



# 2024 Consent Calendar for the Reference Committee on Organization and Finance

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National Conference of Constituency Leaders

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

**RECOMMENDATION: The Reference Committee on Organization and Finance recommends the following consent calendar for adoption:**

- Item 1:** Not Adopt Resolution No. 4001 "American Academy of Family Physicians Divests".
- Item 2:** Adopt Resolution No. 4002 "Establishment Education Campaign on the Distinctions Between Family Physicians and Nurse Practitioners and Physician Assistants".
- Item 3:** Adopt Substitute Resolution No. 4003 "AAFP to Advocate Against Anti-DEI Legislation, Acknowledging the Negative Impact these Bills Have on the Health of Historically Marginalized Populations" in lieu of Resolution 4003.
- Item 4:** Adopt Resolution No. 4004 "Protect Physicians Promoting an Inclusive Space and Access to Care".
- Item 5:** Adopt Resolution No. 4005 "Full Inclusion of Physicians with Disabilities Within the AAFP".
- Item 6:** Adopt Substitute Resolution No. 4006 "Continuing Medical Education Credit for Participation in AAFP Meetings" in lieu of Resolution 4006.
- Item 7:** Adopt Substitute Resolution No. 4007 "Expansion of AAFP Funding for Constituency Representation at NCCL" in lieu of Resolution 4007.
- Item 8:** Adopt Resolution No. 4008 "We All Rise When We Stand Behind Each Other: In Support of LGBTQ+ Physicians".
- Item 9:** Reaffirm 1st Resolved Clause and Not Adopt 2nd Resolved Clause of Resolution No. 4009 "Improving Accessibility for Online and Live AAFP Content". [Extracted](#)



# 2024 Report of the Reference Committee on Organization and Finance

National Conference of Constituency Leaders

**The Reference Committee on Organization and Finance has considered each of the items referred to it and submits the following report. The committee's recommendations on each item 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. 4001: American Academy of Family Physicians Divests**

RESOLVED, That the American Academy of Family Physicians (AAFP) investigate and create a report on how much funding the Academy receives from the state of Israel as well as the United Nations-identified corporations that are actively supporting or benefitting from settlements on historically Palestinian land, as well as how much of the Academy's investments support the government of Israel or these corporations (directly or indirectly), and be it further

RESOLVED, That the American Academy of Family Physicians (AAFP) reject future funding tied to the government of Israel and withhold future investments that support the Israeli government, and be it further

RESOLVED, That the American Academy of Family Physicians (AAFP) reject funding from and withhold future investment in the United Nations (UN) identified corporations that are actively supporting Israeli settlement on historically Palestinian lands.

The reference committee heard testimony mostly in favor of the resolution, with primary opposition from those testifying to the scope relative to the mission of the AAFP and intent of what the resolved clauses hope to accomplish. Those testifying questioned whether this is the right forum to discuss this topic considering how emotionally charged it is and whether the resolution would have an unduly divisive effect if passed. The reference committee agreed with the intent of the resolution, as standing up in situations like these is important, even if the topic is controversial. The reference committee expressed concern about the practical aspects of divestiture, considering all the interconnected pieces that could be adversely impacted beyond just the difficulty that could exist with divestiture itself. The reference committee acknowledged that the AAFP typically avoids developing policy that would place restrictions on investments options, because doing so would require AAFP's investments to be actively managed, which comes at a higher cost and tends to have returns that are lower than funds without limitations. The reference committee also discussed removing specific words to make the resolved clause broader in scope and to encompass opposition to genocide across the world, which led to discussion of further edits and concluded such editing or re-writing is outside the role of the reference committee. While the reference committee fully supported the intent of the resolution, the reference committee agreed that the approach in the resolution is not the right one.

**RECOMMENDATION: The reference committee recommends that Resolution No. 4001 not be adopted.**

## **Item No. 2: Resolution No. 4002: Establishment of an Education Campaign on the Distinctions Between Family Physicians and Nurse Practitioners and Physician Assistants**

RESOLVED, That the American Academy of Family Physicians develop and implement a patient education campaign that clearly outlines the key differences between family physicians and nurse

practitioners / physician assistants (NP/PA), including but not limited to training requirements, scope of practice, patient-facing hours, and board certification with the aim to educate the public on the unique and complementary roles of family physicians and NP/PAs.

The reference committee heard testimony regarding the challenges their patients have in understanding the differences between family physicians, nurse practitioners, and physician's assistants, especially regarding the level of training and certification undertaken and their scope of practice. The reference committee acknowledged that there is a need for physician extenders because of the need for more family physicians and agreed that the AAFP should create and provide educational materials to help members educate patients on the unique and complementary roles of family physicians and NP/PAs.

