities, and partnered and volunteered with local community organizations on Chicago's west side. We advanced equity through education with our National Health Equity Grand Rounds virtual educational series, within content on the AMA Ed Hub™ and in the *AMA Journal of Ethics*®, and through hundreds of speaking engagements, conferences, and media pieces.

The AMA continued to embed equity in our state and federal advocacy work as well, advocating in support of evidence-based gender affirming care, the elimination of harmful race-based clinical algorithms, and the removal of racial and gender inequities for treatment of substance use disorders. We also partnered with other leading organizations in the launch of national coalitions—like the Rise to Health Coalition—offering an innovative approach to eliminate historic inequities in health by aligning multiple sectors across the health care ecosystem.

I am thankful for the AMA staff, leadership, and members—as well as our AMA House of Delegates and Board of Trustees—who have all contributed greatly to the success of our inaugural strategic plan. This work requires collaboration and intentionality. Together, over these past three years, we have made important progress to advance health equity on a broad scale and paved the foundation for what is to come.

As we look ahead to the *2024-25 AMA Organizational Strategic Plan to Advance Health Equity*, we hope to strengthen and build off the progress we have made — while also expanding our priorities to support international medical graduates, address ableism in health care, and more.

While it is easy to be discouraged by the enormity of the task at hand, it is an honor to lead this organization as we continue to champion health equity and racial justice—standing up to opposition and challenges through continued collective action. As far as we have come, we have even further to go. But the willingness to accomplish what has been done so far is proof that our organization can—and will—continue to evolve to build a more inclusive and equitable future for medicine.

**Jesse Ehrenfeld, MD, MPH**  
**Immediate past president, American Medical Association**

# Executive Summary

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

In 2023, 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 2022 and implemented new projects, partnerships, and programming that had been in design. The focus of our work included leading and convening fellowships and joining coalitions in healthcare for equity, leadership, and collective action; strengthening our infrastructure and capacities to embed equity into operations, content, programming, and educational materials; creating systems of accountability, and building and formalizing our relationships with experts and partners to cultivate a shared understanding of equitable investment, action, and innovation.

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 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 recognize the importance of the moment we are in at the AMA to commit to being an equity leader in health care.

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

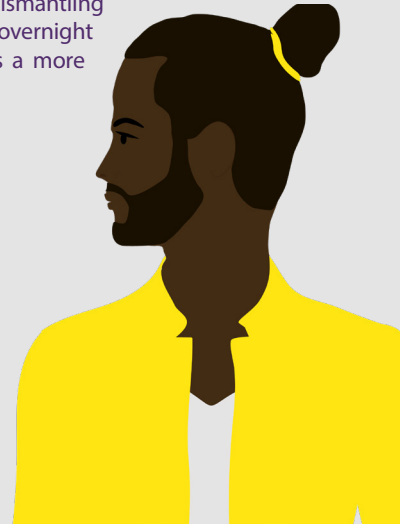
## 2023 context

We want to acknowledge the context in and backdrop with which our staff and partners accomplished what is included in this 2023 Progress Update.

We witnessed crisis around the world - displacement from climate change, political and economic instability, and famine in Sudan, South Sudan and Chad - all of which demanded countries and communities to respond and ensure supportive infrastructure for humanitarian aid and health care services. We experienced the end of the federal COVID-19 public health emergency and the FDA approval of the RSV vaccines and immunizations. And we saw groundbreaking shifts in utilization and prominence of artificial intelligence in everyday life and in health care, including in the regulatory landscape.

People and organizations continued to promote maternal health and reproductive justice and to fight limits of the right to exercise bodily autonomy. Institutions and health leaders across the health ecosystem stood by the importance of diversity, equity, and inclusion and of addressing physician burnout.

We acknowledge the complexity of this work. Achieving equitable solutions requires disruption and dismantling existing norms and advocacy and action across sections and disciplines. Change won't happen overnight through one organization or one action. We must move together, paving 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 and 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

**“Historically marginalized and minoritized communities suffer disproportionately because of long standing inequities in our health system – and in society broadly. Because of the ongoing societal impact of features such as structural racism, AMA’s efforts to call attention to these inequities, to the social determinants of health and their impact on outcomes, is foundational to our work to improve public health – Part of our mission. Because equity, just like advocacy and innovation, is an accelerator that helps propel all of our strategic work.”**

**—James L. Madara, MD, CEO and executive 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 and continue to show in this country and worldwide. We carry our ancestors in us, and we are continually called to be better as we lead this work.

As we center justice in our work and move from a state of recognition, we embrace the need to be active in our equity endeavors and move to a frame of repair, reparations, and where possible, reconciliation. This requires intentionality to both name harms and own their consequences, committing to action to build a more equitable future. To that end, we pull from other disciplines including restorative justice that require us to create a collaborative decision-making frame, which includes acceptance and acknowledgment of responsibility for harmful behavior; repairing of the harm caused to individuals and the community; and rebuilding of trust by showing understanding of the harm, addressing personal issues, and building positive social connections to acknowledge our past and ensure healing.

## 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 and support. This third yearly 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 2021-2023* (Strategic Plan) across the five strategic approaches detailed in the Strategic Plan: (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 key contributions and achievements to our shared equity goals in 2023.

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, and we recognize that this is but a fraction of work that was completed in 2023.

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

**“Our progress toward equity is a testament to our collective efforts and commitment. We must, as equity leaders, continue to ground our work in values of humanity and justice and recognize our shared responsibilities to ensure that all people live in thriving communities, where systems create no harm and everyone has the power to achieve optimal health. We must continue toward a transformed health system and celebrate our wins and our partnerships along the way.”**

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



At least 15,000 learners completed AMA health equity courses for graduate and undergraduate medical education competency education programs (GCEP and UCEP).



Health equity was the fourth highest topic for the 240 presentations and events secured for AMA leadership.



Downloads of the “AMA Update podcast” featuring health equity discussions increased 50% compared to the previous year—resulting in more than 1,200 downloads.



