To our Fellows and Members, Colleagues, and Supporters:

Thank you all for being an important part of the NYAM community and sharing our commitment to building a world where everyone has access to what they need to be healthy and live their best life.

As we write this in early 2020, the world has changed dramatically because of the spread of COVID-19, with a disproportionate impact on the people who already experience health inequities. We have been actively working to disseminate resources, support communities suffering disproportionately from COVID-19, and conduct new research to inform policymakers and healthcare decisions. For more information and updates on this work, please visit our website at NYAM.org and our resource hub at WhatCanIDo.NYC.

NYAM’s work to ensure health for all is more critical than ever. Only with your support can we change the systems and break down the barriers that prevent every individual from having an equal shot at a healthy life. Please donate today to ensure this vital work can continue through 2020 and beyond.

Thank you for your enduring commitment to our mission.

With gratitude,

Judith A. Salerno, MD, MS
President

James Flynn, MS
Chair, Board of Trustees
WE AGREE. THE WORLD IS NOT FAIR. WE WORK TO CHANGE THAT. EVERY DAY.

At NYAM, we bring people together to solve problems and effect change. We take knowledge and put it into action so that everyone has a fair chance to be healthy and live their best life. No matter who they are or where they live.

TO LIVE A HEALTHY LIFE, PEOPLE NEED ACCESS, NOT BARRIERS. ACCESS TO RESOURCES.

- Economic resources.
- Housing resources.
- Educational resources.
- Public safety resources.
- Healthcare resources.
- Social resources.
- Environmental resources.

Let's tackle the barriers that get in the way of people reaching those resources.

TO LIVE A HEALTHY LIFE, PEOPLE NEED TO BE HEARD BY DECISION MAKERS, POLICY MAKERS AND ELECTED OFFICIALS.

Let's bring the right people to the table. Let's focus on and fight for those whose voices have not been heard. Let's start by first listening to them.

EVERYONE DESERVES THE CHANCE TO LIVE A HEALTHY AND FULL LIFE.

The New York Academy of Medicine.

Who We Are & What We Stand For

At The New York Academy of Medicine, we believe that everyone should have the opportunity to live a healthy life, and we’re committed to breaking down the barriers that stand in the way of health equity.

In this report, you’ll read more about how we put our beliefs into action through generating knowledge, changing systems and engaging the public.

Where We’re Going

In 2019, our major initiatives included the launch of the East Harlem Action Collaborative for Child Health and Well-being; the expansion of our award-winning Health and Age Across All Policies initiative with the State of New York; and a new multi-year Race & Health programming series that addresses the social, economic and systemic barriers that create inequities.

Through these initiatives and many more, we bring experts together to identify the barriers to health, identify innovative solutions, and put them into practice. We’re building health for all, and we hope you’ll join us.
PUTTING OUR BELIEFS INTO ACTION

NYAM is Generating Knowledge

Though original research and evaluation, we’re building the evidence base to inform systems, policy and program decisions to create lasting change.

We brought together researchers from academia and the NYC Health Department to generate collaborative, data-driven health equity research through our innovative Health Data for NYC (HD4NYC) initiative.

We created IMAGE: NYC to meet a need for data on NYC’s 65+ population and available resources. The interactive, open-source map informs efforts such as funding, planning, advocacy and direct services for older adults.

We’re informing ways to improve health for all New Yorkers through collaborations on the state’s healthcare reform efforts. These include an evaluation of the New York State Innovation Model and research to support healthcare transparency and consumer empowerment through DSRIP.

We support the next generation of researchers contributing policy-relevant knowledge to advance health equity through more than $400,000 in annual grants and fellowships for students, trainees and early-career investigators.

We studied the effectiveness of a community-based program model with the potential to improve breast cancer screening rates among Hispanic women around the country.

NYAM is Engaging the Public

Through our original programming and resources, we aim to inform, promote social justice, and open minds.

Our Race & Health programming series seeks to create a more just society by examining and addressing the systemic barriers like racism that create inequities.

Our world-class Library continued to engage researchers, students and the public with research and reference services, classes and tours, and digital exhibits that bring to life our incredible collections in the history of medicine and public health.

NYAM is Changing Systems

Our award-winning programs amplify community voices to change the status quo and break down barriers to good health for all.

Our Advocacy in Medicine initiative helps medical and nursing students build their advocacy skills to ensure the next generation of health professionals can address the social factors that influence health.

