

REPORT 10 OF THE BOARD OF TRUSTEES (A-24)  
American Medical Association Health Equity Annual Report  
(Informational)

EXECUTIVE SUMMARY

**Background:** At the 2018 Annual Meeting, the House of Delegates adopted the recommendations of Policy D-180.981 directing our AMA to “develop an organizational unit, e.g., a Center or its equivalent, to facilitate, coordinate, initiate, and track AMA health equity activities” and instructing the “Board to provide an annual report to the House of Delegates regarding AMA’s health equity activities and achievements.” The HOD provided additional guidance via Policy H-180.944: “Health equity, defined as optimal health for all, is a goal toward which our AMA will work by advocating for health care access, research, and data collection; promoting equity in care; increasing health workforce diversity; influencing determinants of health; and voicing and modeling commitment to health equity.” HOD policy was followed by creation of the AMA Center for Health Equity (“Center”) in April 2019, the AMA’s Organizational Strategic Plan to Embed Racial Justice and Advance Health Equity for 2021-2023 (“Plan”) in May 2021, and the successor 2024-2025 Plan in June 2024. In 2022, updated Policy H-65.946 specified that this report will also include “updates on [the AMA’s] comprehensive diversity and inclusion strategy.”

**Discussion:** The AMA has steadfastly enhanced efforts over recent years to further embed equity in our work. The Plan serves as a guide for this work. This report outlines the activities conducted by our AMA during calendar year 2023, divided into the five (5) strategic approaches detailed in the 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. The diversity and inclusion strategy updates are included within the Embed Equity section.

**Conclusion:** This report captures only a fraction of the work accomplished and lessons learned in 2023. AMA staff have devoted time and resources to collaboratively advancing equity within and outside the organization. AMA continues in its quest to advance health equity and embed racial and social justice, making significant progress towards fulfilling its commitments outlined in its Strategic Plan.

REPORT OF THE BOARD OF TRUSTEES

B of T Report 10-A-24

Subject: American Medical Association Health Equity Annual Report

Presented by: Willie Underwood, III, MD, MSc, MPH, Chair

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1 BACKGROUND

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3 At the 2018 Annual Meeting, the House of Delegates adopted Policy D-180.981, directing our American  
4 Medical Association (AMA) to “develop an organizational unit, e.g., a Center or its equivalent, to  
5 facilitate, coordinate, initiate, and track AMA health equity activities” and instructing the “Board to  
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14 specified that this report will also include “updates on [the AMA’s] comprehensive diversity and  
15 inclusion strategy.”

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17 DISCUSSION

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19 Our AMA has committed itself to advancing health equity, advocating for racial and social justice, and  
20 embedding equity across the organization and beyond. In 2023, the Center continued to collect enterprise-  
21 wide equity related work and track progress toward the five strategic approaches detailed in the AMA’s  
22 Plan. This report outlines the activities conducted by our AMA during calendar year 2023, divided into  
23 five strategic approaches detailed in the Plan: (1) Embed Equity; (2) Build Alliances and Share Power; (3)  
24 Ensure Equity in Innovation; (4) Push Upstream; and (5) Foster Truth, Reconciliation, and Racial  
25 Healing. Updates on diversity and inclusion strategy updates are included within the Embed Equity  
26 section.

27

28 *Embed Equity*

29

30 Ensuring a lasting commitment to health equity by our AMA involves embedding equity using anti-  
31 racism, structural competency, and trauma-informed lenses as a foundation for transforming the AMA’s  
32 staff and broader culture, systems, policies, and practices, including training, tools, recruitment and  
33 retention, contracts, budgeting, communications, publishing, and regular assessment of organizational  
34 change. The following are some of the relevant accomplishments during 2023:

35

- 36 • At the 2023 Annual and Interim House of Delegates Meetings, there were various equity-focused  
37 reports, resolutions, and educational sessions. The adopted Council on Ethical & Judicial Affairs  
38 (CEJA) Report on “[Responsibilities to Promote Equitable Care](#)” will be added to the AMA *Code*  
39 *of Medical Ethics*. Other notable reports included: [Ensuring Equity in Interview Processes for](#)

