



2019 Report of the Reference Committee on Organization & Finance

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

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

5
6 **ITEM NO. 1: RESOLUTION NO. 4001: AAFP POLITICAL ACTION COMMITTEE FUND**
7 **DISTRIBUTION**

8
9 RESOLVED, That the American Academy of Family Physicians (AAFP) not donate political
10 action committee (PAC) funds to other PACs, political campaigns, or politicians that
11 endorse policies that are in direct conflict with existing AAFP policy and evidence-based
12 medicine.

13
14 Testimony was provided both in favor of and in opposition to this resolution. The reference
15 committee recognizes the concerns presented including providing funds to recipients who have
16 had views opposing some American Academy of Family Physicians (AAFP) policies. The AAFP
17 FamMedPAC have clearly defined contribution criteria published on the Academy website. The
18 guidelines for example include a recommendation to contribute to members on key committees
19 that are paramount to the advancement of the AAFP legislative priorities, regardless of whether all
20 their opinions across the board align with all Academy policies. The reference committee agrees
21 with testimony given on the importance of the AAFP to have a seat at the table on both sides of the
22 aisle and believes that requiring “political purity” of PAC money recipients would not be in the best
23 interest of advancing the legislative agenda and broadening AAFP’s visibility with Congress.

24
25 **RECOMMENDATION: The reference committee recommends that Resolution No. 4001 not**
26 **be adopted.**

27
28 **ITEM NO. 2: RESOLUTION NO. 4002: INCREASING FAMILY-CENTEREDNESS AT AAFP**
29 **MEETINGS**

30
31 RESOLVED, That the American Academy of Family Physicians work with the hotels that host
32 our Continuing Medical Education meetings to provide a lactation lounge with basic services
33 including privacy, running water, and refrigerated milk storage, and is not in a restroom, and
34 be it further

35
36 RESOLVED, That the National Conference of Constituency Leaders (NCCL) bring a
37 resolution to the AAFP CoD to direct the AAFP to adjust its recommendations regarding
38 children at AAFP meetings from "Out of consideration for others, please do not bring children

1 to CME events" to "AAFP supports families. Please use your best judgment regarding
2 bringing children to CME events", and be it further

3
4 RESOLVED, That the AAFP provide an on-site play area for children and their caregivers at
5 AAFP FMX and CoD, and be it further

6
7 RESOLVED, That the AAFP provide free or subsidized on-site child care services at NCCL,
8 AAFP FMX and CoD, and be it further

9
10 RESOLVED That the AAFP provide a lactation lounge at the AAFP CoD and FMX.

11
12 The reference committee heard testimony all in support of the resolution and for the AAFP to
13 provide accommodations for families and children at its events. The lack of family centeredness
14 can affect the decision individuals make to come to AAFP events. The reference committee
15 understands the AAFP provides nursing mother's rooms at its meetings. The AAFP does not use
16 space in bathrooms for this and has a standard list of amenities to provide at its meetings.
17 Examples of services provided include a refrigerator, cleaning supplies, and draping for privacy.
18 The AAFP may be limited in some accommodations depending on the facility. For example, rooms
19 with running water may not be available. The reference committee understands the need for there
20 to be options for families at AAFP events and recommend AAFP staff research the feasibility and
21 different ways families and children can be accommodated.

22
23 **RECOMMENDATION: The reference committee recommends that Substitute Resolution No.**
24 **4002 which reads as follows be adopted in lieu of Resolution No. 4002:**

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26 **RESOLVED, That the American Academy of Family Physicians (AAFP) adjust its**
27 **recommendations regarding children at AAFP meetings from "Out of consideration**
28 **for others, please do not bring children to CME events" to "AAFP supports families.**
29 **Please use your best judgment regarding bringing children to CME events", and be it**
30 **further**

31
32 **RESOLVED, That the American Academy of Family Physicians (AAFP) research the**
33 **options and ~~feasibility of implement~~ an on-site play area for children and their**
34 **caregivers at AAFP Family Medicine Experience, National Conference of Family**
35 **Medicine Residents and Medical Students and Congress of Delegates, and be it**
36 **further**

37
38 **RESOLVED, That the American Academy of Family Physicians research the options**
39 **and ~~feasibility of- implement free or subsidized~~ on-site child care services at National**
40 **Conference of Constituency Leaders, AAFP Family Medicine Experience, National**
41 **Conference of Family Medicine Residents and Medical Students and Congress of**
42 **Delegates.**

