Advancing Health Equity from the American Medical Association

June 28, 2022

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Agenda

• Overview of the AMA Strategic Plan to Embed Racial Justice and Advance Health Equity
• Deeper dive into a few aspects of our equity work:
  • Advocacy for equity
  • Ensure equity in innovation to transform the healthcare ecosystem
  • Pushing upstream to address social and structural determinants of health, including social justice education
• Discussion, Q&A
2021 Equity Updates

• All BUs submitted equity action plans
• Increased and structured Federation and Council/Section Engagement
• Launched *In Full Health* Principles for Equitable Innovation Learning and Action Community
• Co-edited AMA JOE Latinx Issue
• Many more details in BOT 10-A-22
Land and Labor
Acknowledgement

We acknowledge that we are all living off the stolen ancestral lands of Indigenous peoples for thousands of years. 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 in this country and worldwide. We carry our ancestors in us, and we are continually called to be better as we lead this work.
MISSION: To promote the art and science of medicine and the betterment of public health.

EQUITY is a cross-enterprise accelerator.

American Medical Association

Foundation: Science, AMA Membership, Financial Performance, Talent & Engagement
Organizational Strategic Plan to Embed Racial Justice and Advance Health Equity

2021–2023
Vision

Headline: Our vision is a transformed health care ecosystem where all people, particularly historically marginalized people, have the power, conditions, and resources to achieve optimal health.

We envision a nation in which:

- All people live in thriving communities where resources work well
- Systems are equitable and create no harm nor exacerbate existing harms
- Everyone has the power, conditions, resources and opportunities to achieve optimal health
- All care providers, health care delivery organizations, and other stakeholders in the health care ecosystem are equipped with the consciousness, tools and resources to confront inequities and dismantle white supremacy, racism, and other forms of exclusion and structured oppression, as well as embed racial justice and advance equity within and across all aspects of health systems
Advocacy to advance equity
Workforce and rural healthcare

• Joint advocacy with the AAMC to expand and adequately fund federal scholarship and loan repayment programs
• Supporting a diverse workforce – Title VII programs and HCOP
• Improving capacity of physician-led practices to prevent, mitigate and treat COVID-19: Elevating best practices in the care of minoritized populations
  • East Hawaii IPA Big Island Docs, Southern Nevada Health District, of Wellness Equity Alliance of Laredo, TX; Angel Kids PA of Jacksonville, FL
  • Mobile units and CHW models for rural care
Ensuring equity in innovation
Vision for U.S. health innovation sector:

• Prioritizes resource allocation to launch and scale solutions that are meaningfully advancing health equity
• Race, ethnicity, sexual orientation and gender identity, ability status, and other demographics of health care investors and innovators mirror our nation, in representation and resource allocation
AMA Equity & Innovation External Advisory Group

Learn more: AMA Equity & Innovation External Advisory Group
Introducing *In Full Health*

**What is *In Full Health***?

The *In Full Health* initiative seeks to provide a framework for shared understanding and a community for stakeholders committed to learning and action to center equity within their health innovation investment, development, and purchasing efforts.

**Who is invited to join the *In Full Health* Learning & Action Community?**

- Asset allocators investing in health innovation funds
- Funders of health innovation companies
- Developers of health innovation products & services
- Purchasers of health innovation solutions
- Influencers of health innovation

*InFullHealth.org*
In Full Health Founding Collaborators

“A Public/Private Partnership for a Healthier America”
In Full Health Community Support

- **Content & Publications**: Amplify relevant subject matter expertise, data, and case studies, demonstrating the impact of shifts in resource allocation on health equity.
- **Conversations & Events**: Facilitate community conversations to support each other in taking meaningful action to advance equitable health innovation.
- **Resources & Tools**: Help community members learn and identify ways to bring the Principles to life within their work and organizations.
- **Business Case & Principles**: Support shared understanding and common language around current state and drivers of inequities in health innovation and an ideal future state.
Advance equity in telehealth innovation

• Equitable compensation for in-person and telehealth visits
• Increased access to expertise + specialty care
• Addressing the digital divide - broadband
Design and launch communities and networks in healthcare for equity leadership, action, and accountability:

- 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
Equitable Health Systems

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National Health Care Equity Initiative

Organizing coordinated and longitudinal cross-sector action
Co-led by IHI and AMA in collaboration with Race Forward, the Groundwater Institute and the American Hospital Association
Vision

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To meaningfully advance toward our vision, the initiative is designed to:

- **Mobilize and equip** individuals, health care organizations, and health care industry actors with concrete skills and tools to advance equity and racial justice within their systems and communities;

- **Sustainably change mindsets and narrative** within health care around equity and racial justice; and

- **Influence and fundamentally change** policy, payment, education, standards, and practices.
Coordinated cross-sector action across 5 key audiences or “Pillars” (2022-2025)

<table>
<thead>
<tr>
<th>Health care Organizations</th>
<th>Individual Practitioners</th>
<th>Payors</th>
<th>Pharma</th>
<th>Professional Societies</th>
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Governance Structure
Key Partners and Roles

Core Leadership Partners

- Provide overall core strategic and operational leadership; oversee aims development and measurement strategy; drive national learning system; co-convene partners at all levels
- AMA, IHI

Strategic Advisors / Implementation Partners

- Influence the vision; advise around key decision points; support overall framing and direction; lead programmatic activities and/or develop content
- Race Forward, Groundwater Institute (GWI), PolicyLink*
- AMA Medical Education and Education Center

*Pending confirmation
How it will work
Vision to 4 Impact Areas

**Access**
Ensure that every individual and community is not excluded from and has equitable access to health care technologies, services, and treatments.

**Workforce**
Build and sustain a diverse, inclusive, and thriving health care workforce equipped to advance racial justice and health equity for patients, communities, and staff.

