A majority of clinicians surveyed feel it’s important that the health system they work for plays a role in addressing climate change.

Percentage of surveyed clinicians who “agreed” or “strongly agreed” with the following statement:

- **It is important to me that my organization plays a role in addressing climate change / minimizing its impact on the environment.** 79%
- **It is important to me that I play a role in addressing climate change/minimizing impact on the environment at work.** 75%
- **It is important to me that I play a role in addressing climate change/minimizing impact on the environment at home or outside of work.** 82%

Note: N = 1,001 U.S. clinicians employed at a hospital or health system.
Data: Commonwealth Fund 2023 Climate and Health Care Workforce Survey.
Clinicians believe addressing climate issues is important to their institution’s overall mission.

*Percentage of surveyed clinicians who answered “very important” or “somewhat important”*

How important is addressing climate-related issues to your institution’s overall mission (such as its responsibility to the community it serves, or its ability to deliver equitable care for all patients)?

- Clinicians responsible for organizational leadership: 84%
- Clinicians not responsible for organizational leadership: 74%

Notes: N = 1,001 U.S. clinicians employed at a hospital or health system. 246 survey respondents said “organizational leadership” was one of their primary job responsibilities; 755 did not say “organizational leadership” was one of their primary job responsibilities.

Data: Commonwealth Fund 2023 Climate and Health Care Workforce Survey.

Source: Arnav Shah and Lovisa Gustafsson, *U.S. Health Care Workers Want Their Employers to Address Climate Change* (Commonwealth Fund, Jan. 2024). [https://doi.org/10.26099/j1ra-t957](https://doi.org/10.26099/j1ra-t957)
Health systems and hospitals are engaged in a variety of activities related to addressing their impact on the environment.

**EXHIBIT 3**

Percentage of surveyed clinicians responsible for organizational leadership who reported their organization was engaged in the following activities

<table>
<thead>
<tr>
<th>Activity</th>
<th>Yes</th>
<th>No, but planning to in next 1–3 years</th>
</tr>
</thead>
<tbody>
<tr>
<td>Reducing waste (such as recycling, limiting food waste, lowering paper usage)</td>
<td>76%</td>
<td>13%</td>
</tr>
<tr>
<td>Reducing energy consumption</td>
<td>69%</td>
<td>13%</td>
</tr>
<tr>
<td>Understanding your organization’s emissions footprint</td>
<td>44%</td>
<td>25%</td>
</tr>
<tr>
<td>Defining or setting emissions targets</td>
<td>35%</td>
<td>28%</td>
</tr>
<tr>
<td>Measuring and reporting progress on emissions reduction targets</td>
<td>35%</td>
<td>27%</td>
</tr>
</tbody>
</table>

Note: N = 246 survey respondents who said "organizational leadership" was one of their primary job responsibilities.

Data: Commonwealth Fund 2023 Climate and Health Care Workforce Survey.

Source: Arnav Shah and Lovisa Gustafsson, *U.S. Health Care Workers Want Their Employers to Address Climate Change* (Commonwealth Fund, Jan. 2024). [https://doi.org/10.26099/j1ra-t957](https://doi.org/10.26099/j1ra-t957)
Many health systems and hospitals are creating emergency preparedness plans in response to increased risk of severe weather events, in addition to pursuing other climate change–related organizational governance and policy activities.

Percentage of surveyed clinicians responsible for organizational leadership who reported their organization was engaged in the following activities

- Creating emergency preparedness plans to withstand climate-related shocks like stronger hurricanes, wildfires, heat waves, and other extreme events: 71% (Yes), 15% (No, but planning to in next 1–3 years)
- Establishing governance mechanisms such as appointing a chief sustainability officer and team: 41% (Yes), 24% (No, but planning to in next 1–3 years)
- Integrating emissions reduction into strategic planning process: 36% (Yes), 27% (No, but planning to in next 1–3 years)
- Tying executive pay to climate goals: 16% (Yes), 22% (No, but planning to in next 1–3 years)

Note: N = 246 survey respondents who said "organizational leadership" was one of their primary job responsibilities.
Data: Commonwealth Fund 2023 Climate and Health Care Workforce Survey.

Source: Arnav Shah and Lovisa Gustafsson, *U.S. Health Care Workers Want Their Employers to Address Climate Change* (Commonwealth Fund, Jan. 2024). [https://doi.org/10.26099/j1ra-t957](https://doi.org/10.26099/j1ra-t957)
A health system or hospital’s actions to reduce its environmental impact can play a role in a prospective employee’s decision to join the organization.

EXHIBIT 5

Percentage of surveyed clinicians who said an organization’s or prospective employer’s policies and actions on reducing its environmental impact played or could play a role in their decision to...

To a great extent  |  Somewhat
---|---
Join their current organization | 33 | 11
Stay working at the organization | 39 | 14
Apply to work at a different organization if they were looking for a new job | 47 | 15

Note: N = 1,001 U.S. clinicians employed at a hospital or health system.
Data: Commonwealth Fund 2023 Climate and Health Care Workforce Survey.

Source: Arnav Shah and Lovisa Gustafsson, U.S. Health Care Workers Want Their Employers to Address Climate Change (Commonwealth Fund, Jan. 2024). https://doi.org/10.26099/j1ra-t957