



2022 Agenda for the Reference Committee on Organization and Finance

National Conference of Constituency Leaders

<u>Item No.</u>	<u>Resolution Title</u>
1. Resolution No. 4001	Developing Anti-racism Physician Training for all American Academy of Family Physician Members - A call for Racial
2. Resolution No. 4002	Reduce The Threat of Scope Creep by Non-Physicians on Family Medicine Physicians
3. Resolution No. 4003	Pay Parity for Women
4. Resolution No. 4004	Constituency For Physicians with Disabilities
5. Resolution No. 4005	Global Health as a Continued Priority for AAFP
6. Resolution No. 4006	NCCL Black Male Longitudinal Mentorship Program



Resolution No. 4001

2022 National Conference of Constituency Leaders — Sheraton Kansas City Hotel at Crown Center

1 Developing Anti-racism Physician Training for all American Academy of Family Physician
2 Members - A call for Racial Affinity Groups
3

4 Submitted by: Tiffany Ho, MD, MPH, LGBTQ+
5 Sarah Gerrish, MD, Minority
6 Martina Kamaka, MD, Minority
7 LaTasha Perkins, MD, Minority
8 Cedric Barnes, DO, Minority
9

10
11 WHEREAS, The Institute of Medicine concluded that implicit negative racial attitudes and
12 stereotypes contribute to poorer health outcomes for patients of color, and
13

14 WHEREAS, reducing racial health inequities requires introspective of implicit biases, privilege,
15 and behaviors that perpetuate systemic racism, and
16

17 WHEREAS, anti-racism training is a tool to advance racial equity and racial justice by providing
18 opportunities to identify systemic and institutional racism and develop strategies to dismantle
19 racism, and
20

21 WHEREAS, the American Academy of Family Physicians (AAFP) has a policy titled “Institutional
22 Racism in the Health Care System”, and
23

24 WHEREAS, there is an existing policy adopted in 2019 that requires all elected officials to
25 undergo implicit bias and diversity, equity, inclusion (DEI) training, and
26

27 WHEREAS, the AAFP EveryONE Project has developed an Implicit Bias Training guide which
28 only touches upon one component of developing an anti-racist physician, and
29

30 WHEREAS, the AAFP has developed the internal curriculum “Bridging the Gap by Breaking the
31 Barriers: The Systemic Racism and Health Equity Curriculum” developed by the Health Equity
32 Fellowship, which is targeted to students and residents but not to faculty, and
33

34 WHEREAS, the Society of Teachers of Family Medicine (STFM) has implemented a 20-month
35 long Anti-racism Learning Collaborative to provide faculty development to implement projects
36 across the nation to reduce racism in various institutions, some of which includes implementing
37 a longitudinal anti-racism curriculum, and
38

39 WHEREAS, racial affinity groups or racial affinity caucusing is a tool to explore racism and
40 privilege in smaller self-identified groups, and
41

WHEREAS, it is a necessary component of becoming an anti-racist physician and should be supplemented with any existing anti-racism training/curriculum, and

WHEREAS, this allows people of color to have a dedicated protected space to heal from current and historical trauma, discrimination and biases that are experienced daily and inter-generationally, now, therefore, be it

RESOLVED, That the American Academy of Family Physicians (AAFP) develop and implement a longitudinal anti-racism training for chapter staff and chapter delegates by utilizing existing curriculum developed by AAFP Health Equity Fellowship with the goal of empowering chapter staff/delegates to teach their state physicians on how to implement this at a local level (train the trainer model), and be it further

RESOLVED, That the American Academy of Family Physicians (AAFP) expand its existing anti-racism curricula by incorporating the findings from the Robert Graham Center's ongoing evaluation of the Society of Teacher of Family Medicine's (STFM) Anti-racism Learning Collaborative to develop and implement longitudinal trainings in asynchronous, interactive formats (i.e., webinar, on-demand, in-person etc) for continuing medical education (CME) at conferences including Family Medicine Experience (FMX), Annual Constituency Leader Forum (ACLF)/ National Conference of Constituency Leaders (NCCL) to be available for the AAFP membership at-large, and be it further

RESOLVED, That the American Academy of Family Physicians develop and provide shared resources as well as training to facilitate racial affinity groups in conjunction with anti-racism training, and be it further

RESOLVED, That the American Academy of Family Physicians (AAFP) offer protected time and spaces at any AAFP-sponsored event to host racial affinity groups to build upon anti-racism training while providing a space to reflect, recharge, and heal.



