Whereas, An estimated 5.2 to 9.5 million adults (2.2% to 4.4% of the adult population) in the United States identify as lesbian, gay, bisexual, and/or transgender (LGBT);\(^1\) and

Whereas, Physician diversity that is reflective of patient demographics has been positively associated with improved patient health outcomes, reduced stigmatization of the LGBT demographic, and enhanced workforce development;\(^2-5\) and

Whereas, Medical organizations (e.g. Association of American Medical Colleges), public-policy research groups (e.g. The Williams Institute), and healthcare providers (e.g. The Fenway Institute) collect sexual orientation and gender identity demographics in population-based surveys and in the clinical setting;\(^6-8\) and

Whereas, Pursuant to AMA Policy G-635.125, the AMA gathers stratified demographics of its AMA membership, the nature of which includes age, gender, race/ethnicity, education, life stage, present employment, and self-designated specialty; and

Whereas, The AMA does not have existing policy to collect sexual orientation and gender identity within the AMA Physician Masterfile;\(^9-10\) and

Whereas, Expanding the collection of demographic data to include a member’s sexual orientation and gender identity will allow the AMA to identify and address professional satisfaction needs of a formerly unidentified population of both existing and potential new members;\(^8\) therefore be it


\(^9\) Confirmed by email with J. Mori Johnson, MA, AMA Director of Large Practice Engagement, December 2015.
RESOLVED, That our American Medical Association develop a plan with input from the LGBT Advisory Committee to expand the demographics we collect about our members to include both sexual orientation and gender identity information, which will be given voluntarily by members and handled in a confidential manner. (Directive to Take Action)

Fiscal Note: Not yet determined

Received:

RELEVANT AMA POLICY

AMA Membership Demographics G-635.125 - 1. Stratified demographics of our AMA membership will be reported annually and include information regarding age, gender, race/ethnicity, education, life stage, present employment, and self-designated specialty. 2. Our AMA will immediately release to each state medical and specialty society, on request, the names, category and demographics of all AMA members of that state and specialty.


The Demographics of the House of Delegates G-600.035 - 1. A report on the demographics of our AMA House of Delegates will be issued annually and include information regarding age, gender, race/ethnicity, education, life stage, present employment, and self-designated specialty. 2. As one means of encouraging greater awareness and responsiveness to diversity, our AMA will prepare and distribute a state-by-state demographic analysis of the House of Delegates, with comparisons to the physician population and to our AMA physician membership every other year. 3. Future reports on the demographic characteristics of the House of Delegates will identify and include information on successful initiatives and best practices to promote diversity, particularly by age, of state and specialty society delegations. 4. Our AMA will convene a group of stakeholders at a forum in conjunction with the 2016 Annual Meeting to identify viable solutions with which to promote diversity, particularly by age, of state and specialty society delegations, with a summary of the findings to be included in the next CLRPD report on the demographic characteristics of the House of Delegates.


Strategies for Enhancing Diversity in the Physician Workforce H-200.951 - Our AMA supports increased diversity across all specialties in the physician workforce in the categories of race, ethnicity, gender, sexual orientation/gender identity, socioeconomic origin and persons with disabilities.


Revisions to AMA Policy on the Physician Workforce H-200.955 - It is AMA policy that: (1) any workforce planning efforts, done by the AMA or others, should utilize data on all aspects of the health care system, including projected demographics of both providers and patients, the number and roles of other health professionals in providing care, and practice environment changes. Planning should have as a goal appropriate physician numbers, specialty mix, and geographic distribution. (2) Our AMA encourages and collaborates in the collection of the data needed for workforce planning and in the conduct of national and regional research on physician supply and distribution. The AMA will independently and in collaboration with state and specialty societies, national medical organizations, and other public and private sector groups, compile and disseminate the results of the research. (3) The medical profession must be integrally involved in any workforce planning efforts sponsored by federal or state governments, or by the private sector. (4) In order to enhance access to care, our AMA
collaborates with the public and private sectors to ensure an adequate supply of physicians in all specialties and to develop strategies to mitigate the current geographic maldistribution of physicians. (5) There is a need to enhance underrepresented minority representation in medical schools and in the physician workforce, as a means to ultimately improve access to care for minority and underserved groups. (6) There should be no decrease in the number of funded graduate medical education (GME) positions. Any increase in the number of funded GME positions, overall or in a given specialty, and in the number of US medical students should be based on a demonstrated regional or national need. (7) Our AMA will collect and disseminate information on market demands and workforce needs, so as to assist medical students and resident physicians in selecting a specialty and choosing a career.


Increasing Demographically Diverse Representation in Liaison Committee on Medical Education Accredited Medical Schools D-295.322 - Our AMA will continue to study medical school implementation of the Liaison Committee on Medical Education (LCME) Standard IS-16 and share the results with appropriate accreditation organizations and all state medical associations for action on demographic diversity.

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