



Commission on Diversity, Equity and Inclusiveness in Family Medicine 2023 Annual Report

Commission on Diversity, Equity, and Inclusiveness in Family Medicine

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Purpose & Scope of Work

The Commission on Diversity, Equity & Inclusion in Family Medicine (CDEI-FM) will inform, develop and promote 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

To do this work, the CDEI-FM members serve as liaisons to other AAFP commissions and as a collaborative partner with AAFP Center for Diversity & Health Equity appropriate projects such as The Everyone Project.™

Activities & Achievements

Since the inauguration of the CEDI-FM, five additional members joined the commission in December 2022. Our commission is currently comprised of 15 members, including one resident and one student member, with plans to grow to a total of 22 members by 2024.

At the first Winter Cluster Meeting, the commission reviewed a total of 11 resolutions. This was also the first meeting that CDEI-FM commission members began their roles serving as liaisons to other AAFP commissions as a point of contact for DEI related questions or considerations. At the end, CDEI-FM convened as a commission to discuss any relevant resolutions and policies.

At the Summer Cluster Meeting in June 2023, the committee discussed updates for two working groups addressing diversity in family medicine and the inclusion of intersectional education regarding LGBTQIA+ patients for medical students, residents, and physicians. The commission reviewed 3 resolutions and recommended adoption of a definition for ableism and the American Medical Association's Language Guide.

Any Subcommittee Work

CDDEI-FM has no subcommittees or working groups.

Lessons Learned and the Value of Serving on CDEI-FM

As the resident and student on the Commission on Diversity, Equity, and Inclusiveness we are very excited to represent your voice in all things related to DEI efforts.

At each Cluster meeting, CDEI-FM members serve as liaisons to their designated Commissions and reported back to the CDEI-FM Commission with updates. We then discuss as a Commission any ongoing policies or projects we think would be relevant for DEI discussions. Additionally, we review any resolutions that were submitted for consideration to the CDEI-FM Commission. Recent resolutions have included topics such as defining ableism, inclusion of intersectional education regarding LGBTQIA+ patients, and using a trauma-informed approach to review all AAFP policies, procedures, and practices.

Through our appointments to the commission, we have learned the value that AAFP has with working to affect and improve efforts related to diversity, equity, and inclusion. The AAFP has the goal of addressing DEI efforts in sustainable ways, helping to create effective communication.

If you are interested in being a part of the AAFP's efforts on improving diversity, equity and inclusion for students, residents, and future family medicine physicians, we hope you apply to be a student or resident member of the CDEI-FM commission for 2023-2024.

Note: This report was prepared by the resident or student representative(s) listed and includes their account(s) of the business conducted during their 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.