By listening to the needs of older adults in Brooklyn, we’re improving the ability to age in place for the borough’s nearly 340,000 older adults through the Age-friendly Brooklyn initiative.

We’re raising the voices of East Harlem caregivers to advance policy change for children’s futures through our East Harlem Action Collaborative for Child Health and Well-being.

We launched an award-winning Health and Age Across All Policies collaboration with the State of New York, and are now working directly with 16 counties across the state to make local-level changes that will improve health for people of all ages.

We made sure the 1.8 million New Yorkers with limited English proficiency can access medication information in their chosen language—our research shaped City & State pharmacy regulations that require it.

By studying the perspectives of patients with chronic pain, we’re informing safer opioid prescribing practices.

“[Hospital desegregation] was a really important piece of history, a moment where the federal government made something happen very quickly, and a very important victory—but we aren’t there yet. We still have a long way to go to equity.”

- Dr. Barbara Berney, producer, POWER TO HEAL

Race & Health Series: How Long Will We Wait? The Desegregation of American Hospitals

“‘Our goal in creating the AIM workgroup is to create a tangible network for all future advocacy endeavors, for physicians and healthcare professionals to come together and support each other, as well as to shift the tide in medicine towards patient-centered care for all persons regardless of their socio-economic status, identity and how they present.’”

- Shean Hinds, BS

2019 Advocacy in Medicine Conference
Why is health equity so important to you?

Throughout my 40-year career in health and medicine, I have participated in the provision of care to the most vulnerable among us: veterans for whom the VA system is a safety net; immigrants who seek care from a free clinic; frail older adults who depend on others for the most basic of needs. These experiences have shown me the glaring inequities in our communities and their direct effects on health and well-being.

To me, righting those wrongs is personal and reflects my lifelong values and sense of moral obligation to work for social justice. My tools happen to be health and medicine, and the compelling mission of our organization offers me the opportunity to work toward more equitable systems for all to live their healthiest lives—and to share this vision with like-minded colleagues and many vital communities. Together, we can create essential change.

What is NYAM doing to attain health equity?

NYAM has 175 years of history as a leader in public health in New York City, as an exemplar for the nation. We are a convener of public discourse around crucial health issues, a membership home for leading health professionals, and a valuable source of historical resources through our world-class library collections.

Never have NYAM’s resources been more critical than they are today. While our 2019 annual report reflects on the persistent issues and social conditions that influence health, the current COVID-19 pandemic exposes the decades of marginalization of communities and disinvestment in our healthcare safety nets and public health systems that today is costing lives, especially for communities of color. Only by addressing and removing those barriers that contribute to health inequities can we fulfill our commitment to being a true public health institution. That is our commitment to you—today and beyond the pandemic.

What is unique about NYAM’s role in health equity?

The breadth of NYAM’s expertise in research, evaluation and policy enables us to approach health equity in a holistic way—from contributing to the knowledge base on underlying systemic conditions that perpetuate inequities, to informing policymakers and powerbrokers, to evaluating what works and disseminating best practices through publications, events, trainings and technical assistance. Our deep connections to the communities and partners we serve allow us to have a distinctive role in elevating important voices in our pursuit of health equity.

What are some actions people can take to advance health equity?

As with all injustices that need our attention, advocacy, support and raising all voices are among the most important actions we can take.

Learn about the issues that most impact your community. Then join a community group, attend a town hall or council meeting, and speak up about the systems you believe need to be changed.

Donate to organizations who put people first when working on health equity.

Volunteer. Speak up! And if you’re in the health professions, join us as a NYAM Fellow or Member!

Our deep connections to the communities and partners we serve allow us to have a distinctive role in elevating important voices in our pursuit of health equity.

Voices for Health Equity: The Next Generation

At the 2019 Annual Meeting of the Fellows, we spoke with some of our newest Members—who represent the next generation of health professionals—about health equity and why they decided to join NYAM.