1 [Entry to Undergraduate and Graduate Medical Education](#), [Decreasing Bias in Assessments of](#)  
 2 [Medical Student Clinical Clerkship](#), [Support Removal of BMI as a Standard Measure in](#)  
 3 [Medicine](#), [Leave Policies for Medical Students, Residents, Fellows, and Physicians](#), [Financial](#)  
 4 [Burdens and Exam Fees for International Medical Graduates](#), [Challenges to Primary Source](#)  
 5 [Verification of International Medical Graduates Resulting from International Conflict](#), [Federally](#)  
 6 [Qualified Health Centers and Rural Health Care](#), and [Medicaid Unwinding Update](#). The Council  
 7 on Science and Public Health (CSAPH) and National Academy of Medicine (NAM) co-hosted an  
 8 educational session at the Interim Meeting on climate crisis and health care decarbonization.  
 9 Health Equity Open Fora were held at the Annual Meeting, highlighting the [Rise to Health](#)  
 10 [Coalition](#), [LGBTQ leadership](#), and [truth and reconciliation](#), and the Interim Meeting, focused on  
 11 the [Health Equity in Organized Medicine survey report](#) and the next Equity Strategic Plan. Each  
 12 forum had over 300 individuals in attendance.

- 13 • AMA strives toward the enterprise’s goal to raise its visibility in health equity and demonstrate its  
 14 commitment to institutional and community partners. Website traffic related to health equity  
 15 search was roughly 730,000 users. AMA published 127 news articles with health equity focus,  
 16 representing 15 percent of its total production from the news team. Membership from users  
 17 consuming health equity content increased 25 percent and referrals to health equity modules on  
 18 Ed Hub from the AMA website increased 24 percent compared to the previous year. AMA update  
 19 podcast downloads featuring health equity discussions increased 50 percent compared to the  
 20 previous year, including more than 1,200 downloads. Approximately 15,000 learners completed  
 21 AMA health equity courses for graduate and undergraduate medical education competency  
 22 education programs (GCEP and UCEP). Major 2023 health equity announcements included the  
 23 [Rise to Health Coalition](#) and the launch of the AMA’s Truth, Reconciliation, Healing and  
 24 Transformation (TRHT) taskforce initiative.
  - 25 ○ The Council of Science and Public Health (CSAPH) presented a report on equity in  
 26 precision medicine, with a four-episode podcast series in development for release in  
 27 2024.
  - 28 ○ To support reimagining the future of health equity and racial justice in medical education  
 29 and improving the diversity of the health workforce, as directed by the [Council on](#)  
 30 [Medical Education's Report 5](#) from June 2021, our AMA externally commissioned a  
 31 diverse group of subject matter experts as editors who announced a call for authors,  
 32 receiving over 150 submissions. Over 60 abstracts were published by the AMA in the  
 33 compendium *MedEd’s horizon: Just, merciful, diverse and equitable*. The final forward-  
 34 looking study with recommendations for action will be a book with approximately 18  
 35 chapters entitled *Reimagining Medical Education*, to be published by Elsevier in 2024,  
 36 and intended for medical school and health system leaders, medical educators in  
 37 undergraduate and graduate medical education (UME and GME), policy makers, change  
 38 agents, and advocates.
  - 39 ○ *AMA Journal of Ethics* published [four health equity-centered issues in 2023](#): Segregation  
 40 in Health Care, Patient-Centered Transgender Surgical Care, How We Over Rely on BMI  
 41 and Palliative Psychiatry, with the first issue including an article led by AMA staff:  
 42 [Training to Build Antiracist, Equitable Health Care Systems](#).
  - 43 ○ To help embed equity within public health, the AMA published, in collaboration with the  
 44 U.S. Centers for Disease Control and Prevention’s (CDC) Project Firstline, 12 episodes  
 45 of the [Stories of Care](#) podcast about health care equity and infection control, including:  
 46 [Race, Research, and Health Care Associated Infections](#), [Fighting Ableism: What Do You](#)  
 47 [Need?](#), and [Fighting Stigmas Associated With Infectious Diseases](#). Through October  
 48 2023, the Stories of Care podcast had a total of 1,311 downloads and 701 continuing  
 49 medical education (CME) completions.
  - 50 ○ The AMA continues to partner with the CDC and the Ad Council to encourage the  
 51 public, with an emphasis on Black and Latinx/Hispanic audiences, to get vaccinated

1 against influenza (flu). The donated media value for the most recent flu season was about  
2 \$4.8 million. The public service announcement (as of October 2023) reached 53 percent  
3 among Black and 48 percent among Hispanic respondents. We held two media tours in  
4 2023, both in English and Spanish, with spokespeople from AMA and CDC securing  
5 nearly 400 placements across TV, radio, and digital.