**RECOMMENDATION: The reference committee recommends that Resolution No. 4002 be adopted.**

**Item No. 3: Resolution No. 4003: AAFP to Advocate Against Anti-DEI Legislation, Acknowledging the Negative Impact these Bills Have on the Health of Historically Marginalized Populations**

RESOLVED, That the American Academy of Family Physicians (AAFP) direct grants for chapters doing Diversity, Equity, Inclusion (DEI) work and advocacy and prioritize states where anti-DEI legislation has been proposed or passed, and be it further

RESOLVED, That the American Academy of Family Physicians (AAFP) add resources, data and talking points to the current Diversity, Equity, Inclusion (DEI) toolkit for state chapters and members to advocate in support of DEI initiatives and in opposition to anti-DEI legislation, and be it further

RESOLVED, That the American Academy of Family Physicians (AAFP) include a statement against anti-Diversity, Equity, Inclusion (DEI) legislation on the "Speak Out to Fight for Family Medicine" website.

The reference committee heard testimony supporting the resolution except one request for an amendment from a member who otherwise expressed support for the entire resolution. Members expressed concerns surrounding the consequences of anti-DEI legislation in punishing physicians for attempting to reach and provide care to marginalized populations as well as the chilling effects of such legislation on academic publications and education. The reference committee acknowledged that the AAFP, along with twenty other organizations, has already issued a statement pushing back on anti-DEI legislation as well as providing a toolkit for state chapters which includes a speak-out to push back against anti-DEI state legislative efforts. The reference committee agreed that it is important to continue to provide chapters and members with tools and support that will enable them to engage in advocacy efforts to combat anti-DEI state legislative efforts, including, where feasible, providing support in the form of grant funding.

**RECOMMENDATION: The reference committee recommends that Substitute Resolution No. 4003, be adopted in lieu of Resolution No. 4003:**

**RESOLVED, That the American Academy of Family Physicians investigate and consider offering grant funding to chapters doing Diversity, Equity, Inclusion (DEI) work and advocacy and prioritize states where anti-DEI legislation has been proposed or passed.**

**RESOLVED, That the American Academy of Family Physicians (AAFP) add resources, data and talking points to the current Diversity, Equity, Inclusion (DEI) toolkit for state chapters and members to advocate in support of DEI initiatives and in opposition to anti-DEI legislation, and be it further**

**RESOLVED, That the American Academy of Family Physicians (AAFP) include a statement against anti-Diversity, Equity, Inclusion (DEI) legislation on the "Speak Out to Fight for Family Medicine" website.**

#### **Item No. 4: Resolution No. 4004: Protect Physicians Promoting an Inclusive Space and Access to Care**

RESOLVED, That the American Academy of Family Physicians write a new policy statement in support of protecting the rights of physicians to display symbols or imagery indicating that they are an inclusive and safe space to address their patients' specific health needs.

The reference committee heard testimony in support of the resolution. Members expressed concerns about exacerbating the obstacles to accessing care marginalized communities already experience. Other members testified regarding the restrictions imposed by their employers on use of symbols and imagery signaling inclusive care and the detrimental impact of those restrictions on improving access for marginalized communities. The reference committee agreed that it is important for the AAFP to advocate for the rights of physicians to engage in expression that can improve access to care for marginalized or traumatized patients by signaling a safe and inclusive environment to receive needed care. The reference committee also discussed that a policy statement by AAFP could be valuable to physicians in advocating with their employers against restrictions on inclusive symbols and imagery.

**RECOMMENDATION: The reference committee recommends that Resolution No. 4004 be adopted.**

#### **Item No. 5: Resolution No. 4005: Full Inclusion of Physicians with Disabilities Within the AAFP**

RESOLVED, That the American Academy of Family Physicians establish a constituency of Physicians with Disabilities and their allies.

The reference committee heard testimony in support of the resolution to provide full inclusion of physicians with disabilities within the AAFP. Those testifying shared the importance of having a place where they don't feel othered, as physicians with disabilities often aren't given accommodations and can be penalized if they disclose their disabilities, as barriers to licensure and certification can exist. In addition, members testified to the likelihood that a majority of people may experience at least temporary disability at least once in their lives. The reference committee reviewed an existing resolution adopted during 2022 NCCL to investigate the need for creating a disabled physician constituency. The reference committee discussed that no adequate investigation had been completed. The reference committee also considered whether creating a constituency would be equal to full inclusion and concluded it would be the first step in creating a safe environment for those with disabilities. The reference committee therefore recommended to adopt.

**RECOMMENDATION: The reference committee recommends that Resolution No. 4005 be adopted.**

#### **Item No. 6: Resolution No. 4006: Continuing Medical Education Credit for Participation in AAFP Meetings**

RESOLVED, That the American Academy of Family Physicians (AAFP) incorporates Continuing Medical Education credit approved presentations by the Commission on Continuing Professional Development for member participants at all AAFP meetings, including but not limited to the Annual Chapter Leader Forum, National Conference of Constituency Leaders, and Congress of Delegates.

The reference committee heard testimony regarding those who want to attend leadership meetings such as NCCL that provide leadership and educational opportunities, but do not qualify for prescribed CME credits. The reference committee discussed the impact to members who must use their PTO instead of CME credit time which can also result in out-of-pocket costs that must be absorbed and is especially impactful for independent owners/self-employed members. The reference committee believed that incorporating CME credit opportunities into additional meetings that do not currently have eligible sessions or lectures will better support members' ability to attend these meetings and could help with retention of members and delegates.