**Social and Structural Drivers of Health**
Push health care to address root causes of health inequities by leveraging our unique assets and strengths to address social and structural drivers of health outcomes (e.g., housing, criminal justice, education, etc.).

**Quality and Safety**
Eliminate differential harm to populations by ensuring equitable high quality and safe care for every individual in their community.
4 Impact Areas to Pillar-Specific Aims

• Determined via robust measurement process with inputs from quality, safety and regulatory experts and agencies, and Delphi participants representing community voices and individuals with lived experience

• **Health System Pillar | Access Metric (example):** Reduce inequitable variation in access to inpatient and ambulatory health care services for Medicaid patients by **X percent** in **Y years**.
From ground-up action in the field to sustained change

Vision for Future State of Equitable Health Care

4 Overall Impact Areas
- Access
- Workforce
- SDOH
- Quality & Safety

5-10 Pillar-Specific Aims
- Pillar-Specific Access Aims
- Pillar-Specific Workforce Aims
- Pillar-Specific SDOH Aims
- Pillar-Specific Q&S Aims

Collective Activities to support learning and action
- Learning Communities & Networks
- Live and Enduring Education
- Spread of Promising Practices
- Data and Measurement Supports
- Advocacy

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Real world impacts for physicians and their patients: Ensuring equitable access to life-saving medical treatments and services (aligned with HoD policy)
Health Equity Education
AMA EdHub

Strengthening physicians’ understanding of public health and structural/social drivers of health and inequities

Content developed by Center for Health Equity in collaboration with the Education Center and external partners including COVID Black, Health Begins, Fenway Institute and many more.
Learn | Practice | Do

National Health Care Equity Initiative (9/1/22)

EdHub Equity Education (Live)

Quality Safety Equity Peer Network (1/27/22)

Basecamp (Live)

RJ & Equity Impact Tool (Aug ‘22)

Health Equity Grand Rounds (Feb ‘23)
Interactive health equity educational materials

- Available on AMA Center for Health Equity EdHub
- Curated materials to
  - Introduce health equity concepts;
  - Deepen understanding of racial and social justice in medicine
  - Support health systems in embedding racial justice into their operations

Historical Foundations of Racism in Medicine

Basics of Health Equity

Racial and Health Equity: Concrete STEPS for Health Systems
Translate Your Commitment to Racial and Health Equity Into Action in Your Health System

Developed in collaboration with

LGBTQ Health, Diversity & Inclusion CME Course
Increase your knowledge of issues affecting the LGBTQ community.

Learn now
Prioritizing Equity video series

- Provide in-depth conversations with experts on a range of social justice topics
- CME credit available for each episode
- Additional content added on a regular basis

Prioritizing Equity: The Root Cause and Considerations for Health Care Professionals

AMA Center for Health Equity

Prioritizing Equity: Getting to Justice in Education

AMA Center for Health Equity
Eliminating harmful variation in health care delivery, access, and outcomes, by embedding equity in the DNA of hospital operations

Led by AMA in collaboration with Brigham and Women’s Hospital and The Joint Commission
Learn | Practice | Do

National Health Care Equity Initiative (9/1/22)

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Health Equity Grand Rounds (Feb ‘23)

Equitable Health Systems (Push Upstream)
AMA Peer Network for Advancing Equity in Q&S, in collaboration with BWH and TJC

Overview
Collective effort to equip health systems with the knowledge and tools to confront root causes of inequities by systematically integrating equity into hospital quality, safety, and operations.

Goals
• Highlight best practices and implementation strategies
• Provide expert consultation and facilitate peer-to-peer learning
• Apply a train-the-trainer model
• Create networking opportunities

Pilot Cohort: Atlantic Health System/Atlantic Medical Group | Children’s Hospital of Philadelphia | University of Iowa Hospital and Clinics | Vanderbilt University Medical Center | Dana Farber Cancer Institute | MD Anderson Cancer Center | Ochsner Health | University of Wisconsin Hospital and Clinics
Real world impacts for physicians and their patients: Real-time information of what is happening on the ground, connected to hospital- and system-level operations (e.g., incident command)
Health Equity Grand Rounds and Labs

Developing a pipeline of health care leaders equipped to reimagine and redesign a more equitable health care ecosystem

Co-led by AMA, ACGME, and the National Center for Interprofessional Practice and Education
Health Equity Grand Rounds

Overview
A national lectureship series and racial justice practice labs focused on amplifying high-impact strategies and practices in health care and across sectors.

Goals
• Develop leaders with knowledge, tools, and skills to advance equity
• Amplify shared frameworks, language, and analyses
• Shape national engagement and discourse
• Promote integrated models for embedding equity into the DNA of health care
• Disseminate pragmatic and evidence-informed strategies
Grand Rounds (Main Sessions): Quarterly 90-minute educational sessions with didactic TED-style talks, fireside chats, and panel discussions.

- **Racial Justice Learning Labs**: Quarterly small group cohorts of early adopter health care learners (health system and medical education leaders, practicing physicians, trainees, others) to apply racial justice and equity frameworks and strategies to their own work and environments.
Real world impacts for physicians and their patients: Shaping national narratives and countering misinformation
Opportunities to engage

- **National Health Equity Initiative**: September 2022
  - Individual practitioner actions
  - Professional Society commitments
- **Basecamp**: 9/14-10/25
  - Help identify other CEOs, senior executives, board members and Med Ed leaders across the country
  - Cohort of ~30 leaders per Basecamp
  - Two full-day sessions and three half-day sessions over 2 months
  - Email Karen.Aguirre@ama-assn.org if interested
- **Grand Rounds**: February 2023
Discussion | Reflections | Q&A