43 **ADOPTED AS AMENDED**

44
45 **ITEM NO. 3: RESOLUTION NO. 4003: INCLUSION OF RESIDENTS IN AMERICAN ACADEMY**
46 **OF FAMILY PHYSICIANS SUPPORTING MEMBERSHIP**

47
48 RESOLVED, That the American Academy of Family Physicians offer supporting
49 membership to resident physicians previously trained in family medicine who are currently
50 in non-family medicine residency programs.
51

1 The reference committee heard testimony in favor of this resolution from multiple constituency
2 groups. The committee believes supporting membership for resident physicians will enhance the
3 inter-disciplinary collaboration and provide additional support to the specialty of family medicine.
4

5 **RECOMMENDATION: The reference committee recommends that Resolution No. 4003 be**
6 **adopted.**
7

8 **ITEM NO. 4: RESOLUTION NO. 4004: IMPROVING PUBLIC EDUCATION REGARDING THE**
9 **SCOPE AND VALUE OF FAMILY PHYSICIANS THROUGH A MULTI-PLATFORM MEDIA**
10 **CAMPAIGN**
11

12 RESOLVED, That the American Academy of Family Physicians launch an indefinite media
13 campaign including but not limited to various social media platforms, national and local
14 news channels, and print media using resources already available through sources such
15 as: American Academy of Family Physicians public relations, "Health is Primary," American
16 Medical Association, and Primary Care Coalition to promote the value and scope of family
17 physicians, now, be it further
18

19 RESOLVED, That this media campaign would be developed to promote the value and
20 scope of family physicians as well as highlight the difference in training between physicians
21 and various other health care providers including nurse practitioners, physician assistants,
22 and chiropractors.
23

24 The reference committee heard testimony in support of the resolution to expand on the work the
25 AAFP has done in the past to promote and educate the public about the value of family physicians,
26 especially in light of the momentum nurse practitioners are gaining with the public and in the
27 media. There is also interest in leveraging different communication channels such as social media.
28 The AAFP will move forward with a multi-year consumer public relations initiative to position the
29 AAFP as the voice of America's doctors on important issues such as public health, health care
30 policy, and innovation in health care delivery. Patients, as consumers of health care in America,
31 will know who the AAFP is, who our members are, what they do, and will seek out family
32 physicians specifically for their expertise, their knowledge, and their compassion. The reference
33 committee recommends to not adopt this resolution as the duration of this campaign is not
34 indefinite and the reference committee recommends leaving it open to staff and the public relations
35 firm to determine how exactly family physicians will be highlighted. This public relations initiative is
36 already underway, and the reference committee believes it will address the spirit of the resolution.
37

38 **RECOMMENDATION: The reference committee recommends that Resolution No. 4004 not**
39 **be adopted.**
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41 **ITEM NO. 5: RESOLUTION NO. 4005: ADVOCATING FOR AN OUTSPOKEN ACADEMY**
42

43 RESOLVED, That the American Academy of Family Physician develop a system for rapid
44 media response to legislation and social injustices that are in direct conflict with the existing
45 anti-discrimination and health equity policies.
46

47 The testimony provided by the multiple constituency groups was consistent in favor of the
48 resolution. The desire for AAFP to be more outspoken and vocal in both timing and volume of
49 responses was made by all groups providing testimony. Individuals expressed the opportunity for
50 the AAFP to use the strength in size of the membership to be more outspoken and to impact
51 change.
52

1 The reference committee recognizes that the AAFP has a system in place for rapid response.
2 However, the committee suggests the AAFP continue to evaluate and improve the current system
3 and processes to heighten the responses and messages particularly when there is an issue in
4 conflict with AAFP policy.

5
6 **RECOMMENDATION: The reference committee recommends that Substitute Resolution No.**
7 **4005 which reads as follows be adopted in lieu of Resolution No. 4005:**

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9 **RESOLVED, That the American Academy of Family Physicians (AAFP) use the**
10 **existing rapid media response system to heighten AAFP presence in the media to**
11 **respond to legislation and social injustices that are in conflict with existing AAFP**
12 **policies.**

13
14 **ITEM NO. 6: RESOLUTION NO. 4006: INTERSECTIONALITY AT THE AMERICAN ACADEMY**
15 **OF FAMILY PHYSICIANS NATIONAL CONFERENCE OF CONSTITUENCY LEADERS**

16
17 RESOLVED, That the American Academy of Family Physicians promote intersectional
18 collaboration within members of the special constituencies by providing a link, within the
19 conference confirmation registration email, to a unified member constituency online
20 community to facilitate idea sharing that spans across constituencies and to optimize
21 resolution writing at the National Conference of Constituency Leaders meeting.