Over \$1.82 million 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. The Foundation increased its investment by over 75% since 2021, demonstrating the Foundation's commitment to expand its support in equitable health care, medical education, and health outcomes.

# Milestones and Accomplishments #1

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

### Building our equity systems and processes



In 2023, the AMA **reported first-year progress of its internal equity action plans to all staff**. The plans included **200 goals across business units (BU)**. The AMA committed to creating an embedding equity dashboard, integrating data from the 2020 Employee Equity and Engagement Survey and planning for the next Employee Equity and Engagement Survey. For the first time, leadership approved enterprise-wide equity goals to be included in every BU's workforce and learning related goals.



**AMA Councils produced at least nine reports including health equity considerations** in 2023. Topics of the reports included ensuring equity in the interview process for medical education, clarifying how body mass index (BMI) can be used as a measure in medicine, and more. Additionally, **the Council on Ethical & Judicial Affairs (CEJA) report on "Responsibilities to Promote Equitable Care" was adopted by the House of Delegates** at the annual meeting in 2023 and will be added to the AMA Code of Medical Ethics.



For the **first time in its history, the Current Procedural Technology Datafile (CPT®) will include Spanish language consumer-friendly descriptors**, which will help CPT users better engage and assist the Latinx community understand their Explanation of Benefits, etc.



After more than 50 years of the *CPT Professional codebook* being published and in circulation with every medical illustration that showed skin tone depicting a white person, updates to illustrations are being made to address the past exclusion of images and to represent the full diversity and identities of the people in our society. **In 2023, updates included 36 illustrations, including changes to skin tone, facial features, hair, and sex** and set in motion processes to update an additional 29 illustrations for the 2025 edition.

### Gaining knowledge and building capacity

After running four pilot curriculum modules in 2022, Human Resources completed its first full year of offering equity curriculum to AMA staff. **Across the AMA, hundreds of staff engaged in training and educational opportunities with over 60% reporting an increase in knowledge, attitudes, skills, or behaviors.** AMA Embedding Equity team trainings included a two-day workshop on **racial equity and courses on topics like leadership for social change; antiracist, results-based accountability; and business unit-specific offerings from the enterprise's Health Equity Action Team.**

**"Education is a key step in the journey toward equity, but it cannot be the last. Our goal is to spread awareness and to equip AMA employees with the skills needed to embed equity in their daily work. These are efforts with immediate and clear impact. However, the deep work of systemic cultural and behavioral change requires that we build on this education with deep thought, leadership support, and the courage to face truths about ourselves and examine how we show up within the workplace and in society broadly."**

**—Luke Babb, program manager, diversity, equity, and inclusion, AMA**

The AMA is **analyzing existing IT documentation in shared repositories for identification and removal of racially demeaning terms.**

**During the 2023 Annual and Interim Meetings of the AMA House of Delegates (HOD), the AMA hosted the Health Equity Open Forum, each attended by over 300 individuals.** At the Annual meeting, this program included three presentations: Rise to Health: Introduction and Roundtable Conversation with Leadership, The Present and Future of LGBTQ Leadership in Medicine, and Truth and Reconciliation in Medicine. At the Interim meeting, the results from the first Health Equity in Organized Medicine survey and plans for the 2024-25 AMA Organizational Strategic Plan to Advance Health Equity were the focus of the Health Equity Open Forum. Additionally, the Health Equity in Organized Medicine Survey results were presented at Federation CEO Hour at the Interim meeting. In addition to the Health Equity Open Forum, the Council on Science and Public Health (CSAPH) and National Academy of Medicine (NAM) co-hosted an educational session at the Interim Meeting on climate crisis and health care decarbonization.

### **Building and supporting a diverse workforce**

Several JAMA Network journals revamped and expanded their editorial fellowship programs to be part-time and fully remote to increase accessibility and inclusivity.

The **JAMA Network Equity Action Team (JNEAT) established guidelines for staff at every level to understand how to meet individual goals for improving diversity, equity, inclusion, and belonging** – from supporting hiring managers in seeking a diverse candidate base for job openings to providing educational opportunities for staff.

**JAMA Network DEI editors** continued quarterly discussions within their individual journals. The team will be **publishing results of an inter-departmental survey of editors and editorial boards that highlight staff demographics, including self-identified gender, race and ethnicity.**

As part of AMA's cross-enterprise equity accelerator, **Human Resources (HR) continued to advance workforce equity efforts that positively impacted organizational culture and helped shape staff experience.** Through the development of inclusion initiatives and reviewing HR policies and processes, the team improved the employee experience and created a sense of belonging for all staff. The team also provided structure and support to the **employee resource groups (ERGS), voluntary, self-coordinating groups that included more than 550 members in 2023. ERGs support AMA's mission by fostering spaces for those with shared identities to engage and convene throughout the year.**

There was continued focus on **expanding hiring from minoritized and marginalized communities, which resulted in 39% of new hires identifying with these groups in 2023.**

In 2023, HR also launched **AMA's Equity Curriculum, a series of modules dedicated to building skills to create a more inclusive and affirming workplace. By the end of the year, 332 employees had signed up for one or more workshops, with knowledge gains of up to 36% from learners.**



## There are nine Employee Resource Groups active across the AMA:

- **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 equity 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.

The AMA continued its commitment to summer internship programs. It launched its inaugural **Summer Health Law Internship**, an eight-week paid summer internship program for a third year (3L) or master's (LLM) law student to **learn more about health equity and law**.

**Working with The Urban Alliance, the AMA hosted a summer internship program that exposes Chicago students to medical publications to facilitate career exposure;** hired a summer intern from Chicago Public Schools in Finance; and partnered with University of Chicago's Youth Internship Program to host a panel discussion with 23 IT-interested high school students.