“Continuing to be a part of a community that promotes health equity and important scholarly work to help decrease health disparities means a lot to me.” — Jessica Schwartz, BSN, RN

“I wanted to be a part of an institution that engages in public discourse, that is not afraid of confronting societal issues at the moment, such as health equity. And it completely aligns my principles and values of equity, diversity and inclusion.” — Janelle Sauz, BS

“I really wanted to join a network that was just as interested and devoted to health equity as I was, and applying the knowledge that I was getting in school to real life.” — Dennis Grishin, MPA, BS

“As a new Member, I hope to make connections and build partnerships that will really be able to influence health policy and improve the state of health equity in this city and nationally.” — April Ancheta, BS, RN
This year we accomplished a great deal thanks to the dedication of our supporters—a network of champions who are fighting for health equity. We extend our deepest thanks to these individuals, foundations, and corporations who invest with their minds and hearts to create a healthier and more equitable society.
### Statement of Financial Position

#### ASSETS

<table>
<thead>
<tr>
<th></th>
<th>December 31 2019</th>
<th>December 31 2018</th>
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</thead>
<tbody>
<tr>
<td>Cash and cash equivalents</td>
<td>$299,924</td>
<td>$503,132</td>
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<td>Contributions and grants receivable, net</td>
<td>1,213,434</td>
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<td>Accounts receivable</td>
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<td>Prepaid expenses and other assets</td>
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<td>Investments</td>
<td>69,091,952</td>
<td>62,076,330</td>
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<td>Property and equipment, net</td>
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<td>8,380,651</td>
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<td>Beneficial interest in perpetual trust</td>
<td>172,457</td>
<td>172,457</td>
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<tr>
<td><strong>TOTAL ASSETS</strong></td>
<td><strong>$78,851,818</strong></td>
<td><strong>$74,061,260</strong></td>
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#### LIABILITIES AND NET ASSETS

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<tr>
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<th>November 2019 Without Donor Restrictions</th>
<th>November 2018 Without Donor Restrictions</th>
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<tr>
<td>Accounts payable and accrued expenses</td>
<td>$798,232</td>
<td>$879,839</td>
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<td>Other payables</td>
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<td>Grants payable</td>
<td>284,000</td>
<td>153,650</td>
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<td>Deferred income</td>
<td>309,675</td>
<td>202,649</td>
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<td><strong>TOTAL LIABILITIES</strong></td>
<td><strong>$2,325,360</strong></td>
<td><strong>$1,236,138</strong></td>
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#### NET ASSETS

<table>
<thead>
<tr>
<th></th>
<th>November 2019 Without Donor Restrictions</th>
<th>November 2018 Without Donor Restrictions</th>
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<tr>
<td><strong>WITHOUT DONOR RESTRICTIONS</strong></td>
<td><strong>$43,977,197</strong></td>
<td><strong>$39,068,901</strong></td>
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<td><strong>WITH DONOR RESTRICTIONS</strong></td>
<td><strong>$20,597,470</strong></td>
<td><strong>$21,950,031</strong></td>
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<td>Time or purpose restricted</td>
<td><strong>11,951,791</strong></td>
<td><strong>11,806,190</strong></td>
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<tr>
<td>Investments held in perpetuity</td>
<td><strong>32,549,261</strong></td>
<td><strong>33,756,221</strong></td>
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<td><strong>TOTAL NET ASSETS</strong></td>
<td><strong>$78,526,458</strong></td>
<td><strong>$72,825,122</strong></td>
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### Statement of Activities

