



AAFP

2021 Consent Calendar for the Reference Committee on Organization & Finance

National Conference of Constituency Leaders

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. An item or items
4 may be extracted for debate.

5
6 **RECOMMENDATION: The Reference Committee on Organization & Finance recommends**
7 **the following consent calendar for adoption:**

8
9 **Item 1:** Adopt Substitute Resolution No. 4001: "Allocate Funding to Allow All National Conference
10 of Constituency Leaders Co-Conveners to Attend the AAFP Congress of Delegates" in lieu of
11 Resolution No. 4001.

12
13 **Item 2:** Adopt Substitute Resolution No. 4002: "Increasing Diversity on the AAFP Board of
14 Directors through the National Conference of Constituency Leaders" in lieu of Resolution No. 4002.

15
16 **Item 3:** Adopt Substitute Resolution No. 4003: "Cultivating a Diverse and LGBTQ-Inclusive Family
17 Medicine Workforce" in lieu of Resolution No. 4003.

18
19 **Item 4:** Adopt Resolution No. 4004: "Renaming the LGBT Physicians Constituency."

20
21 **Item 5:** Adopt Substitute Resolution No. 4005: "Helping" in lieu of Resolution No. 4005.



2021 Report of the Reference Committee on Organization & Finance

National Conference of Constituency Leaders

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: ALLOCATE FUNDING TO ALLOW ALL NATIONAL**
7 **CONFERENCE OF CONSTITUENCY LEADERS CO-CONVENERS TO ATTEND THE AAFP**
8 **CONGRESS OF DELEGATES**

9
10 RESOLVED, That the American Academy of Family Physicians allocate funding
11 (approximate cost: \$2,100 per alternate delegate (total \$4,200 annually) for all eight
12 member constituency co-conveners to attend the annual Congress of Delegates as
13 alternate delegates.

14
15 The reference committee heard testimony all in support of the resolution. Members believe
16 the addition of other co-conveners would provide more equitable leadership opportunities
17 for all elected co-conveners by allowing them to experience the Congress of Delegates
18 (COD). There was testimony seeking clarification about the role of the additional National
19 Conference of Constituency Leaders (NCCL) co-conveners who would attend COD as
20 there may be implications regarding changes to existing bylaws. The reference committee
21 agreed that expanding the opportunity for additional NCCL co-conveners to experience
22 COD does provide leadership development opportunities and helps prepare them for the
23 following year's NCCL. To better reflect the intent of the resolution and address concerns
24 regarding the role of the additional co-conveners that would attend COD, the reference
25 committee recommended adding more specificity regarding who would be eligible as well
26 as the capacity to which they would attend COD.

27
28 **RECOMMENDATION: The reference committee recommends that Substitute Resolution No.**
29 **4001 which reads as follows be adopted in lieu of Resolution No. 4001:**

30
31 **RESOLVED, That the American Academy of Family Physicians allocate**
32 **funding for the two member constituency co-conveners, who are not elected**
33 **as member constituency alternate delegates, to attend Congress of Delegates**
34 **as general registrants in the same calendar year.**
35
36

1 **ITEM NO. 2: RESOLUTION NO. 4002: INCREASING DIVERSITY ON THE AAFP BOARD OF**
2 **DIRECTORS THROUGH THE NATIONAL CONFERENCE OF CONSTITUENCY LEADERS**
3

4 RESOLVED, That the American Academy of Family Physicians allow eligible active IMG,
5 LGBTQ, minority, and/or women members in good standing to seek nomination as a
6 candidate for the AAFP Board of Directors through the National Conference of Constituency
7 Leaders (NCCL) through a process to be developed by the Commission on Members and
8 Membership Services in conjunction with a group of NCCL past and current leaders.
9

10 All testimony provided was in support of the resolution. Those who testified indicated challenges in
11 pursuing board of director positions due to circumstances unique to marginalized groups under the
12 existing system. To continue to provide diversity in the leadership pipeline, which is a primary
13 purpose of National Conference of Constituency Leaders (NCCL), members testifying believed
14 NCCL should also be enhanced to provide a nomination pathway for board of director positions.
15 The reference committee acknowledged there are structural barriers that may make it difficult for
16 board of director nominees to be more diverse and representative. However, the resolution as
17 written, cannot be adopted without a bylaws change in how board candidates are nominated.
18 Current bylaws indicate the only nomination pathway is through nomination by the member's
19 constituent chapter. Therefore, the reference committee recommended a substitute resolution that
20 would more adequately reflect the process required to implement this change.
21

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

25 **RESOLVED, That the American Academy of Family Physicians bylaws be amended**
26 **to allow eligible active IMG, LGBTQ, minority, and/or women members in good**
27 **standing to seek nomination as a candidate for the AAFP Board of Directors through**
28 **the National Conference of Constituency Leaders (NCCL), through a process**
29 **developed by the Commission on Members and Membership Services, in**
30 **conjunction with a group of NCCL past and current leaders.**
31