The AMA made its offices more equitable, installing privacy strips in the restrooms, stocking menstrual supplies in all restrooms, facilitating hybrid meetings with necessary accommodations, and installing or ordering sit/stand desks and other ergonomic office equipment. **The organization continues to work towards ensuring AMA offices are accessible for individuals with disabilities.**





## Advancing equity-related content

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 “Segregation in Health Care,” “Patient-Centered Transgender Surgical Care,” “How We Over Rely on BMI,” and “Palliative Psychiatry.” The “Segregation in Health Care” issue included an article titled *Training to Build Antiracist, Equitable Health Care Systems* that was authored by AMA staff in the Center for Health Equity.

The AMA’s “Prioritizing Equity” video series grew to 47 episodes, with new features on topics such as the SCOTUS affirmative action ruling and Native health policy, reaching a total of more than 378,000 views over the course of the series.

With the goal of sharing physician experiences, challenges, and successes, the AMA’s “Our Legacy in Practice: A Physician’s Story” YouTube series profiled Nicole Riddle, Adrian Ambrose, Javier Guevara, Jr., Ciciley Littlewolf, and Orose Oboh – physicians from historically marginalized communities. The series saw over 3,000 views on YouTube to date and was screened virtually at an AMA Ambassador program.

The “Stories of Care” podcast, presented by the AMA and CDC’s Project Firstline, published 12 episodes that explore the intersection of infection control and equity through the voices of frontline health care professionals. In 2023, it reached 1,311 downloads and 701 continuing medical education (CME) completions and episodes included topics such as “Fighting Ableism: What Do You Need?” and “Race, Research and Health Care Association Infections.”



More than 60% of employees who completed equity training reported an increase in knowledge, attitudes, skills, or behaviors.



Over 550 staff are active in an AMA Employee Resource Group.



The “Stories of Care” podcast published 12 episodes resulting in 1,311 downloads.



## 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.

Continuing its work around physician workforce data, **the AMA collaborated with the Association of American Medical Colleges (AAMC) and the Accreditation Council for Graduation Medical Education (ACGME)** to establish a common understanding for the categorization, reporting, and sharing of sociodemographic data. This collaborative is in the process of releasing its recommendations around the collection of race and ethnicity which has been expanded to include Middle Eastern North African and working on finalizing recommendations around language proficiency. Categorization recommendations have been provided by the AMA to various medical societies, and a standards development organization in academic medicine has expressed interest in adopting the categorization recommendations.

To further leverage existing resources and partnerships, the AMA **participated in four meetings with the Association of American Medical Colleges (AAMC) and Accreditation Council for Graduate Medical Education (ACGME) about diversifying the physician workforce.** Additionally, the AMA **attended three ACGME Diversity Officers Forums** and delivered two **webinars on supporting trainees with disabilities and enhancing diversity among academic physicians,** two **presentations to Academic Physicians Section (APS) on equity, diversity and belonging in medical education and minoritized physician burnout and wellbeing,** and three **presentations on the implications of the Supreme Court decision of *Students for Fair Admissions v. Harvard University and the University of North Carolina at Chapel Hill.*** The AMA also completed a review of configurative mapping on diversity in medical education.

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 2023 with over 167,000 views on Self-Measured Blood Pressure (SMBP) training video and over 73,000 pledges.**

**“Release the Pressure centers the needs of Black women and works with collaborators, coalition members, and community members to elevate often invisibilized stories and data critical to creating plans, programs, and policies for addressing heart health in the Black community.”**

**—Takeesha White, MSW, director of strategic partnerships and communications, AMA**



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

- Website traffic related to health equity search was roughly **730,000** users.
- The AMA published **127 AMA News** articles with a health equity focus in 2023.
- AMA membership from users consuming health equity content on the AMA EdHub™ **increased 25%** compared to 2022.
- **The AMA produced six Prioritizing Equity episodes**, including the timely episodes “The SCOTUS Affirmative Action Ruling” and “Advocating for Change in Native Health Policy: For Us, By Us,” reaching a total of more than 378,000 views over the course of the series.
- **The publication of 23 AMA Leadership Viewpoints** included ones focused on work advancing and advocating for health equity, with topics such as protecting reproductive health care, advancing equity efforts through the Rise to Health Coalition, reducing firearm deaths, and more.
- **AMA's sponsorship plans reflected outreach to diverse audiences**, including the National LGBTQ+ Journalists Association (NLGJA), National Association of Black Journalists (NABJ), and Asian American Journalists Association (AAJA) Journalists.
- **The AMA published playbooks and other educational resources for physicians, practices, physician provider organizations, and health systems** including a chapter on racial and health equity in the STEPS Forward, “Wellness-Centered Leadership Playbook.” Additionally, AMA STEPS Forward published a toolkit, “Collective Trauma: Respond Effectively as an Organization,” and four podcasts focused on social determinants of health.

The AMA continues to **partner with the Centers for Disease Control (CDC) and the Ad Council to encourage the public, with an emphasis on Black and Latinx/Hispanic audiences, to get vaccinated against influenza (flu)**. The donated media value for the most recent flu season was about \$4.8 million. Public service announcement awareness (as of October 2023) reached 53% among Black and 48% among Hispanic respondents. The partnership held two media tours in 2023, both in English and Spanish, with spokespeople from the AMA and CDC **securing nearly 400 placements across TV, radio, and digital**.

The AMA provided several virtual workshops and reporting sessions to Federally Qualified Health Centers, or FQHCs, to provide insight into interventions to reduce medical staff burnout. Additionally, **the AMA completed 32 burnout assessments with FQHCs and/or community health centers, all organizations serving patients from historically marginalized communities**. Twenty of the 32 assessments were conducted for the organizations in the Arizona Alliance, a consortium of FQHCs. Several participating FQHCs were recognized through the AMA's Joy in Medicine™ Health System Recognition Program.



To advance solutions that promote physician well-being, the AMA recognized 72 health systems, hospitals, and medical centers through the Joy in Medicine™ Health System Recognition Program. The program elevates and promotes best practices in eliminating the foundational drivers of burnout and establishing a culture of well-being for physicians and patients.

