

## AMERICAN MEDICAL ASSOCIATION HOUSE OF DELEGATES

Resolution: (Assigned by HOD)  
(I-25)

Introduced by: Women Physicians Section

Subject: Report on Gender-Based Pay Equity in Medicine

Referred to: Reference Committee (Assigned by HOD)

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Whereas, the American Medical Association (AMA) has established several policies aimed at addressing gender-based pay equity within the medical profession, reflecting a commitment to ensuring fair and equitable compensation for all physicians, regardless of gender; and

Whereas, the AMA's policies emphasize the importance of pay equity, transparency in compensation, support for research and data collection, education and advocacy, workplace policies, and support for female physicians (AMA Policy D-65.989, H-65.961, and E-9.5.5); and

Whereas, multiple studies have demonstrated persistent gender-based pay disparities in medicine, with female physicians earning approximately \$2 million less than their male counterparts over a 40-year career, even after adjusting for specialty, hours worked, and experience; and

Whereas, these disparities negatively impact the morale, retention, and advancement of female physicians, and contribute to broader issues of equity and diversity within the profession; and

Whereas, transparency and accountability are essential for identifying and rectifying pay disparities, as supported by AMA policies and recommendations from national organizations such as the National Academy of Medicine; therefore be it

RESOLVED, that our American Medical Association study and report at HOD 2026 the current pay structures and existing disparities between male and female physicians, and review policies to ensure equitable compensation for all physicians.

Fiscal Note: (Assigned by HOD)

Received: 08/17/2025

### REFERENCES

1. Jena AB, Khullar D, Ho O, Olenski AR, Blumenthal DM. Sex Differences in Physician Salary in US Public Medical Schools. *JAMA Intern Med.* 2016;176(9):1294-1304. doi:10.1001/jamainternmed.2016.3284
2. American Medical Association. Policy D-65.989, H-65.961, E-9.5.5.
3. National Academy of Medicine. Taking Action Against Clinician Burnout: A Systems Approach to Professional Well-Being. 2019

### RELEVANT AMA POLICY

#### D-65.989 Advancing Gender Equity in Medicine

1. Our American Medical Association will:
  - a. advocate for institutional, departmental and practice policies that promote transparency in defining the criteria for initial and subsequent physician compensation.

- b. advocate for pay structures based on objective, gender-neutral criteria.
  - c. encourage a specified approach, sufficient to identify gender disparity, to oversight of compensation models, metrics, and actual total compensation for all employed physicians.
  - d. advocate for training to identify and mitigate implicit bias in compensation determination for those in positions to determine salary and bonuses, with a focus on how subtle differences in the further evaluation of physicians of different genders may impede compensation and career advancement.
2. Our AMA will recommend as immediate actions to reduce gender bias:
- a. Elimination of the question of prior salary information from job applications for physician recruitment in academic and private practice.
  - b. Create an awareness campaign to inform physicians about their rights under the Lilly Ledbetter Fair Pay Act and Equal Pay Act.
  - c. Establish educational programs to help empower all genders to negotiate equitable compensation.
  - d. Work with relevant stakeholders to host a workshop on the role of medical societies in advancing women in medicine, with co-development and broad dissemination of a report based on workshop findings.
  - e. Create guidance for medical schools and health care facilities for institutional transparency of compensation, and regular gender-based pay audits.
3. Our AMA will collect and analyze comprehensive demographic data and produce a study on the inclusion of women members including, but not limited to, membership, representation in the House of Delegates, reference committee makeup, and leadership positions within our AMA, including the Board of Trustees, Councils and Section governance, plenary speaker invitations, recognition awards, and grant funding, and disseminate such findings in regular reports to the House of Delegates and making recommendations to support gender equity.
4. Our AMA will commit to pay equity across the organization by asking our Board of Trustees to undertake routine assessments of salaries within and across the organization, while making the necessary adjustments to ensure equal pay for equal work.
5. Our AMA will:
- a. require all members elected and appointed to national and regional AMA leadership positions to complete AMA Code of Conduct and anti-harassment training, with continued evaluation of the training for effectiveness in reducing harassment within the AMA.
  - b. work with the Women Physicians Section, American Medical Women's Association, GLMA: Health Professionals Advancing LGBTQ Equality, and other stakeholders to identify an appropriate, evidence-based anti-harassment and sexual harassment prevention training to administer to leadership. [Res. 010, A-18; Modified BOT Rep. 27, A-19; Appended: Res. 615, A-22]