



Resident 1 Consent Calendar

National Conference of Family Medicine Residents and Medical Students
July 27-29, 2023 – Kansas City, MO

1 **RECOMMENDATION: The Resident 1 Reference Committee recommends the following**
2 **consent calendar for adoption:**

3
4 **Item 1:** Reaffirm as Current Policy Resolution No. R1-101 on “Addressing Weight Bias in the
5 Clinical Setting.”

6
7 **Item 2:** Not Adopt Resolution No. R1-102 on “International Medical Graduates (IMG) in Family
8 Medicine.” **EXTRACTED. ADOPTED AS AMENDED ON THE FLOOR.**

9
10 **Item 3:** Adopt Resolution No. R1-103 on “Promoting Climate-friendly Healthcare.”



Resident 1 Reference Committee Report

National Conference of Family Medicine Residents and Medical Students
July 27-29, 2023

The Resident 1 Reference Committee has considered each of the items referred to it and submits the following report. The committee's recommendations will be submitted as a consent calendar and voted on in one vote. Any item or items may be extracted for debate.

ITEM NO. 1: RESOLUTION NO. R1-101: Addressing Weight Bias in the Clinical Setting

RESOLVED, That the American Academy of Family Physicians recognize weight bias as a form of discrimination that can have serious health consequences for patients who are considered overweight or obese; and be it further

RESOLVED, that the American Academy of Family Physicians develop educational resources for family physicians and medical trainees addressing weight bias and its health consequences, including guidance on how to communicate effectively and respectfully with patients who are overweight/obese to avoid causing harm.

The reference committee heard testimony only in support of this resolution. Those who testified stated that weight bias is not explicitly mentioned in any AAFP policy, and that AAFP should address weight bias and its consequences as a form of discrimination. There was also testimony expressing concern about use of the phrase "overweight/obese" within the resolution and recommended the use of preferred terminology such as "excess weight."

The reference committee had robust discussion regarding whether the existing policy statement on patient discrimination is explicit in identifying the health consequences of weight bias. The reference committee learned from staff about current AAFP activities and projects underway to develop a practice manual that will address weight bias and its health consequences, including guidance on how to communicate effectively and respectfully with patients who are clinically overweight or obese. The reference committee also learned that AAFP has a comprehensive continuing medical education course on obesity that is currently being updated. The course includes a session specific to weight bias. The weight bias session is also available free via the *Family Practice Management* Quick Tips blog. The reference committee ultimately recommended to reaffirm the resolution as current policy.

RECOMMENDATION: The reference committee recommends that Resolution No. R1-101 be reaffirmed as current policy.

38 **ITEM NO. 2: RESOLUTION NO. R1-102: International Medical Graduate (IMG) in Family**
39 **Medicine**

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41 RESOLVED, That the American Academy of Family Physician ~~develop resources to help~~
42 ~~advertise and provide information about programs that are International Medical~~
43 ~~Graduate friendly, and be it further~~ help advertise residency programs who match
44 the highest rates of international medical graduates (IMGs) in the AAFP Residency
45 Directory to help IMGs applying to family medicine more efficiently identify
46 programs who are IMG-friendly.
47

48 RESOLVED, That the American Academy of Family Physicians create an International
49 Medical Graduate (IMG) committee to support the IMG interested in applying to a family
50 medicine residency.
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52 The reference committee heard testimony only in support of the resolution. Testimony focused
53 on the overall difficulty of navigating the application process for residency programs as an
54 international medical graduate (IMG) and the challenges faced by IMGs trying to identify
55 residency programs in the U.S. Those testifying discussed limited availability of free resources
56 to identify residency programs that are more welcoming to IMGs and offer additional support,
57 such as visa sponsorship. They also discussed the importance of IMGs to workforce diversity in
58 family medicine.
59

60 The reference committee discussed the importance of addressing the many challenges faced by
61 IMGs applying for family medicine residencies, and the stigma and bias often experienced by
62 IMGs during the application process. The reference committee also discussed the many
63 resources already developed by the AAFP to help address some of these challenges, including
64 the work of the IMG constituency of the National Conference of Constituency Leaders, online
65 resources for navigating the residency application process as an IMG, the creation of a Family
66 Medicine Interest Group (FMIG) IMG coordinator position, and an online IMG community. The
67 reference committee was supportive of the intent of the resolution and acknowledged that the
68 AAFP provides support to IMGs in a variety of ways, but concern was expressed about the
69 vagueness of the resolution in identifying what makes a residency program “IMG-friendly.” The
70 reference committee ultimately recommended the resolution not be adopted.
71

72 **RECOMMENDATION: The reference committee recommends that Resolution No. R1-102**
73 **not be adopted. EXTRACTED. ADOPTED AS AMENDED ON THE FLOOR.**
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75 **ITEM NO. 3: RESOLUTION No. R1-103: Promoting Climate-Friendly Healthcare**
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77 RESOLVED, That the American Academy of Family Physicians promote research,
78 advocacy, and actions toward reducing the impact of the health care industry on climate
79 change.
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81 The reference committee only heard testimony in support of the resolution. This testimony
82 included a call to notice a gap in the existing AAFP policy, “Environmental Health and Climate
83 Change,” on healthcare as a contributor to climate change, and that health systems should work
84 to reduce climate impacts. The testimony provided also called attention to the responsibility of
85 family medicine physicians to advocate for more comprehensive education on climate change,
86 as family physicians will be caring for patients living with the effects of climate change.
87

88 The reference committee discussion focused on how information exists covering how climate
89 change impacts overall health, but there is limited focus on how healthcare can impact climate
90 change. The reference committee was informed about the position paper in development on
91 Climate Change and Environmental Health: A Family Medicine Perspective, and the opportunity
92 to include this perspective into the content of the paper.
93

94 **RECOMMENDATION: The reference committee recommends that Resolution No. R1-103**
95 **be adopted.**
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I wish to thank those who appeared before the reference committee to give testimony and the reference committee members for their invaluable assistance. I also wish to commend the AAFP staff for their help in the preparation of this report.

Respectfully submitted,

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