In 2023, the AMA continued its partnerships with organizations representing historically minoritized and marginalized physicians, including Association of American Indian Physicians (AAIP), GLMA, National Council of Asian Pacific Islander Physicians (NCAPIP), National Hispanic Medical Association (NHMA), and National Medical Association (NMA). For the fourth consecutive year, the AMA provided Health Equity Strategic Development (HESD) grants to these organizations – totaling \$800,000 in investment since 2020. This funding directly supported conferences, mentorship and educational programs, health education campaigns, continued professional development, and organizational strategic planning. In addition, through quarterly convenings hosted by staff at the AMA Center for Health Equity, the organizations continued to identify, plan for, and engage in collective programming and advocacy opportunities with anti-racism and equity interests. These included as a conversation on understanding the SCOTUS decision on Affirmative Action, its implications, and organizing together in response to this decision.

**“The mission of GLMA’s Annual Conference on LGBTQ+ Health is to advance LGBTQ+ health equity by educating health professionals and students and equipping them with the tools they need to address the unique health needs of our community. We are proud to share that our virtual conference held in 2023 was a huge success - we hosted hundreds of health professionals from all across the country and were able to offer 28 CE/CME credits for LGBTQ+ health content. This would not have been possible without the ongoing support and collaboration of partners like the AMA.”**

**—Alex Sheldon, executive director, GLMA: Health Professionals Advancing LGBTQ Equality**

In 2023, the AMA established the Firearm Injury Prevention Task Force. The task force reports back to the AMA House of Delegates with updates on legislation, regulation and litigation focused on preventing gun violence and improving gun safety at the local, state and federal levels.

The AMA continues to work in partnership with the March of Dimes (MOD) and has contracted with MOD and Sinai Urban Health Institute (SUHI) to identify the impact of facility closures and loss of services on the south and west side of Chicago, with the goal of producing a final report in 2024. The AMA aims to continue its engagement with and participation in the MOD workgroups (Dismantle Racism, Increasing Access to Care, and Engage Communities).



## 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
- United Hmong with Disabilities
- 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
- Kaiser Family Foundation Racial Equity Surveys Expert Group
- 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
- Rare Disease Diversity Coalition Steering Committee
- Robert Wood Johnson Foundation's National Commission to Transform Public Health Data Systems
- The Joint Commission - Technical Advisory Panel

The health equity content on the AMA Ed Hub™ continued to establish itself as an impetus for institutional memberships and partnerships. In 2023, **three new health equity-oriented content partners were signed to AMA's Ed Hub™: Docs with Disabilities, Radiology Health Equity Coalition (RHEC), and UCSF Center for Climate Health Equity.** The AMA collaborated with HealthBegins to launch six modules of upstream training and education.

Additionally, **the AMA EdHub™ published a total of 43 equity-related modules in 2023** providing a cumulative 22.5 CME credits. This included the Center for Health Equity content that collectively was viewed 50,082 times with a total of 16,331 course completions. **These numbers represent an increase from 2022 course completion baseline of 7,790 by 116% and usage baseline of 32,900 by 52%.**

**The AMA, alongside America's Health Insurance Plans (AHIP), the Alliance of Community Health Plans, the American Hospital Association, and Kaiser Permanente, launched the Common Health Coalition: Together for Public Health.** The coalition is focused on translating the hard-won lessons and successes of the COVID-19 pandemic response into actionable strategies that will strengthen the partnership between our health care and public health systems. The coalition has published recommendations on four initial priority areas: spearheading greater coordination between the public health and health care systems; building shared, well-maintained emergency preparedness plans; establishing national standards for health care data that help identify health disparities; and modernizing infectious disease detection. Technical advisory groups of subject matter experts and an advisory council of public health leaders informed the recommendations.

**“The AMA is excited to work with our coalition partners to support a shared vision of a stronger, more robust and better prepared health system. For far too long, our public health system has been woefully underfunded, understaffed, and lacking the necessary data infrastructure and interoperability necessary to respond quickly to public health emergencies. That’s why we are bringing together health care leaders and decisionmakers to connect around a common agenda of actionable interventions to strengthen the connectivity between public health and the health care sector. Through the coalition’s work, we believe we can create a stronger public health system and healthier future for all.”**

**—Jesse M. Ehrenfeld, MD, MPH, immediate past president, AMA**



**For several AMA-produced projects, minority and/or woman-owned vendors were identified and recommended—including one with an estimated value in excess of \$250,000.** The AMA released a diversity, equity, and inclusion (DEI) survey to professional services vendors with material levels of spending in 2023 to collect information about the vendors and their policies regarding marginalized populations and DEI.

**The AMA set a five-year goal to scale and improve programs to five million patients diagnosed with hypertension (HTN) to achieve a 10 mm Hg drop in systolic blood pressure (SBP) or reach BP goal, and one million patients identifying as Black, Latina/e/o/x/Hispanic, Asian, Indigenous, and other historically marginalized groups. By the end of 2023, approximately 71,723 patients had been impacted, with 51% from historically marginalized populations—including patients from two large health care organizations located in the west side of Chicago.** Additionally, the AMA's Improving Health Outcomes (IHO) initiated projects to embed and advance equity within AMA MAP Hypertension™—a six-month program for physicians and health care organizations that incorporates evidence-based strategies, practice facilitation, peer-to-peer learning, and performance metrics around high blood pressure management—to better understand the impact of the program on historically marginalized populations and identify opportunities to reduce inequities. **The IHO team supported enrollment of over 2600 patients into hypertension control programming for Medicaid and uninsured individuals, and over 50 new Community Health Workers received IHO education and training on hypertension and self-management blood pressure.**



**Expanded health equity commitments for AMA Ed Hub™ leading to an additional 3 institutional partnerships.**



**Successful completion of burnout assessments in 32 Federally Qualified Health Center during the year.**



**5 capacity building grants were issued to organizations representing historically minoritized and marginalized physicians.**



**Staff contributed to over 41 equity-related external advisory groups and committees.**



## 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 AMA is a **founding member of The Gravity Project, a Health Level 7 (HL7) Fast Healthcare Interoperability Resources (FHIR) Accelerator focusing on social determinants of health (SDOH) data interoperability.** The AMA contributes funding and staff time, for leadership and co-development of the SDOH terminology and data exchange standards. The newly released White House “US Playbook to Address Social Determinants of Health” for federal initiatives recognized the Gravity Project throughout the document. The AMA provided education to physicians on the utility of CPT codes to document and provide services based upon identified SDOH.