#### Operating Activities

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<tr>
<th></th>
<th>Without Donor Restrictions</th>
<th>Time or Purpose Restricted</th>
<th>Investments Held in Perpetuity</th>
<th>2019 Total</th>
<th>2018 Total</th>
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<tbody>
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<td><strong>Operating Support</strong></td>
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<td>Grants and contributions</td>
<td>$259,136</td>
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<td>$5,115,609</td>
<td>$6,560,454</td>
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<td>Special events revenue</td>
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<td>$785,673</td>
<td>763,824</td>
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<td><strong>TOTAL OPERATING SUPPORT</strong></td>
<td>1,044,809</td>
<td></td>
<td>5,901,282</td>
<td>7,324,378</td>
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<tr>
<td><strong>Operating Revenues</strong></td>
<td></td>
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<td>Investment return</td>
<td>4,052,338</td>
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<td>4,856,473</td>
<td>4,341,104</td>
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<td>Subscriptions and fees</td>
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<td>5,000</td>
<td>2,394,102</td>
<td>2,552,739</td>
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<td>Membership dues</td>
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<td>134,215</td>
<td>154,590</td>
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<td>Miscellaneous</td>
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<td></td>
<td>500,986</td>
<td>493,164</td>
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<td><strong>TOTAL OPERATING ACTIVITIES</strong></td>
<td>16,205,562</td>
<td>(3,222,659)</td>
<td>12,982,923</td>
<td>14,865,975</td>
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<td><strong>Operating Expenses</strong></td>
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<td>Program services</td>
<td>11,492,650</td>
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<td>11,492,650</td>
<td>10,461,323</td>
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<td>Management and general</td>
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<td>3,423,342</td>
<td>3,493,156</td>
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<td>Fundraising</td>
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<td>1,377,925</td>
<td>1,040,417</td>
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<tr>
<td><strong>TOTAL OPERATING ACTIVITIES</strong></td>
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<td>16,293,917</td>
<td>14,994,896</td>
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<tr>
<td><strong>Change in net assets from operations</strong></td>
<td>-</td>
<td>(415)</td>
<td>(415)</td>
<td>(8,605)</td>
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<td><strong>Non-operating Activities</strong></td>
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<td>Change in value of beneficial interest in perpetual trust</td>
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<tr>
<td>Investment return not designated for current operations</td>
<td>4,996,631</td>
<td>1,870,088</td>
<td>146,016</td>
<td>7,012,745</td>
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<tr>
<td><strong>TOTAL OPERATING ACTIVITIES</strong></td>
<td>4,908,296</td>
<td>(1,352,561)</td>
<td>7,301,336</td>
<td>(7,931,653)</td>
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</tbody>
</table>

### Your Dollars at Work

- **Generating Knowledge**
  - Qualitative, quantitative & community-engaged research
  - Program evaluation
  - Policy analysis & testimony
  - Community needs assessment
  - Technical assistance & training

- **Changing Systems**
  - Healthcare delivery
  - Health across all policies
  - Age-friendly communities
  - Safer prescribing
  - Advocacy in medicine
  - Public & private partnerships

- **Engaging the Public**
  - Elevating community voices
  - Race & Health Series
  - 2019 Opioid Symposium
  - Germ City exhibition & programming
  - 32 Fellows & Members events
  - 3,152 Library visitors & users

### In 2019 NYAM’s operating expenses were $16.2M

**Program Services Areas:**
- Research, Evaluation & Policy
- Community Partnerships & Programs
- Fellows
- Library

**Generating Knowledge:**
- Qualitative, quantitative & community-engaged research
- Program evaluation
- Policy analysis & testimony
- Community needs assessment
- Technical assistance & training

**Changing Systems:**
- Healthcare delivery
- Health across all policies
- Age-friendly communities
- Safer prescribing
- Advocacy in medicine
- Public & private partnerships

**Engaging the Public:**
- Elevating community voices
- Race & Health Series
- 2019 Opioid Symposium
- Germ City exhibition & programming
- 32 Fellows & Members events
- 3,152 Library visitors & users
At this year’s Annual Meeting on November 7, we inducted 96 new Fellows and Members into our community of distinguished health professionals committed to advancing health equity.

Later in the evening, Dr. Otis Brawley of Johns Hopkins University delivered the inspiring Anniversary Discourse on addressing cancer disparities.

On September 24, we hosted a special conversation with Nobel Laureate Paul Krugman and Princeton University’s Tsung-Mei Cheng on the high cost of American healthcare and how to improve the system.

Our ACCESS: Health Gala on October 21 honored three visionary, equity-focused leaders: Robert F. Smith, Chairman and CEO of Vista Equity Partners, who joined NYAM President Dr. Judith Salerno for an exclusive interview; Cynthia Germanotta, President and Co-Founder of the Born This Way Foundation; and Harlem Capital, a venture capital firm with a mission to invest in 1,000 diverse founders over the next 20 years.

Our Race & Health event series kicked off on February 26 with an in-depth look at the history and legacy of the unethical Tuskegee Syphilis Study, which was conducted on hundreds of African American men from 1932-1972.

Could Tuskegee Happen Today?

Priced Out: In Conversation

On September 24, we hosted a special conversation with Nobel Laureate Paul Krugman and Princeton University’s Tsung-Mei Cheng on the high cost of American healthcare and how to improve the system.

Our Race & Health event series kicked off on February 26 with an in-depth look at the history and legacy of the unethical Tuskegee Syphilis Study, which was conducted on hundreds of African American men from 1932-1972.

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