- 6 ○ The AMA published playbooks and other educational resources for physicians, practices,  
7 physician provider organizations, and health systems: as part of STEPS Forward,  
8 [Wellness-Centered Leadership](#) with a chapter on Racial and Health Equity; and with  
9 America's Health Insurance Plans (AHIP) and National Association of Accountable Care  
10 Organizations [The Future of Sustainable Value-Based Payment: Voluntary Best Practices](#)  
11 [to Advance Data Sharing](#), incorporating the promotion of health equity as a key cross-  
12 cutting issue (particularly related to health-related social needs) and establishing a  
13 specific “best practice category” focused on health equity (“Improve Data Collection and  
14 Use to Advance Health Equity”). Additionally, AMA STEPS Forward published a  
15 toolkit, [Collective Trauma: Respond Effectively as an Organization](#), and four podcasts  
16 focused on social determinants of health and racial and health equity.
- 17 ○ AMA STEPS Forward® hosted the first-ever free in-person Saving Time Boot Camp,  
18 intended for Federally Qualified Health Centers (FQHC) staff, offering evidence-based  
19 time management strategies to provide quality patient care.
- 20 ○ Private Practice Simple Solutions (PPSS) learning collaboratives were created in support  
21 of practices in communities that may lack financial resources to engage with consultants  
22 or other external partners.
- 23 ○ The AMA produced six Prioritizing Equity episodes, including: [Examining Physician](#)  
24 [Gender Inequity in Medicine](#), [The SCOTUS Affirmative Action ruling: The Cost to the](#)  
25 [Physician Workforce and Historically Marginalized Communities](#), and [Advocating for](#)  
26 [Change in Native Health Policy](#).

- 27
- 28 ● The AMA provided a detailed internal report to all staff on the first year of cross-enterprise and  
29 Business Unit (BU)-specific Equity Action Plans, including some 200 goals across BUs.  
30 Leadership approved moving forward with an Embedding Equity dashboard in 2024 starting with  
31 the 2020 Employee Equity and Engagement Survey data, moving forward with the next  
32 Employee Equity and Engagement Survey (slated to deploy in 2025), and implementing in 2024  
33 the first enterprise-wide equity goals to be included in every BU’s goals, focused on workforce  
34 and learning.
- 35 ● The annual update to the Current Procedural Terminology (CPT) code set for 2024 included  
36 Spanish language consumer-friendly descriptors for the first time, which will help CPT users  
37 better engage and assist the Latinx community.
- 38 ● For more than 50 years of the CPT Professional book being published and in circulation, every  
39 medical illustration that showed skin tone depicted a white person. In 2023, to address the past  
40 exclusion of images that represent the full diversity and identities of the people in our society, the  
41 book updated 19 illustrations, including changes to skin tone, facial features, hair, and sex. The  
42 2024 edition updated and diversified 11 illustrations as well as reworked and made additional  
43 improvements to three illustrations from 2023. A large diverse group of internal and external  
44 reviewers provided feedback prior to publication. There is a three-year plan to update 75-100  
45 more illustrations to depict authentic and diverse illustrations in the over 200,000 copies sold  
46 each year.