**“In my career, I’ve never seen such a community come together to work on solving these important problems.”**

**—Corey Smith, MS, vice president for informatics and digital products, AMA**

**In collaboration with 30 organizations, the AMA released the “Embedding equity in crisis preparedness and response in health systems” guide** to support health care professionals and organizations in embedding equity and racial justice during public health emergencies. The resource includes 12 case studies and 10 implementation insights from health care organizations across the country and a workbook to help organizations apply learnings from the guide in their own crisis response planning.

**“The ‘Embedding equity in crisis preparedness and response in health systems’ guide encapsulates the joint dedication of diverse collaborators committed to placing equity at the forefront of health system responses amid the increasing occurrence of natural and unnatural disasters. Through this participatory process, we’ve gained a profound understanding of how allegories, case studies and action tools serve as vital resources, equipping leaders to navigate crises effectively, from preparation to recovery.”**

**—Diana Lemos, PhD, MPH, director of evaluation and learning, AMA**





**The AMA continues to publish highly engaging health equity content on the AMA EdHub™ site with 176 activities published in 2023. Uptake of equity content in 2023 far exceeded 2022, with 213,982 engagements compared to 161,189 and 53,117 course completions compared to 32,453.**

**In 2023, the AMA debuted the National Health Equity Grand Rounds** virtual learning series in collaboration with the Accreditation Council for Graduate Medical Education (ACGME), National Center for Interprofessional Practice and Education (NCIPE), and RespectAbility, currently available on the AMA EdHub™. This series **brought more than 10,000 registrants to the AMA EdHub™ site, featured 18 keynote and panel speakers, and deepened the understanding of and shaped the national discourse around health inequities and opportunities to improve the health of the nation.** Sessions included: “The History of Racism in US Health Care;” “Follow the Money;” “Breaking Down the Ivory Tower;” and “Creating Accountability Through Data.”

**“The inaugural year of the National Health Equity Grand Rounds series enabled thousands of physicians and other healthcare professionals to learn from national thought leaders, deepening our collective understanding of what we can do to address structural racism to improve the health of each of our communities. In creating this groundbreaking series, we also developed and strengthened relationships between the AMA and aligned organizations, allowing our content to reach far beyond our usual audiences.”**

**—Emily Cleveland Manchanda, MD, MPH, director of social justice education and implementation, AMA**

**To support reimagining the future of health equity and racial justice in medical education and improving the diversity of the health care workforce** as directed by a 2021 Council on Medical Education Report to the Board of Trustees, **the AMA commissioned a diverse group of subject matter experts as editors to announce a call for authors.** With more than 150 submissions received, **over 60 abstracts were published in the compendium *MedEd’s horizon: Just, merciful, diverse, and equitable.***

**The 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, created a page on the **AMA EdHub™ to share the Peer Network framework that merges patient-centered approaches to quality and safety of care with robust structural analyses of racism and equity** to support an overall mission of delivering equitable high-quality care to every single patient. In 2023, the AMA EdHub™ page had 13 videos and 8 modules posted overviewing of the Peer Network program, integrating equity into harm event reporting, and equipping staff with knowledge, skills, and tools to create safe spaces. The resources were featured across three AMA news articles posted in 2023.

**In partnership with Institute for Healthcare Improvement (IHI), and in collaboration with Race Forward, HealthBegins, Groundwater Institute, and a variety of other organizations, the AMA formally announced the launch of Rise to Health: A National Coalition for Equity in Health Care.** The goal of the Rise to Health Coalition is to bring together individuals and organizations across five key audiences (pillars) including: individual practitioners, health care organizations, professional societies, payers, and pharma, research, biotech organizations, to advance health equity by identifying shared solutions, common frameworks, and best practices for spread and scale.

**The AMA is an impact investing partner with West Side United (WSU)—an organization that makes strategic investments aimed at improving the health and economic vitality of Chicago’s west side neighborhoods—and between 2020-2023, the AMA has invested \$5 million into these communities.** WSU’s impact investing works to build sustained economic vitality and improve health in Chicago’s west side communities by leveraging hospital and other anchor partners’ resources and investments. WSU partner investments through community development financial institutions (CDFIs) help finance small business growth, affordable housing, education, and construction for community projects. **As of 2023, these CDFIs had facilitated 556 loans in the west side—leading to the creation and preservation of 691 jobs, 901 housing units, and the construction and rehabilitation of 562,707 square feet of non-residential and 209,697 square feet of residential real estate.** Additionally, three West Side United (WSU) vendors were recommended for requests for proposals (RFPs), with more than \$700,000 spent with local vendors reported in monthly WSU Anchor Partner meetings.

## Equity-focused advocacy

**The AMA was a powerful voice in standing up for diversity in medical schools through affirmative action following the Supreme Court's *SFFA v. Harvard/UNC* decision and continued to be visible on this topic in the media and speeches. AMA Viewpoints were published on this topic and others important to health equity, including access to reproductive care, prioritizing health coverage as the pandemic emergency ended, and more. **Health equity was the fourth largest topic for the 240 presentations and events secured for AMA leadership in 2023.****

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. **In 2023, the AMA engaged in at least 5 amicus briefs and issued more than 32 comment letters, 7 sign-on letters, and 9 testimonies to state and federal policymakers related to health equity, actively voicing support for issues including: Medicaid coverage expansion; migration and refugee population health and safety; maternal and child health programs; reproductive health protections; mental health and substance use disorder parity laws; evidence-based gender affirming care; elimination of harmful race-based clinical algorithms; telehealth flexibilities in Medicare; and more.** In addition, policy guidance provided by the AMA resulted in five states passing bills that mandated Medicaid coverage of self-measured blood pressure devices and clinical support services, increasing access for many underserved populations in those states.