**RECOMMENDATION: The reference committee recommends that Resolution No. 4006 be adopted in lieu of Resolution No. 4006:**

**RESOLVED, That the American Academy of Family Physicians incorporate Continuing Medical Education credit for member participants at American Academy of Family Physicians meetings, such as the Annual Chapter Leader Forum, National Conference of Constituency Leaders, and Congress of Delegates.**

**Item No. 7: Resolution No. 4007: Expansion of AAFP Funding for Constituency Representation at NCCL**

RESOLVED, That the American Academy of Family Physicians (AAFP) chapters may receive financial support for a total of five representatives to attend National Conference of Constituency Leaders as chapter delegates to one of the five board-approved constituencies on top of the financial support that is already provided to send two representatives to the Annual Chapter Leader Forum.

The reference committee heard testimony all in favor of expansion of AAFP funding for constituency representation at NCCL. Those testifying expressed that equanimity and representation among these groups is hugely important and that only two constituencies are currently supported at the national level. Smaller chapters with less robust financial resources aren't able to bring a full delegation that is representative of its population. The reference committee agreed that the AAFP should offer financial support for constituencies and not place the burden at the chapter level when they are unable to support. They also believed that geographic representation was an important factor for consideration as well. To not place a limit on future constituencies that could be developed, the committee recommended a substitute resolution that would account for future changes.

**RECOMMENDATION: The reference committee recommends that Resolution No. 4007 be adopted in lieu of Resolution No. 4007:**

**RESOLVED, That the American Academy of Family Physicians chapters will receive financial support for a representative of each board-approved constituency to attend the National Conference of Constituency Leaders as chapter delegates.**

**Item No. 8: Resolution No. 4008: We All Rise When We Stand Behind Each Other: In Support of LGBTQ+ Physicians**

RESOLVED, That the American Academy of Family Physicians support LGBTQ+ identifying physicians in practicing family medicine openly with the freedom to self-identify, and be it further

RESOLVED, That the American Academy of Family Physicians provide resources for LGBTQ+ identifying physicians in navigating the workforce, state legislature and other professional challenges, and be it further

RESOLVED, That the American Academy of Family Physicians engage with schools, residency programs and new graduates identifying as LGBTQ+ or allies to endorse diverse physician pipeline reflecting the communities served by family medicine.

The reference committee heard testimony in support of the resolution. Members expressed concerns about LGBTQ+ physicians experiencing isolation or professional disadvantages resulting from a reluctance to self-identify. Members also expressed concern about the absence of diversity that could result from such reluctance. The reference committee agreed that the resolution set forth steps the AAFP could take that would help medical students feel safe and included in family medicine and that are consistent with the AAFP's policies of inclusion for both physicians and patients.

**RECOMMENDATION: The reference committee recommends that Resolution No. 4008 be adopted.**

**Item No. 9: Resolution No. 4009: Improving Accessibility for Online and Live AAFP Content**

RESOLVED, That the American Academy of Family Physicians (AAFP) update and maintain the AAFP website, and enduring continuing medical education materials, to be in compliance with relevant federal laws such as the ~~remain compliant with~~ Americans with Disabilities Act (ADA) as amended, section 505 of the Rehabilitation Act, and the internationally recognized Web Content Accessibility Guidelines (WCAG) Standards for accessibility, including but not limited to, appropriate website color contrast, font style, text resolution, text alternatives for images, captions on videos, scripts for videos, compatibility with screen readers, accessible forms, and keyboard website navigation, and be it further

RESOLVED, That the American Academy of Family Physicians publicize to highlight in promotional materials that all in-person events provide full accommodations for attendees who self-identify as having one or more disabilities and need accommodations.

The reference committee heard testimony about the challenges members have with accessing content online and at events, with particular focus on lack of closed captioning for CME and other video content, light levels at events, and ensuring all members are able to access resources needed to fully participate. The reference committee agreed that obstacles to access are an important concern. Upon discussion with AAFP staff, the reference committee discussed that the AAFP's existing policy is to be in compliance with applicable legal standards and that work is ongoing to exceed those standards. If the authors of the resolution wish the AAFP to meet a specific objective standard in addition to existing legal requirements and ongoing work, the reference committee encourages the authors to identify that standard in a future resolution so that the resolution is actionable.

**RECOMMENDATION: The reference committee recommends that Resolution No. 4009, 1st Resolved Clause be reaffirmed as current policy. Extracted – Adopted as Amended**

**RECOMMENDATION: The reference committee recommends that Resolution No. 4009, 2nd Resolved Clause be not adopted. Extracted - Adopted as Amended**

**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,

Manju Mahajan, MD, FAAFP – CHAIR

Cedric Barnes, DO - Minority

Theresa Platz, MD - Women

Suganya Mahinthan, MD – New Physician

Quinn Jackson, MD, MPH – LGBTQ+

Heba Elzawahry, MD - IMG

Kwanza Devlin, MD, FAAFP (Observer)