47

48 The AMA’s employee life cycle and internal diversity, equity, and inclusion (DEI) framework help to  
49 operationalize DEI initiatives across the enterprise. Within the embedding equity strategic approach,  
50 updates on the AMA’s diversity and inclusion strategy included a number of efforts and initiatives:  
51

- 1 • Across AMA, hundreds of staff in 2023 engaged in training and educational opportunities with  
2 over 60 percent reporting an increase in knowledge, attitudes, skills, or behaviors. Training  
3 included the two-day Racial Equity Institute (REI) Phase 1, the Interaction Institute for Social  
4 Change (IISC) Facilitative Leadership for Social Change, the Equity & Results Antiracist  
5 Results-Based Accountability series, four new skills-based inclusion modules designed,  
6 developed, piloted, implemented and evaluated, and Business Unit-specific offerings led by their  
7 Health Equity Action Team.
- 8 • Individual Business Units have, with the leadership of their respective Health Equity Action  
9 Teams, pursued a variety of strategies to operationalize equity: had every team member commit  
10 to one of four committees and one goal from their Equity Action Plan, meeting at least monthly;  
11 designed and implemented internal monthly reporting to support transparency, dialogue, and  
12 decision-making; launched an internal monthly digest to educate colleagues; defined and shared a  
13 safe-space framework, rules, and expectations for town hall meetings and issues that arise;  
14 implemented community agreements across meetings and incorporated them into a project  
15 management playbook (with 79% finding the brave space community agreement beneficial);  
16 piloted Racial Healing Circles as a tool for team building across cultural divides; weaved meeting  
17 with the Health Equity Action Team about their Equity Action Plan and its progress into the new  
18 hire onboarding process; helped clients to consider embedding equity principles throughout  
19 projects (e.g., what language is being used, whether the team is diverse, is there a consideration of  
20 the project's impact on minoritized or marginalized communities, and other essential questions);  
21 and developed a process to ensure research proposals are evaluated for design bias and equity  
22 impact.
- 23 • The AMA is analyzing existing IT documentation in shared repositories for identification and  
24 removal of racially demeaning terms.
- 25 • Starting in 2023, several JAMA Network journals revamped and expanded their editorial  
26 fellowship programs to be part-time and fully remote to increase accessibility and inclusivity. The  
27 JAMA Network Equity Action Team (JNEAT) established guidelines for staff at every level to  
28 understand how to meet individual goals for improving Diversity, Equity, Inclusion, and  
29 Belonging – from supporting hiring managers in seeking a diverse candidate base for job  
30 openings to providing educational opportunities for staff. JAMA Network DEI editors continued  
31 quarterly discussions within their individual journals. The team will be publishing results of an  
32 inter-departmental survey of editors and editorial boards that highlight staff demographics,  
33 including self-identified gender, race, and ethnicity.
- 34 • The AMA made its offices more equitable, installing privacy strips in the restrooms, stocking  
35 menstrual supplies in all restrooms, facilitating hybrid meetings with necessary accommodations,  
36 and installing or ordering sit/stand desks and other ergonomic office equipment. The organization  
37 continues to work towards ensuring AMA offices are accessible for differently abled individuals.

### 38 Build Alliances and Share Power

39  
40 Building strategic alliances and partnerships and sharing power with historically marginalized  
41 and minoritized physicians and other stakeholders is essential to advancing health equity. This  
42 work centers previously excluded people, expertise and knowledge, builds advocacy coalitions,  
43 participates in national networks, and establishes the foundation for true accountability and  
44 collaboration. The following are some of the relevant accomplishments during 2023:

- 45  
46 • AMA's sponsorship plan reflected outreach to diverse audiences, including The National  
47 LGBTQ+ Journalists Association (NLGJA) and Asian American Journalists Association (AAJA)  
48 Journalists conferences.