**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, including telehealth, the drug overdose epidemic, Medicare payment reform and more have had significant participation (hundreds of attendees) and engagement (30+questions) each session.

**The AMA published the Health Equity in Organized Medicine Survey Report presenting findings from its inaugural survey 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.** Of the 68 associations and societies that completed the survey in 2023, 70% indicated that health equity was a strategic priority, more than 50% indicated that they provided equity training to staff and leadership, and more than 30% percent indicated they had taken action to address past harms caused by their organization. **The results of the survey were presented to Federation CEOs at HOD Interim Meeting and during the HOD Interim health equity open forum.**



As of 2023, the AMA has totaled **\$5 million in its multi-year, social impact investment in the Chicago-based West Side United.**



In 2023, the **AMA engaged in at least 5 amicus briefs and issued more than 45 advocacy letters to policymakers related to health equity.**



**68 Federation associations and organizations** completed the first annual Health Equity in Organized Medicine Survey.



## 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.

In 2023, the AMA continued its mission of ensuring equity in innovation for solution developers, investors, entrepreneurs, purchasers, and others through the “In Full Health Learning & Action Community to Advance Equitable Health Innovation” initiative. The initiative is comprised of 16 collaborating organizations and is based on the five principles for equitable health innovation. The principles were created by their external equity and innovation advisory board, which added their newest advisor in January 2023. **Throughout the year, In Full Health had a presence at numerous conferences including ViVE, HIMSS, and HLTH. Additionally, the AMA, through a \$30,000 2-year sponsorship, supported the Techquity Coalition, which looks at integrating health equity considerations into technology and data practices.**

The AMA In Full Health initiative, in collaboration with The New Voices Foundation, provided five microgrants to Black healthcare/health tech entrepreneurs to attend The New Voices Foundation Health Innovator Hub at ESSENCE Festival 2023. The Black health innovators created solutions through tech, community partnerships and medicine – building businesses that meet critical needs in the Black community and advance health equity. **The healthcare/health tech entrepreneurs exhibited at the Innovator Hub at the ESSENCE Festival, which was visited by over 500,000 people.**

The CPT Editorial Panel approved adding eight questions to the CPT Code Change Application to help the Panel make informed decisions about AI CPT applications and apply the AI Taxonomy (Appendix S in the CPT Code Set) consistently. One question asks the applicant to explain how bias factors into the algorithm data.

The AMA continues to strive toward the adoption, optimization and sustainability of responsible, impact and equitable digitally enabled innovations. This includes highlighting organizations championing and implementing health equity on the Physician Innovation Network (PIN) and providing a place for the “Principles of Equitable Innovation” to engage in important conversations. The AMA connected stakeholders and fostered collaboration to improve the development, evidence base and quality of digital health solutions.

In November 2023, the AMA released new principles for augmented intelligence (AI) development, deployment, and use. The principles call for comprehensive policies that maximize the benefits of AI in health care while minimizing risks to patients and physicians. One of the seven principles is bias mitigation, which aims to promote equitable care outcomes by mitigating bias in AI algorithms to ensure a health care system that is fair and inclusive.

**“This is such important work, and a key component of the American Medical Association’s strategy to eliminate health disparities. It’s also why we have been founding partners of the In Full Health initiative to Advance Equitable Health Innovation initiative which seeks to advance equitable opportunities in health innovation investment, solution development and purchasing,”**

**—Jesse M. Ehrenfeld, MD, MPH, immediate past president, AMA**



**The AMA’s In Full Health initiative, through a \$30,000 2-year sponsorship, supported the Techquity Coalition, which looks at integrating health equity considerations into technology and data practices.**



**In collaboration with The New Voices Foundation, the AMA provided 5 microgrants to Black healthcare/health tech entrepreneurs to attend The New Voices Foundation Health Innovator Hub at ESSENCE Festival 2023 – the exhibit was attended by over 500,000 people.**

## 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 second cohort of the Medical Justice in Advocacy Fellowship, an educational initiative in collaboration with Morehouse School of Medicine's Satcher Health Leadership Institute, culminated at the interim meeting of the AMA House of Delegates,** where 11 physician leaders were celebrated and presented their health equity projects including embedding equity in education and advocacy, advancing health equity through data and quality improvement, and population-based approaches to health equity. **A total of 23 individuals have completed the fellowship since its start.**

**In 2023, the AMA appointed the Truth, Reconciliation, Healing and Transformation (TRHT) Task Force,** which will provide input to the Board of Trustees related to the identification of past harms caused by the AMA, such as discriminatory practices resulting from the Flexner report (i.e., the closing of five Black medical schools) and other actions.

**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. AMA staff have published 18 articles** related to this work in journals such as *JAMA*, *the Journal on Racial Ethnic Disparities*, and the *International Journal of Equity in Health*. Publications ranged from narratives on racism in medicine to racial disparities in end-of-life care to disruption in blood pressure control during COVID-19 and more.

**AMA staff continue to volunteer locally and build meaningful relationships with community organizations.** The Enterprise Social Responsibility (ESR) team has aligned with the health equity strategic framework by valuing and uplifting the variety and diversity of work and careers that address social determinants of health and contributes to wellness. ESR piloted a co-design process with three community partners to develop a signature service model to address emerging community needs while aligning with AMA's mission and equity goals. **ESR identified and hosted about 35 community engagement opportunities to build healthy, thriving, equitable communities, including My Block, My Hood, My City; Gardeners; and the Erie House.**

**Additionally, the ESR program organized 28 service events on the west side of Chicago. These efforts resulted in over 400 service hours through collaborations with eight non-profit organizations on the city's west side.** Some of these activities included codesigning a volunteer event with Nourishing Hope to support the expansion of food pantry services to the North Lawndale community and harvesting produce to support the Gardeners' programs for local youth. Additionally, in partnership with Chicago Cares, volunteers created a warm, welcoming corridor for the entryway of the "Cluster of Care" hub at Herzl Elementary School. The hub provides students and their families with wraparound support such as mental and physical health services, a full-time social worker dedicated to students and families, and trauma-informed professional development for teachers and staff, all within the school building.