32 **ITEM NO. 3: RESOLUTION NO. 4003: CULTIVATING A DIVERSE AND LGBTQ-INCLUSIVE**
33 **FAMILY MEDICINE WORKFORCE**
34

35 RESOLVED, That the American Academy of Family Physicians expand upon the 25 x 2030
36 Student Choice Collaborative by advocating for a special focus on minority groups
37 including, but not limited to, the Black, Latinx, Native American and transgender/gender
38 non-conforming communities, and be it further
39

40 RESOLVED, That the American Academy of Family Physicians ensures representation of
41 underrepresented in medicine physicians through mentorship, recruitment, and retention of
42 the Black, Latinx, Native American and transgender/gender expansive communities in
43 positions of leadership in the Academy.
44

45 The reference committee heard testimony in support of the resolution to focus on minority groups
46 to be included in the America Needs More Family Doctors: 25x2030 Collaborative, which the AAFP
47 is a partner organization. Not only would it strengthen the workforce pipeline, but also provide
48 diverse representation. The reference committee believed this will help advance the importance of
49 workforce diversity for the specialty of family medicine, and consequently, better care for patients.
50 Because the AAFP is a member and not solely responsible for the America Needs More Family
51 Doctors: 25x2030 Collaborative, the reference committee recommended a substitute resolution
52 reflecting its role.

1
2 **RECOMMENDATION: The reference committee recommends that Substitute Resolution No.**
3 **4003 which reads as follows be adopted in lieu of Resolution No. 4003:**
4

5 **RESOLVED, That the American Academy of Family Physicians advocate to expand**
6 **upon the 25 x 2030 Student Choice Collaborative to include a special focus on**
7 **minority groups including, but not limited to, the Black, Latinx, Native American and**
8 **transgender/gender non-conforming communities, and be it further**
9

10 **RESOLVED, That the American Academy of Family Physicians ensures**
11 **representation of underrepresented in medicine physicians through mentorship,**
12 **recruitment, and retention of the Black, Latinx, Native American and**
13 **transgender/gender expansive communities in positions of leadership in the**
14 **Academy.**
15

16 **ITEM NO. 4: RESOLUTION NO. 4004: RENAMING THE LGBT PHYSICIANS CONSTITUENCY**
17

18 RESOLVED, That the American Academy of Family Physicians rename the LGBT member
19 constituency to the LGBTQ+ member constituency, and be it further
20

21 RESOLVED, That the American Academy of Family Physicians define the membership of
22 the constituency as “those who self-identify as LGBTQ+ or who are supportive of LGBTQ+
23 issues.”
24

25 The testimony presented to the reference committee was in favor of adopting the resolution. Those
26 who testified in support of the resolution believed that the name change would be more inclusive of
27 all groups of sexual minorities which is not reflected in the current name of the member
28 constituency. Members recognized the value it adds and that it would also reflect the patients they
29 serve. The reference committee agreed with the benefits of the name change and were in support
30 of the change to be more inclusive of all sexual minorities.
31

32 **RECOMMENDATION: The reference committee recommends that Resolution No. 4004 be**
33 **adopted.**
34

35 **ITEM NO. 5: RESOLUTION NO. 4005: Helping**
36

37 RESOLVED, That the American Academy of Family Physicians directly engage with AAFP
38 members in the United States who were previously refugees and others who are interested
39 to create a working group that collects data to establish how many refugees in the United
40 States are family physicians, and be it further
41

42 RESOLVED, That the American Academy of Family Physicians charge this working group
43 to create initiatives and evaluate opportunities to partner with states or organizations like
44 the Welcome Back Initiative and Women’s Initiative for Self-Empowerment to directly
45 impact and benefit refugee physicians.
46

47 The reference committee heard testimony in support of the resolution. Those who testified believe
48 this is an issue with broad impact. By assisting this group, who already has the education and
49 experience as family physicians from their home country, the AAFP can help with the expected
50 workforce shortage, particularly in rural and underserved areas, and help with providing a diverse
51 and representative workforce. Testimony was also provided to request that asylum seekers be

1 included as they are facing similar issues. The reference committee supported the spirit of the
2 resolution but recommended providing more clarity on how the AAFP can achieve this initiative.

3
4 **RECOMMENDATION: The reference committee recommends Substitute Resolution No. 4005**
5 **which reads as follows be adopted in lieu of Resolution No. 4005.**

6
7 **RESOLVED: That the American Academy of Family Physicians create a working**
8 **group to investigate issues and barriers family physicians face who are refugees or**
9 **asylum seekers and explore initiatives and opportunities to partner with states or**
10 **organizations like the Welcome Back Initiative and Women’s Initiative for Self-**
11 **Empowerment to directly impact and benefit refugee or asylum seeking family**
12 **physicians.**

13
14 **I wish to thank those who appeared before the reference committee to give testimony and**
15 **the reference committee members for their invaluable assistance. I also wish to commend**
16 **the AAFP staff for their help in the preparation of this report.**

1 Respectfully Submitted,

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6

Alex McDonald, MD, FAAFP – CHAIR

7

8 Elizabeth Jerome, MD – Minority

9 Teresa Grossman Lovins, MD, FAAFP – Women

10 Andrew Lutzkanin, MD, FAAFP – New Physician

11 Maria Papino, MD, FAAFP - IMG

12 Brent Sugimoto, MD, MS, MPH, FAAFP – LGBT