

MEDCHI, THE MARYLAND STATE MEDICAL SOCIETY
HOUSE OF DELEGATES

IDEA Report 1-21

INTRODUCED BY: IDEA Task Force

SUBJECT: Report of the Inclusion, Diversity, Empowerment, and Advocacy
Task Force

MedChi's Inclusion, Diversity, Empowerment, and Advocacy Task Force, known as the IDEA Task Force, was established by MedChi President Michele Manahan, MD, in January 2020. The task force mission statement is to unite physicians in Maryland to promote inclusion, diversity, equity, and empowerment for all through advocacy in healthcare. The task force aims to educate and act to decrease racial, gender, and other biases and disparities in healthcare realms such as access to care, prevention and treatment of disease, social determinants of health, and workforce equity to holistically and continually improve the health of all.

After the local, national, and global racial justice uprisings of the spring of 2020, the IDEA Task Force gained momentum and came together as a highly-engaged and highly-motivated workgroup.

For the November 2020 MedChi House of Delegates meeting, the IDEA Task Force developed and submitted three resolutions that were ultimately adopted by the House:

1. Chief Health Equity Officers in Maryland's Health Care Systems

Resolved, that MedChi advocate for each hospital system to establish a "Chief Health Equity Officer" position to be funded by mechanisms free of hospital/healthcare system financial obligations; and that each hospital that is not affiliated with a hospital system to identify an individual within their administrative staff who will be responsible for the hospital's health equity initiatives; and be it further

Resolved, that MedChi supports requiring that health equity initiatives for hospitals and health systems include the development of a comprehensive health equity plan, created in collaboration with local health officers and medical societies, to address health equity issues that recognize social determinants of health and the development of a training program, created in conjunction with community partners, to educate and address problems associated with implicit bias.

2. Behavioral Health Reform

Resolved, that MedChi advocate for comprehensive behavioral health reform that addresses current system deficiencies and study the feasibility of the creation of additional large

comprehensive behavioral health facilities in the State of Maryland.

3. Increase Diversity in the Health Care Workforce

Resolved, that MedChi encourage the creation of new and enhanced health education programs and curriculum in primary, secondary and post-secondary schools which include linkages to or the development of health workforce mentorship programs.

Over the winter of 2020-2021, the IDEA Task Force, in collaboration with the Baltimore County Medical Association, developed a town hall event focused on health equity in COVID-19 vaccine distribution and acceptance. IDEA Task Force members participated in as panel presenters in the town hall event.

IDEA Task Force members serve as advisors for MedChi staff on the development on diversity policies, marketing and communications guidelines, and other operations initiatives. The task force will continue to examine diversity and inclusion issues in organized medicine and health care.

Respectfully submitted,

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