**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

Overall, the AMA fulfilled commitments outlined in the *AMA Organizational Strategic Plan to Embed Equity and Advance Racial Justice 2021-2023*. 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 always 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.

**“Inequities remain all too prevalent in our health system. Advancing health equity is how we achieve optimal health for all.”**

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



## Publications from AMA authors that focus on diversity, inclusion, and equity or report gender, race, and ethnicity data in 2023:

1. **Barzansky B, Etzel S.** MD granting medical schools in the US, 2022-2023. *JAMA* 2023;330(10):977-987. doi: 10.1001/jama.2023.15521 (623)
2. Behling EM, Garris T, Blankenship V, Wagner S, Ramsey D, **Davis R, Sutherland SE, Egan B, Wozniak G, Rakotz M, Kmetik K.** Improvement in hypertension control among adults seen in Federally Qualified Health Center Clinics in the stroke belt: Implementing a program with a dashboard and process metrics. *Health Equity*. 2023;7(1):89-99 doi: 10.1089/heq.2022.0109. (478)
3. Bishop-Royse J, Saiyed NS, Schober DJ, **Laflamme E,** Lange-Maia BS, Ferrera M, Benjamins MR. Cause-specific mortality and racial differentials in life expectancy, Chicago 2018-2019. *J Racial Ethnic Disparities* 2023;27:1-7. doi.org/10.1007%2Fs40615-023-01566-w (475)
4. **Brotherton S, Etzel S.** Graduate Medical Education, 2022-2023. *JAMA* 2023;330(10):988-1011. doi: 10.1001/jama.2023.15520 (617)
5. Burnier M, Brguljan J, Algharably EAE, Kjeldsen SE, Narkiewicz K, **Egan B,** Oparil S, Kreutz R. Women's health, cardiovascular risk and hypertension: the perspective still needs to improve. *Blood Press*. 2023;32(1):2193648. doi: 10.1080/08037051.2023.2193648 (625)
6. Busari J, Diffey L, Hauer KE, **Lomis KD,** Amiel J, Barone M, Schultz K, Chen HC, Damodaran A, Turner D, Jones B, Qandasan I, Chen M-K. Advancing anti-oppression and social justice in healthcare through competency based medical education (CBME). *Med Teach* 2024;1-8. doi: 10.1080/0142159X.2023.2298763 (602)
7. Castenada Y, Jacobs J, Margellos-Anast H, **DeMaio FG,** Nunez-Montelongo L, Metteal E, Benjamin M. Developing and implementing racial health equity plans in four large US cities: A qualitative study. *J Pub Health Manage Prac*. 2023;29(6):780-790. (555)
8. Chamberlain AM, Cooper-DeHoff RM, Fontil V, Nilles EK, Shaw KM, Smith M, Lin F, Vittinghoff E, Maeztu C, Todd JV, Carton T, O'Brien EC, Modrow MF, **Wozniak G, Rakotz M,** Sanchez E, Smith SM, Polonsky TS, Ahmad FS, Liu M, McClay JC, VanWormer JJ, Taylor BW, Chrischilles EA, Wu S, Viera AJ, Ford DE, Hwang W, Knowlton KU, Pletcher MJ. Disruption in blood pressure control with the COVID-19 pandemic: The PCORnet blood pressure control laboratory. *Mayo Clinic Proc* 2023;98(5):662-675. doi:https://doi.org/10.1016/j.mayocp.2022.12.024 (627)
9. Chin MH, Afsar-Manesh N, Bierman AS, Chang C, Colon-Rodriguez CJ, Dullabh P, Duran DG, Fair M, Hernandez-Boussard T, Hightower M, Jain A, **Jordan WB,** Konya S, Moore RH, Moore TT, Rodriguez R, Shaheen G, Snyder LP, Srinivasan M, Umscheid CA, Ohno-Machado L. Guiding principles to address the impact of healthcare algorithms on racial and ethnic disparities in health and healthcare. *JAMA Netw Open*. 2023;6(12):e2345050. doi: 10.1001/jamanetworkopen.2023.45050 (607)
10. **Comer AR,** Fettig L, Bartlett S, Sinha S, D'Cruz L, Odgers A, Waite C, Slaven JE, White R, Schmidt A, Petras L, Torke AM. Code status orders in hospitalized patients with COVID-19. *Resusc Plus*. 2023;15:100452. doi: 10.1016/j.resplu.2023.100452 (619)
11. Figueroa C, Manolo-Pedro E, Pola S, Darwish S, Sachdeva P, **Guererro C,** von Vacano C, **Jha M, De Maio F,** Kennedy CJ. The stories we tell about racism and health: a qualitative study on narratives of racism in medical literature. *J Equity Health* 2023;22(1):265. doi: 10.1186/s12939-023-02077-0 (589)
12. Finn KM, Kisielewski M, McDonald F, Willett L, Kao P, **Desai S,** Zaas A. Do current hiring processes for residency and associate program directors foster diversity in educational leadership? *Am J Med* 2024;137(1):65-74.e7 doi: 10.1016/j.amjmed.2023.09.001 (633)
13. Jawed A, **Comer A.** Disparities in end-of-life care for racial minorities. A narrative review. *Ann Palliat Med* 2024. <http://dx.doi.org/0.21037/apm-23-459> (658)
14. McPherson M, **DeMaio F.** Measuring progress toward equity in health care. *J Healthcare Poor Underserv*. 2023;34(4):1445-1451. (557)
15. National Academies of Sciences, Engineering, and Medicine. 2023. *Attacks on Scientists and Health Professionals During the Pandemic: Proceedings of a Symposium—in Brief*. Washington, DC: The National Academies Press. <https://doi.org/10.17226/26936>. (553)
16. Ramesh T, **Wozniak G, Brotherton S.** Attracting international medical graduates to underserved areas: Effects of the Conrad 30 Waiver Program. *JAMA Health Forum*. 2023;4(7):e232021. doi:10.1001/jamahealthforum.2023.2021 (583)
17. Rule A, Shafer CM, Baltus JJ, **Sinsky CA,** Micek MA, Arndt BG. Gender differences in primary care physicians' electronic health record use over time: An observational study. *JGIM* 2023;38(6):1570-1572. doi: 10.1007/s11606-022-07837-2 (518)
18. Williams BC, **Hayer R,** Henderson DD, Johnson EL, Kulkarni-Date M, Tang JW, Whisenant EB, **Kirley K.** A 7-domain framework that can bridge clinical care, health systems science, and health equity: Lessons from the H&P 360. *Acad Med* 2023;98(6):664-671. (451)