Resolution No. 4002

2022 National Conference of Constituency Leaders — Sheraton Kansas City Hotel at Crown Center

1 Reduce The Threat of Scope Creep by Non-Physicians on Family Medicine Physicians

2
3 Submitted by: Alison Peterson, MD, IMG

4 Vinay Bhooma, MD, IMG

5 Yoojin Park, MD, IMG

6
7 WHEREAS, The advancement of the scope of practice of non-physician providers threatens the
8 existence of the family medicine physicians, and

9
10 WHEREAS, the American Academy of Family Physicians advocates for family physicians, now,
11 therefore, be it

12
13 RESOLVED, That the American Academy of Family Physicians develop an advertising campaign
14 highlighting that family medicine physicians provide a higher evidence-based standard of care than
15 non-physician providers.



Resolution No. 4003

2022 National Conference of Constituency Leaders — Sheraton Kansas City Hotel at Crown Center

1 Pay Parity for Women

2
3 Submitted by: Marti Taba, MD, Women
4 Barbara Miller, MD, Women
5 Marcia Parris, MD, Women
6 Kari Halvorson, MD, Women
7

8 WHEREAS, Women identify the lack of equal pay in the workplace and the persistence of the
9 gender wage gap as top concerns, and

10
11 WHEREAS, women physicians make approximately 25% less than men of all races and ethnicities
12 according to Association of American Medical Colleges, and

13
14 WHEREAS, that the American Academy of Family Physicians policy from 2018 supports
15 transparency and equity of physician compensation, and

16
17 WHEREAS, data from Harvard Kennedy School shows that women negotiate for lower
18 compensation than men in the absence of clear industry standards but negotiate for equal salaries
19 when standard salary information was available, now, therefore, be it

20
21 RESOLVED, That the American Academy of Family Physicians advocate for Commission on
22 Membership and Member Services to be transparent in sharing the salary and compensation
23 information by physician gender, years of experience, geography, hours of work, and scope of
24 work that participants in Medicare and Medicaid are mandated to provide, and be it further

25
26 RESOLVED, That this data be available to physicians across the country.



Resolution No. 4004

2022 National Conference of Constituency Leaders — Sheraton Kansas City Hotel at Crown Center

1 Constituency For Physicians With Disabilities

2
3 Submitted by: Joel Valcarcel, MD, FAAFP, IMG
4 Anna Sliwowska, MD, Women
5 Lily Kosminsky, MD, General Registrant
6

7 WHEREAS, The American with Disabilities Act estimates that 26% of adults in the United States
8 have a disability, and
9

10 WHEREAS, physicians with disabilities likely account for a similar portion of the physicians in the
11 United States, but only 3% of physicians self-identify as having a disability, and
12

13 WHEREAS, physicians with disabilities are an underrepresented population, now, therefore, be it
14

15 RESOLVED, That the American Academy of Family Physicians investigate the need for a
16 constituency to represent physicians with disabilities.



Resolution No. 4005

2022 National Conference of Constituency Leaders — Sheraton Kansas City Hotel at Crown Center

1 Global Health as a Continued Priority for AAFP

2
3 Submitted by: Benjamin Silverberg, MD, FAAFP, LGBTQ+
4 Christina Kelly, MD, LGBTQ+
5 Kyle Kurzet, MD, MS, FAAFP, LGBTQ+
6 Rachel Franklin, MD, Women
7 Vijaya Arun Kumar, MD, IMG
8 Sabesan Karupiah, MD, IMG
9

