

Commission on Diversity, Equity and Inclusiveness

2025 Annual Report

Resident

Sheryl Fuehrer, MD
Mayo Clinic Family Medicine Residency
Rochester, MN
Class of 2026

Student

Breanna Chachere, MPH
University of Houston Fertitta Family
College of Medicine
Houston, TX
Class 2026

Purpose & Scope of Work

CDEI-FM leverages diversity, equity, inclusiveness, and antiracism lenses to inform and guide the Academy's recommendations, policies, and work addressing disparities in care, health, and workforce. The goals of the commission are to inform, develop, promote, and evaluate recommendations, policies, and procedures that promote health equity, reduce health disparities, and foster inclusive person-centered care across a wide range of topics including but not limited to:

- Underrepresented in Medicine (URIM)
- Gender
- LGBTQ+
- Ability (including physician ability)
- Workforce Diversity
- Health Equity / Social Justice
- Anti-racism in medicine

Activities & Achievements

- Congress of Delegates approved the report, "Ensuring Inclusion of AAFP Members with Disabilities" in 2025. From this approval, CDEIFM invited a guest speaker Michael McKee, MD MPH, Director of Disability & co-Director of Center of Disability Health & Wellness Department of Family Medicine at University of Michigan to discuss with the CDEIFM areas where the AAFP can better support those with a disability. The commission discussed and identified areas for optimization including methods and strategies to better support students and residents with disabilities in their graduate medical education.
- In 2021, Congress of Delegates submitted a resolution for CDEIFM to draft a position paper examining the Health Impact of Reparations for Black Americans. The AAFP believes that reparations are appropriate and necessary when direct connection of

11400 Tomahawk Creek Pkwy.
Leawood, KS 66211

aafp@aafp.org
(913) 906-6000

www.aafp.org

specific acts of violence or discrimination can be established and individuals who have been impacted by such violence or discrimination can be identified. CDEIFM submitted a draft to the commission for approval in June 2024, and at that time several edits were proposed. During the 2025 Winter Cluster the commission finalized edits to the position paper and it has now been sent to the Board of Directors for review at their meeting in Summer 2025.

- In 2024, The board agreed with the CDEIFM's request that the position paper on Cultural Sensitivity be revised. A working group was developed to revise the position paper and during the 2025 Winter Cluster, the commission discussed appropriate revisions.

Subcommittee Work

Any Subcommittee Work Student and resident liaisons ensured that DEI perspectives were applied to discussions within the Commission on Federal and State Policy (CFSP) and the Commission on Health of the Public & Science (CHPS).

Commission on Federal and State Policy (CFSP)

Scope of Work:

CFSP informs and guides the Academy's federal advocacy program and the AAFP's support for constituent chapters in their advocacy efforts before state governments.

Key Actions:

- Reaffirmed the Medicaid Core Principles (Policy Statement)
- Supported AAFP resolutions
 - To ban insurance discrimination based on genetic information and PrEP use
 - Advocate for pregnancy to be recognized as a qualifying life event for federal health coverage

Commission on Health of the Public & Science (CHPS)

Scope of Work: CHPS addresses public health concerns, supports longitudinal campaigns, develops position statements, and represents AAFP in national health policy discussions.

Key Actions:

- Backed resolutions on gender-affirming care, rural cancer screening, and cardiovascular health disparities in Black women
- Reaffirmed or developed policy statements and position papers on:
 - Substance use disorders
 - Breastfeeding support for medical trainees
 - Climate and environmental health
 - Gun violence prevention
 - Use of restraints during labor in incarcerated individuals
 - SUD education for medical students and residents

Key Takeaways

Resident: It was a special opportunity to be on the commission responsible for advising the AAFP Board of Directors on topics that have any relation whatsoever to diversity, equity, and inclusion. As a resident appointee to the commission, I was able to listen in and participate in the creation and editing of several position papers on behalf of the AAFP. Some of these include: Reparations for Black Americans who are descendants of enslaved people, Cultural Humility, and Social Determinants of Health. It feels incredible to contribute to the official stance that will be adopted by a politically powerful body such as the AAFP, especially when it relates to topics that are both important to recognize and also politically controversial. It was also special to meet a group of physicians in this commission who are advocating for underserved patient populations in their own communities and learn about the various ways they support these patients.

Lessons Learned and the Value of Serving on CDEI-FM

Student: Serving on the CDEI-FM as the Student Representative and as liaison to the Commission on the Health of the Public and Science has been a powerful, affirming experience that has deepened my commitment to equity-driven work in medicine and public health. I'm grateful for the opportunity to bring student perspectives and the voices of historically excluded communities into national conversations, and to contribute to making family medicine more just, inclusive, and responsive to the needs of marginalized populations. In a time when healthcare is increasingly shaped by shifting policies and public discourse, this work feels especially timely and necessary.

Attending the winter and summer cluster meetings to review relevant policies and engage in thoughtful, solutions-focused dialogue with national leaders has shown me the impact of collective effort in advancing equitable, person-centered care. I've also been inspired by the perspectives of leaders across the country who share a deep commitment to building a more just healthcare system.

I encourage other students to apply for roles on CDEI-FM or similar commissions. These spaces offer more than leadership. They offer mentorship, a chance to grow as an advocate, and the opportunity to learn from professionals who are truly doing the work. If imposter syndrome makes you question whether you belong in roles like these, I want you to know that you do. This role pushed me outside my comfort zone and reminded me that student voices matter. Yours does too and we need your insight.