



HEALTH EQUITY IN ORGANIZED MEDICINE

ACTION INSIGHTS, IDENTIFIED BARRIERS AND RESOURCES NEEDED TO TAKE ACTION

The Health Equity in Organized Medicine Survey (HEIOM) provides insight into **actions organized medicine is taking to advance health equity**. We surveyed medical specialty societies and state/territorial medical associations in January 2023. The survey collected action insights, and identified barriers and resources needed to take action. This report presents our initial findings.

FIGURE 1

Organizations' progress towards the steps of advancing health equity.



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

IN THE FULL REPORT YOU WILL FIND

Health equity success stories from organizations. All actions stratified by organization type.

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SUMMARY FINDINGS

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

GET GROUNDED IN HISTORY AND YOUR LOCAL CONTEXT

Actions organizations have taken to address racism in practices, policies, or plans

We lead with race because history and the evidence compel us to do so. Racial inequities, representing some of the largest gaps amongst populations in this country, exist and persist in every system examined across the nation.



IDENTIFY OPPORTUNITIES FOR IMPROVEMENT

About 50% of all organizations are working towards gathering qualitative data (e.g., individual and community experiences) to understand the full scope and context of inequities in key conditions that their organization addresses.

MAKE EQUITY A STRATEGIC PRIORITY

66.2% of organizations achieved committing to paying all employees and contractors a living wage.

57% of organizations are working towards ensuring senior leadership and board members reflect the diversity of the community served by their organization.

43.1% of organizations have not considered assessing their organization's budget model to ensure it will advance health equity.

TAKE INITIATIVE

35% of organizations are working towards investing in accessible and plain-language communications, language interpretation and translation services.

ALIGN, INVEST, AND ADVOCATE FOR THRIVING COMMUNITIES

Over 50% of all organizations are working towards addressing root causes of health inequities by leveraging unique organizational assets and strengths to address social and structural drivers of health.

19% have planned but not started publicly sharing equity data and indicators for transparency and mutual accountability.

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