10 WHEREAS, The American Academy of Family Physicians (AAFP) Global Health Summit's (GHS)
11 attendance has increased over the years to over 300 individuals at its last in-person meeting in
12 2019, which is reflective of the increasing interest in global and underserved health among
13 members, and
14

15 WHEREAS, according to the 2020 Association of American Medical Colleges (AAMC) medical
16 student questionnaire, 33% of matriculating medical students had international volunteer
17 experience and 22% of graduating medical students participated in a global health experience
18 while 36.7% plan to primarily work in underserved areas, and
19

20 WHEREAS, this global health interest persists after graduation with 66% of newly graduating
21 physicians planning to participate in global health, with students selecting residency programs
22 based on availability of global health opportunities (about 75% of family medicine residency
23 programs offer global health opportunities), and
24

25 WHEREAS, the GHS is a true summit attracting and inspiring students, faculty and AAFP
26 members with the interest to connect with communities around the world, from global at home to
27 global abroad, a network and incubator of an understanding of global inequities that goes beyond
28 the acquisition of Continuing Medical Education credit, and
29

30 WHEREAS, the GHS has usually been budget-neutral to the AAFP with registration revenue and
31 AAFP Foundation support and the Global Health Advisory Committee is committed annually to
32 trying to achieve this financial goal, and
33

34 WHEREAS, the GHS has been canceled in 2022 and reduced from a 2.5 day conference to a half
35 day pre-conference at FMX requiring full registration fees, and
36

37 WHEREAS, issues raised at GHS, such as reproductive justice, access to comprehensive,
38 appropriate, and sustainable healthcare for sex, gender, and sexual orientation minorities, and
39 international medical graduates who desire to provide care in international locations, are not
40 addressed at other educational and networking opportunities, now, therefore, be it
41

42 RESOLVED, That the American Academy of Family Physicians reinstate the annual Global Health
43 Summit with Center for Global Health Initiatives oversight and planning beginning in 2023, and be
44 it further

45
46 RESOLVED, That the Global Health Summit be a dedicated summit lasting at least one day and
47 not in direct competition with other AAFP educational opportunities and be focused on the
48 educational and networking global health needs for member constituencies.



Resolution No. 4006

2022 National Conference of Constituency Leaders — Sheraton Kansas City Hotel at Crown Center

1 NCCL Black Male Longitudinal Mentorship Program

2
3 Submitted by: Benjamin Simmons, MD, Minority
4 Lionel McIntosh, MD, Minority
5 Cedric Barnes, DO, Minority
6 LaTasha Seliby Perkins, MD, Minority
7

8 WHEREAS, According to the Association of American Medical Colleges black men make up
9 less than 3% of physicians. In 1978, black male medical students accounted for 3.1% of the
10 national medical student body; however, as of 2019, they accounted for 2.9%, and
11

12 WHEREAS, the American Academy of Family Physicians (AAFP) has historically participated in
13 community service in Kansas City local organizations during the Annual Chapter Leader Forum
14 and National Conference of Constituency Leaders, and
15

16 WHEREAS, the AAFP currently has a partnership with the Future Health Professionals (HOSA)
17 organization being piloted with state chapters, now, therefore, be it
18

19 RESOLVED, That the American Academy of Family Physicians during the Annual Chapter
20 Leader Forum and National Conference of Constituency Leaders work with the Kansas City
21 Boys and Girls Club, Scouts BSA Health Explorer Program, YMCA, churches, and other civic
22 organizations and host a preconference longitudinal mentoring program prioritizing grade school
23 black male students, and be it further
24

25 RESOLVED, That the American Academy of Family Physicians identify and partner with
26 organizations such as The National Medical Association or Black Men in White Coats that have
27 existing programming for underrepresented minorities pipeline programs to create the onsite
28 program, and be it further
29

30 RESOLVED, That the American Academy of Family Physicians through its Robert Graham
31 Center pursue ongoing evaluation of the program and its participants to determine the success
32 and efficacy of the mentorship program, and be it further
33

34 RESOLVED, That the American Academy of Family Physicians, pursuant to the success of the
35 program, expand the initiative to include all grade school boys and girls expressing an interest in
36 the field of medicine.