Note: Persons whose names appear in bold type were AMA employees at the time the article was submitted. Not all publications on the list represent AMA work as Author Services reviews all scientific publications prepared by AMA employees, including publications generated as part of educational and volunteer endeavors.

## 2023 Equity reports/guides:

- American Medical Association. (2023). Health Equity in Organized Medicine 2023 Survey Report. Available at <http://ama-assn.org/health-equity-report>.
- American Medical Association, Planned Parenthood Federation of America, American Association of Public Health Physicians, National Birth Equity Collaborative, American College of Preventive Medicine, American Public Health Association, For the Culture Consulting, LLC, and New York City Pandemic Response Institute. (2023). Embedding Equity in Crisis Preparedness and Response. <https://ama-assn.org/about/ama-center-health-equity/embedding-equity-crisis-preparedness-and-response-health-systems>.

## 2023 Equity educational and media content:

### **National Health Equity Grand Rounds:**

- American Medical Association. 2023. Breaking Down the Ivory Tower: Building the Health Care Workforce America Needs. Available at <https://edhub.ama-assn.org/health-equity-grand-rounds/video-player/18786679>.
- American Medical Association. 2023. Creating Accountability Through Data: From Racism and Neglect to Transparency and Repair. Available at <https://edhub.ama-assn.org/health-equity-grand-rounds/video-player/18812737>.
- American Medical Association. 2023. Follow the Money! Understanding the Structural Incentives for Inequality in Health Care and Beyond. Available at <https://edhub.ama-assn.org/health-equity-grand-rounds/interactive/18774706>.
- American Medical Association. 2023. [Podcast]. Follow the Money! Understanding the Structural Incentives for Inequality in Health Care and Beyond. Available at <https://edhub.ama-assn.org/health-equity-grand-rounds/audio-player/18801146>.
- American Medical Association. 2023. [Podcast]. The History of Racism in US Health Care: Root Causes of Today's Hierarchy and Systems of Power. Available at <https://edhub.ama-assn.org/health-equity-grand-rounds/audio-player/18773589>.
- American Medical Association. 2023. The History of Racism in US Health Care: Root Causes of Today's Hierarchy and Systems of Power. Available at <https://edhub.ama-assn.org/health-equity-grand-rounds/interactive/18745926>.

### **Advancing Equity through Quality and Safety Peer Network Series:**

- American Medical Association. 2023. Building Organizational Structures and Processes for Sustainability in Quality, Safety & Equity. Available at <https://edhub.ama-assn.org/ama-center-health-equity/video-player/18769240>.
- American Medical Association. 2023. Embedding Equity Prompts into Reporting Solutions. Examples of Implementation. Available at <https://edhub.ama-assn.org/ama-center-health-equity/video-player/18769247>.
- American Medical Association. 2023. Embracing an Embodied Approach to Learning. Available at <https://edhub.ama-assn.org/ama-center-health-equity/video-player/18758311>.
- American Medical Association. 2023. Equipping Staff with Tools for Advancing Equity. Available at <https://edhub.ama-assn.org/ama-center-health-equity/interactive/18798136>.
- American Medical Association. 2023. Equity Case Review: An Example from Brigham and Women's Hospital. Available at <https://edhub.ama-assn.org/ama-center-health-equity/video-player/18769243>.
- American Medical Association. 2023. Equity Case Review: Contributing Factors, Actions, and Case Resolution, Examples from Brigham and Women's Hospital. Available at <https://edhub.ama-assn.org/ama-center-health-equity/video-player/18764767>.
- American Medical Association. 2023. Equity Informed High-Reliability Modules: Integrating Equity into Harm Event Reporting. Available at <https://edhub.ama-assn.org/ama-center-health-equity/interactive/18744022>.
- American Medical Association. 2023. Getting Grounded and Building a Safe Container for Transformative Conversations. Available at <https://edhub.ama-assn.org/ama-center-health-equity/interactive/18801142>.
- American Medical Association. 2023. Health Equity Narrative, Language and Concepts. Available at <https://edhub.ama-assn.org/ama-center-health-equity/video-player/18784198>.

### **2023 AMA House of Delegate Annual Meeting Health Equity Open Forums:**

- American Medical Association. 2023. Rise to Health Coalition: Introduction and Roundtable Conversation with Leadership. Available at <https://edhub.ama-assn.org/ama-center-health-equity/video-player/18819604>.
- American Medical Association. 2023. The Present and Future of LGBTQ Leadership in Medicine. Available at <https://edhub.ama-assn.org/ama-center-health-equity/video-player/18819106>.
- American Medical Association. 2023. Truth and Reconciliation in Medicine. Available at <https://edhub.ama-assn.org/ama-center-health-equity/video-player/18819180>.

### **Prioritizing Equity Videos from 2023:**

- American Medical Association. 2023. Advocating for Change in Native Health Policy: For Us, By Us | Prioritizing Equity. Available at <https://youtu.be/UB0ZYVexhWM?si=aHGm-prqkfo5aBR3>
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