22
23 Testimony was provided by one of the authors of the resolution. The individual reflected on the
24 strength and improved resolution writing process at the National Conference of Constituency
25 Leaders (NCCL) meeting when members from different constituencies came together to discuss
26 their ideas and perspectives. The reference committee agrees and believes there is benefit to
27 providing an online community open to all member constituencies prior to NCCL.

28
29 **RECOMMENDATION: The reference committee recommends that Resolution No. 4006 be**
30 **adopted.**

31
32 **ITEM NO. 7: RESOLUTION NO. 4007: FACILITATING GENDER PRONOUNS ON NAMETAGS**
33 **AND ELECTRONIC REGISTRATION AT ALL AAFP EVENTS**

34
35 RESOLVED, That the American Academy of Family Physicians have all individuals identify
36 their preferred pronouns upon event registration, including printed pronouns on name
37 badges, at all AAFP-sponsored events and conferences, and be it further

38
39 RESOLVED, That gender pronouns be an option on all American Academy of Family
40 Physicians future registration interfaces.

41
42 Testimony was provided to the reference committee in support of this resolution by all constituency
43 groups. No opposing testimony was heard. The comments strongly supported the desire to have
44 preferred pronouns printed on name badges worn by attendees at events. The ribbons currently
45 offered by AAFP were recognized as a good step, but they are not seen as an inclusionary practice
46 as they are not used by all attendees.

47
48 The reference committee recognized that there was a lot of support for this resolution as it was
49 reiterated by individuals across all constituency groups. Substitute language was provided to
50 include the option for individuals who do not want to identify their pronouns, or to provide an option
51 if someone does not want their pronouns printed on a badge in an opt-out system as suggested

1 during testimony. The committee also acknowledged that the implementation of this could take
2 time due to technology changes currently in progress and changes that may be required.

3
4 The second resolved clause was deleted because the intent was not clear or actionable.

5
6 **RECOMMENDATION: The reference committee recommends that Substitute Resolution No.**
7 **4007 which reads as follows be adopted in lieu of Resolution No. 4007:**

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9 **RESOLVED, That the American Academy of Family Physicians (AAFP) have all**
10 **individuals identify their preferred pronouns, or lack thereof, upon event registration**
11 **including printed pronouns on name badges at all AAFP-sponsored events and**
12 **conferences.**

13
14 **ITEM NO. 8: RESOLUTION NO. 4008 INTERNATIONAL MEDICAL GRADUATE**
15 **COMPREHENSIVE SECTION ON THE AMERICAN ACADEMY OF FAMILY PHYSICIANS**
16 **WEBSITE**

17
18 RESOLVED, That the American Academy of Family Physicians, when revamping its
19 website, include members of each constituency for the creation of its website section.

20
21 The reference committee heard testimony in support of providing a more comprehensive section
22 for International Medical Graduates (IMGs) on the AAFP website. Information that was indicated as
23 helpful included frequently asked questions and a mission statement. The reference committee
24 agrees there is value in providing additional resources unique to the needs for IMGs on the
25 website. It would be desirable to have a more specific ask as to what the authors desire to include
26 on the website, and who would be asked to contribute to those sections. The reference committee
27 therefore recommends to not adopt the resolution.

28
29 **RECOMMENDATION: The reference committee recommends that Resolution No. 4008 not**
30 **be adopted.**

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33 **I wish to thank those who appeared before the reference committee to give testimony and**
34 **the reference committee members for their invaluable assistance. I also wish to commend**
35 **the AAFP staff for their help in the preparation of this report.**

- 1 Respectfully Submitted,
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Erika Roshanravan, MD – CHAIR
7
8 Cedric Barnes, DO – Minority
9 Juliann Barrett, DO – Women
10 Shawn Fitzgerald, DO – LGBT
11 Keasha Guerrier, MD – New Physicians
12 Vivian Sachs, MD – IMG
13 Adora Otiji, MD (Observer)