

**MedChi, The Maryland State Medical Society
House of Delegates**

CIDEA Report 1-23 - INFORMATION

INTRODUCED BY: Council on Inclusion, Diversity, Empowerment, and Advocacy

SUBJECT: Report of the Council on IDEA

The Council on Inclusion, Diversity, Empowerment, and Advocacy consists of two active groups:

IDEA Committee

The IDEA Committee meets monthly. The committee is currently serving as the advisory group for the Center for a Healthy Maryland’s social determinants of health grant project and has provided the project with feedback on an exploratory survey.

In 2022, the IDEA Committee successfully championed a resolution to address health inequities related to cost sharing burdens for breast cancer screening and diagnosis. As a result, MedChi supported the Susan G. Komen legislation that was passed in the 2023 Maryland General Assembly Session.

The discussion surrounding this issue led the IDEA Committee to sponsor a resolution in support of a review of MedChi’s approach to advocacy related to mandated insurance benefits. The IDEA Committee will contribute to this review process.

Gender Pay Equity Subcommittee

The Gender Pay Equity subcommittee meets quarterly to focus on activities that address the gender pay gap in medicine. Subcommittee members are developing a scientific article on MedChi’s physician compensation survey and considering efforts to increase transparency in gender pay that will impact sectors beyond medicine.