- 1 • Three new health equity-oriented content partners were signed to AMA’s Ed Hub: Docs with  
2 Disabilities, Radiology Health Equity Coalition (RHEC), and UCSF Center for Climate Health  
3 Equity. The AMA collaborated with HealthBegins to launch six modules of [Upstream Training  
4 and Education](#).
- 5 • To further leverage existing resources and partnerships, AMA participated in four meetings with  
6 the Association of American Medical Colleges (AAMC) and the Accreditation Council for  
7 Graduation Medical Education (ACGME) about diversifying the physician workforce; attended  
8 three ACGME Diversity Officers Forums; delivered two webinars (Removing barriers and  
9 facilitating access: Supporting trainees with disabilities across the medical education continuum  
10 and Enhancing Diversity Among Academic Physicians: Recruitment, Retention and  
11 Advancement), two presentations to Academic Physicians Section on equity, diversity and  
12 belonging focused on medical education and minoritized physician burnout and wellbeing, and  
13 three presentations on the implications of the Supreme Court (SCOTUS) decision of Students for  
14 Fair Admissions v. Harvard University and the University of North Carolina at Chapel Hill; and  
15 completed a review of configurative mapping on diversity in medical education.
- 16 • Continuing its work around physician workforce data, the AMA is collaborating with the AAMC  
17 and the ACGME to establish a common understanding for the categorization, reporting, and  
18 sharing of sociodemographic data, beginning with race and ethnicity. This collaborative  
19 completed a study and is finalizing a guide on the addition of the Middle Eastern North African  
20 (MENA) category, identifying best practices in aggregation and reporting. Categorization has  
21 been provided by the AMA to the American Board of Medical Specialties, Federation of State  
22 Medical Boards, Council for Affordable Quality Healthcare, Massachusetts Medical Society, and  
23 Workgroup for Electronic Data Interchange health equity work group. MedBiquitous, a standards  
24 development organization in the academic medicine space, has expressed interest in adopting the  
25 categorization being developed by the collaborative in lieu of creating their own.
- 26 • The AMA, alongside AHIP, the Alliance of Community Health Plans, the American Hospital  
27 Association, and Kaiser Permanente, launched the Common Health Coalition: Together for  
28 Public Health. The coalition is focused on translating the hard-won lessons and successes of the  
29 COVID-19 pandemic response into actionable strategies that will strengthen the partnership  
30 between our health care and public health systems. In 2024, the coalition will publish  
31 recommendations informed by technical advisory groups of subject matter experts and an  
32 advisory council of public health leaders, focused on four initial priority areas: spearheading  
33 greater coordination between the public health and health care systems; building shared, well-  
34 maintained emergency preparedness plans; establishing national standards for health care data  
35 that help identify health disparities; and modernizing infectious disease detection.
- 36 • AMA continues to work in partnership with the March of Dimes (MOD) and has contracted with  
37 MOD and Sinai Urban Health Institute to identify the impact of facility closures and loss of  
38 services on the South and West side of Chicago, with the goal of producing a final report in 2024.  
39 AMA aims to continue its engagement with and participation in the MOD workgroups  
40 (Dismantle Racism, Increasing Access to Care, and Engage Communities).
- 41 • AMA staff continue to volunteer locally and build meaningful relationships with community  
42 organizations. The Enterprise Social Responsibility (ESR) team has aligned with the health equity  
43 strategic framework by valuing and uplifting the variety and diversity of work and careers that  
44 address social determinants of health and contributes to wellness. ESR piloted a co-design  
45 process with three community partners to develop a signature service model to address emerging  
46 community needs while aligning with AMA’s mission and equity goals. ESR identified and  
47 hosted about 35 community engagement opportunities to build healthy, thriving, equitable  
48 communities, including My Block, My Hood, My City; Gardeneers; and the Erie House.
- 49 • The second cohort of the Medical Justice in Advocacy Fellowship, an educational initiative in  
50 collaboration with Morehouse School of Medicine’s Satcher Health Leadership Institute,

1 culminated at the Interim meeting of the House of Delegates, where 11 physician leaders were  
2 celebrated and presented their health equity project concepts.

