

*As approved by the AAFP Board of Directors, February 2026*

### **Definition of Member Constituency**

Member constituencies represent American Academy of Family Physicians (AAFP) members who experience systemic barriers, cultural challenges, and socio-economic issues within medical institutions, among physicians, and in their communities. These groups may be underrepresented in leadership roles at both national and chapter levels, encounter obstacles in accessing traditional leadership pathways, or experience disparities that necessitate intentional representation and advocacy within AAFP.

### **Current Member Constituencies and Annual Review Process**

The Board of Directors designates member constituencies in accordance with the definition set forth above for representation at the National Conference of Constituency Leaders (NCCL). The current Board-approved member constituencies include women physicians, BIPOC physicians, new physicians, international medical graduates, LGBTQ+ physicians and physicians with disabilities, as well as those physicians who are supportive of and aligned with the issues faced by each constituency.

The Commission on Membership and Member Services (CMMS) will review member constituency representation data annually and will make recommendations to the Board of Directors regarding whether each member constituency should continue to exist and be represented at NCCL.

In making its recommendations, CMMS will consider whether – in comparison to the AAFP's active membership – proportionate participation in leadership has been achieved for three consecutive years in the following positions: AAFP Congress of Delegates (including delegates and alternates), AAFP Board of Directors, AAFP commissions, Member Interest Group chairs and vice-chairs, and elected chapter leaders (including chapter board members and officers).

CMMS may use the following data sources (as well as others) in its review process, to the extent it determines they are reliable and useful:

- Membership census
- Member surveys
- Geocoding and census tract estimates
- Robert Graham Center studies/reports
- Surveys, interviews, and/or reports of staff, national and chapter leaders, and/or constituency leaders

Consideration will be given to intersectional identities as well as to the broader cultural, socioeconomic, and social issues faced by each constituency. CMMS will include in its recommendations to the Board of Directors the data sources it used and any limitations it

identified with respect to such sources.

The Board of Directors will consider the recommendations of CMMS, make its determinations, and update the NCCL Rules accordingly as needed.

### **Process for Identifying New Member Constituencies or Reinstating Former Ones**

A group meeting the definition set forth above may be newly designated or reinstated (for example, if it achieved proportionate representation for three consecutive years and ceased to exist, but then its representation within leadership declined again) as a member constituency in one of two ways:

1. The group may petition the Board of Directors to become a member constituency by submitting such petition, along with any supporting information it deems appropriate, to the Executive Vice President for consideration by the Board of Directors.
2. The Board of Directors may independently designate as a member constituency a group whose perspectives it determines are not being adequately represented.

In either instance, the Board of Directors may request a report and recommendation from CMMS as outlined above prior to making its determination.