



AFMRD Board of Directors Resident 2021 Annual Report

ASSOCIATION OF FAMILY MEDICINE RESIDENCY DIRECTORS (AFMRD) BOARD OF DIRECTORS – RESIDENT MEMBER

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Class of 2021

Over the past 2 years, I have had the distinct pleasure of serving as the resident representative to the AFMRD Board of Directors. This organization serves to support program directors in their pursuit of excellence in family medicine residency training. The vision of our organization is to cultivate a robust community of residency directors engaged in excellence, mutual assistance, and innovation to meet the health care needs of the public. My role in this group is to serve as a resident voice and offer perspective on a range of issues pertinent to family medicine education and training. Serving in this role over the past 2 years has truly been an honor and career highlight, and I would encourage any and all family medicine residents interested in the board's mission and family medicine training in general to apply for this role in the future!

Diversity, Equity, & Inclusion (DEI)

Efforts towards increasing diversity, health equity, and inclusion in all aspects of family medicine, including residency training and recruitment, have been rampant particularly over the past year. In line with these efforts, AFMRD assembled a Diversity and Health Equity Committee to develop DEI Milestones designed to help residency programs assess their DEI efforts. These milestones were presented during the AAFP's Residency Leadership Summit in March 2021. Our committee is in the process of conducting a limited evaluation of these milestones as a tool with plans for publication and dissemination of the milestones currently underway. Also, AFMRD is sponsoring scholarships to support 2 fellows in the 2021 AAFP Health Equity Fellowship. Both recipients are associate program directors and are active members of the aforementioned Diversity and Health Equity Committee. To support equity in residency recruitment, AFMRD joined in support of the Council of Academic Family Medicine's "Recommendations for 2021-2022 Family Medicine Residency Interview Process," highlighting that family medicine residency programs should conduct virtual interviews and virtual visits for all applicants, including local applicants for the 2021-22 interview season.

As a resident involved in my residency's Diversity in Recruitment Task Force all 3 years of my training and newly created Structural Oppression and Anti-Racism Committee, I greatly appreciate AFMRD's focus on providing guidance to programs nationally on bolstering their DEI efforts similar to the local efforts my colleagues and I have been undertaking at UMass. DEI discussions are always rich and informative during board meetings, especially around understanding how defining DEI and DEI efforts can differ depending on residency location and the population it serves. Having just participated in the first ever virtual residency recruitment process, I can attest that our program attracted a much more diverse group of applicants than years prior, both due to the easier accessibility provided by the virtual format and our DEI efforts. However, it is important to note that many programs and applicants (and AFMRD board members) miss the many benefits of in-person residency recruitment, so it will be interesting to see how recruitment evolves this upcoming season and beyond.

Scholarship Selection for the 2021 Family Medicine Advocacy Summit

Dr. Wendy Barr and I co-chaired the selection committee for the 2020 Family Medicine Advocacy Summit in Washington, DC, that was unfortunately canceled due to the COVID-19 pandemic. The

selection committee had awarded 15 scholarships to 11 family medicine residents, 2 program directors, and 2 associate program directors, all with an immense passion for advocacy and family medicine. Dr. Kristina Diaz and I co-chaired the selection committee for the 2021 summit that occurred virtually in May 2021. The AFMRD board voted to honor all scholarships for the 2020 recipients that were able to attend this year's virtual summit. Time constraints prevented us from offering additional scholarships this year, but the plan is to offer another round of scholarships and hopefully an in-person summit for 2022.

Mentorship & Program Director Development

This year, AFMRD began offering monthly Mentor Monday sessions designed for new program directors but open to all members. Sessions are facilitated by program directors and include a short presentation on 1-2 topics followed by an open Q&A session. Recordings of the sessions are available to members unable to attend. Attendance has been stable, and recordings are well-utilized. Topics have included the following: scholarly activity, resident engagement, leadership development, diversity and health equity, and incoming intern assessment. In June 2021, a call went out for applications for AFMRD's renowned National Institute for Program Director Development fellowship for 2021-22 after the 2020-21 fellowship was canceled due to the COVID-19 pandemic. Plans are underway for the first session of this year's fellowship to occur live in October 2021.

Having just finished my chief resident year and gone through the AAFP Chief Resident Leadership Development Program, I can speak to the incredible value of mentorship especially in terms of getting through what may have been one of the most difficult years of residency training for any resident in the midst of the COVID-19 pandemic. I feel well-equipped for the next phase of my career and the leadership opportunities with which I may be presented because of this mentorship, including that which I have received from AFMRD. Even before Mentor Mondays, AFMRD has always promoted a culture of mentorship and welcome to help its members navigate the ups and downs of residency leadership. I will always be grateful for the mentorship and assistance I have received from board members and AFMRD staff during my tenure as resident representative, particularly in terms of understanding all the acronyms that represent the family of family medicine!

This is just a small sample of the many projects, task forces, and initiatives with which AFMRD has been involved over the past year. The experience of working with everyone involved with AFMRD and its board has been one of the most rewarding of my personal and professional career, and I am absolutely thrilled to have served 2 terms as its resident representative. I will reiterate what I said in closing in last year's report that I still appreciate just how much you can accomplish when you are paired with individuals who are fun to work with, an appreciation I wish for my successor. My hope is that I get to see these individuals in person in the near future since you can only have so much fun on Zoom!

Note: This report was prepared by the resident representative listed and includes his account of the business conducted during his term. This is not an official record of business proceedings from the AAFP or any other entity. To find out more about the business of the AAFP, its congresses, commissions, and current policies, visit aafp.org.