- 3 • The AMA launched its inaugural Summer Health Law Internship, an eight-week paid summer  
4 internship program for a third year or master's law student to learn more about health equity and  
5 health law; continued working with The Urban Alliance by hosting a summer internship program  
6 that exposes Chicago students to medical publication to provide career exposure; hired a summer  
7 intern from Chicago Public Schools in Finance; and partnered with University of Chicago's Youth  
8 Internship Program, hosting an onsite a panel discussion with 23 IT-interested high school  
9 students, and are exploring further IT mentoring opportunities.
- 10 • The AMA completed a total of 32 burnout assessments with FQHCs and/or community health  
11 centers, all organizations serving patients from predominantly historically marginalized  
12 communities. Twenty of the 32 assessments were conducted for the organizations in the Arizona  
13 Alliance, a consortium of FQHCs, as well as several virtual workshops and reporting sessions to  
14 provide insight into interventions to reduce medical staff burnout. Several participating FQHCs  
15 were recognized through the AMA's [Joy in Medicine™ Health System Recognition Program](#).
- 16 • Minority and/or woman owned businesses were identified and recommended for several projects,  
17 including one with an estimated value in excess of \$250,000. Additionally, three West Side  
18 United (WSU) vendors were recommended for requests for proposals with more than \$700,000  
19 spent with Local Vendors reported in monthly WSU Anchor Partner meetings. The AMA  
20 released a DEI survey to professional services vendors with material levels of spending in 2023 to  
21 collect information about the vendors and their policies regarding marginalized populations and  
22 DEI.
- 23 • The AMA set a five-year goal to scale and improve programs to five million patients diagnosed  
24 with hypertension (HTN) to achieve a 10 mm Hg drop in systolic blood pressure (SBP) or reach  
25 BP goal, and one million patients identifying as Black, Latina/e/o/x/Hispanic, Asian, Indigenous,  
26 and other historically marginalized groups. As of the end of 2023, approximately 71,723 patients  
27 had been impacted, with 51percent from historically marginalized populations. This number  
28 includes patients from two large health care organizations located in the West Side of Chicago.  
29 Additionally, the AMA initiated projects to embed and advance equity within its AMA MAP  
30 HTN™ program to better understand the impact of the program on historically marginalized  
31 populations and identify opportunities to reduce inequities.

### 32 Push Upstream

33  
34  
35 Pushing upstream requires looking beyond cultural, behavioral, or genetic reasons to understand structural  
36 and social drivers of health and inequities, dismantle systems of oppression, and build health equity into  
37 health care and broader society. The following are some of the relevant accomplishments during 2023:  
38

- 39 • AMA continues to embed equity in its state and federal advocacy work and continues to elevate  
40 this and other equity-related work accomplished among AMA members and Federation Societies.  
41 Equity-related policy priorities can be seen throughout the AMA's engagement with Congress,  
42 the Administration, state legislatures, and other policymakers, in the form of advocacy letters,  
43 presentations and testimony to state legislatures, national and medical organizations, and  
44 countless additional opportunities that engaged organized medicine and policymakers. In 2023,  
45 the AMA continued to actively voice support for:
  - 46 ○ International medical graduates (IMGs);
  - 47 ○ Deferred Action for Childhood Arrivals (DACA) recipients;
  - 48 ○ Migration and refugee population health and safety;
  - 49 ○ Nutrition programs expansion and culturally respectful dietary guidelines;
  - 50 ○ Medicaid coverage expansion;

- Medicaid and Children’s Health Insurance Program (CHIP) coverage extension;
- Maternal and child health programs;
- Protecting reproductive health;
- Advancing data privacy principles and protecting the abuse/misuse of sensitive health data;
- [Enhanced revisions to the federal race and ethnicity data standards](#);
- Mental health and substance use disorder parity laws;
- Removing racial and gender inequities for treatment of substance use disorders;
- Protections for physicians who seek care for wellness and burnout;
- Evidence-based gender affirming care;
- Prohibition of the so-called conversion therapy;
- Fair student loan efforts;
- Increased funding for graduate medical education;
- Elimination of harmful race-based clinical algorithms;
- Telehealth flexibilities in Medicare;
- Reducing the prior authorization burden on patients; and
- Addressing quality and administrative barriers in Medicare Advantage and other insurance plans.

- In late May, 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 continues to publish highly engaging health equity content on the AMA Ed Hub 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). Four [National Health Equity Grand Rounds](#) sessions were held, which brought 10,189 registrations (8,254 new registrants) to the Ed Hub site: [The History of Racism in US Health Care](#); [Follow the Money](#); [Breaking Down the Ivory Tower](#); and [Creating Accountability Through Data](#). Each session was designed to maximize accessibility for viewers.
- The AMA is a founding member of The Gravity Project, a Health Level 7 Fast Healthcare Interoperability Resources 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.

### *Ensure Equity in Innovation*

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 2023:

- The AMA continues to strive toward the adoption, optimization, and sustainability of responsible, impact and equitable digitally enabled innovations. This includes highlighting organizations that



1 are championing and implementing health equity on the Physician Innovation Network (PIN) and  
2 providing a place for the Principles of Equitable Innovation to engage in important conversations  
3 through PIN. The AMA connected stakeholders and fostered collaboration to improve the  
4 development, evidence base, and quality of digital health solutions.

- 5 • The AMA's In Full Health initiative, in collaboration with The New Voices Foundation, provided  
6 five microgrants to Black healthcare/health tech entrepreneurs to attend The New Voices  
7 Foundation Health Innovator Hub at ESSENCE Festival 2023. The Black health innovators  
8 created solutions through tech, community partnerships, and medicine – building businesses that  
9 meet critical needs in the Black community and advance health equity. The healthcare/health tech  
10 entrepreneurs exhibit at the Innovator Hub at the ESSENCE Festival, which is visited by over  
11 500,000 people each year.
- 12 • At the May CPT Editorial Panel Meeting, they approved adding eight questions to the CPT Code  
13 Change Application to help the Panel make informed decisions about AI CPT applications and  
14 apply the AI Taxonomy (Appendix S in the CPT Code Set) consistently. One question asks the  
15 applicant to explain how bias factors into the algorithm data.

### 16 17 Foster Truth, Racial Healing, Reconciliation, and Transformation

18  
19 The AMA recognizes the importance of acknowledging and rectifying past injustices in advancing health  
20 equity for the health and well-being of both physicians and patients. Truth, racial healing, reconciliation,  
21 and transformation is a process and an outcome, documenting past harms, amplifying and integrating  
22 narratives previously made invisible, and creating collaborative spaces, pathways, and plans. The  
23 following are some of the relevant accomplishments during 2023:

- 24  
25 • The AMA launched the Truth, Reconciliation, Healing and Transformation (TRHT) Taskforce,  
26 comprised of 19 people: AMA Board of Trustees liaisons, members of the AMA House of  
27 Delegates, physicians from historically marginalized communities, and external subject-matter  
28 experts from key fields such as medical history and education, policy, ethics, philanthropy, and  
29 economics. Facilitated dialogues took place in New Mexico and on Chicago's West Side ([at the](#)  
30 [Hatchery](#)), with educational sessions at the 2023 [Annual](#) and Interim Meetings of House of  
31 Delegates (HOD). The Hatchery and HOD sessions are being made available on Ed Hub in 2024.

### 32 33 Challenges and Opportunities

34  
35 Commonly noted challenges to advancing health equity, in order of most frequently cited to least,  
36 include: 1) limited staff time and capacity for content engagement and external collaborations, 2)  
37 competing operational and scheduling priorities, 3) budgetary limitations for sustainability and scaling up,  
38 4) lack of guidance and standardization across enterprise, and 5) uncertainty around implementation and  
39 evaluation of processes and projects. Additional progress has been made this year to promote diversity  
40 within the AMA, and continuation and scaling of these efforts are vital to advancement of equitable work  
41 and workplace.

42  
43 Many of AMA's BUs reported exploring initiatives to foster space and engagement around diversity,  
44 inclusivity, transparency, and accountability among their unit. Other BUs reported relying on their Health  
45 Equity Action Team ("HEAT") staff leaders to lead and advance their respective unit's equity efforts, and  
46 while these leaders' expertise have made great strides toward spearheading initiatives and setting  
47 structures for equitable work, staff are faced with limited time, capacity, resources on top of competing  
48 priorities with tight deadlines. Some BUs have identified these issues, and a few have created  
49 opportunities for cross unit engagements to foster collaboration and reignite responsibility toward AMA's

1 equity goals. As an organization, there is a keen interest in solidifying an enterprise-wide equitable  
2 workplace foundation and investing efforts toward strategic operationalizing of AMA's equity goals.

3  
4 CONCLUSION

5  
6 The highlighted accomplishments in this report capture only a fraction of the work accomplished and  
7 lessons learned within 2023. AMA staff have devoted countless hours to not only learning how they can  
8 work together to advance health equity but also to applying what they have learned within and outside the  
9 organization. AMA continues to push forward in its quest to advance health equity and embed racial and  
10 social justice, making significant progress towards fulfilling its commitments outlined in its 2021-2023  
11 Strategic Plan.