



STFM'S ROLE IN IMPROVING HEALTH EQUITY

January 2018

STFM Definition of Health Equity

Conditions that allow all people the opportunity to attain their highest level of health.

STFM Health Equity Goals

Our health equity focus over the next 2 years is on disseminating STFM and other organizations' existing resources, enhancing communication/labeling of what STFM is doing re health equity work, and developing relationships with other partners doing health equity work. Just as we do with diversity, the Society will begin to look at our program and activities with a lens for how we can weave health equity into our work.

- a. Increase awareness among family medicine faculty of social determinants of health by increasing visibility of STFM offerings related to health equity via explicit labeling and packaging in STFM communication vehicles, conference offerings, and other STFM activities.
- b. Provide health equity and social determinants of health education, training, and resources for medical student and family medicine residency faculty
- c. Explore partnerships across family medicine to advance our health equity goals
- d. Explore partnerships outside family medicine to advance our health equity goals
- e. Develop and support strategies for 25% by 2030 for America's Health as a means of advancing the student choice work and our health equity efforts

BACKGROUND

In July 2017, our Board started a conversation about STFM's role in health equity. Viviana Martinez-Bianchi, MD, chair of the FMAHealth Health Equity team joined this discussion. From that conversation, it was clear that there is interest further considering what role the Society will play in this space.

There is linkage between our health equity work and the Shared Aim of 25% by 2030 for America's Health, ie, 25% of medical students choosing family medicine by 2030. To achieve this ambitious goal, our Board said we needed new strategies. There is an opportunity to consider how we, and other partners, align our health equity efforts to achieve this 25% by 2030 goal. An example strategy would be to include social determinants of health in reimbursement/payment formulation for population care. Another could be to share the connection between family physicians and health professions service shortage area and social determinants of health, both of which are health equity connected. This could possibly affect resource allocation arguments and student choice.

There are many potential partners, and the next 2 years will be an opportunity to learn, identify, and explore organizations and activities for collaboration. We imagine beginning with the family medicine organizations and the FMAHealth Health Equity core team to tap into the resources already developed while we explore relationships with external partners. These conversations will serve as important context as we develop health equity strategies for the 2020-2025 STFM Strategic Plan.

What STFM Is Already Doing

Educating our members about health equity

- STFM is intentional about offering conference presentations on health equity topics. There have been recent presentations (general sessions, preconference workshops, etc.) on health equity and related topics, eg, social determinants of health racism, incarceration, global health, and community organizing

Providing resources to educate residents about health equity

- The Family Medicine Residency Curriculum Resource, an AFMRD and STFM collaboration, includes (complete or in development) curriculum on the following topics:
 - Social Determinants of Health
 - Environmental and Socioeconomic Health Determinants
 - Cross Cultural Interactions in Providing Health Care
 - Healthcare of the Immigrant and Refugee
 - How to Do a Community Needs Assessment
 - Common Clinical Problems in Urban Settings
 - Care of marginalized populations (LGBTQ, etc)

Being attentive to developing a diverse workforce

- “STFM supports diversity in the broadest sense, including race, gender, sexual orientation, role, discipline, etc.” -- *STFM strategic plan*
- The organization looks carefully at diversity when selecting committee members, task force members, fellowship chairs, etc. When the “not selected” emails go out, we’re intentional about communicating our focus on diversity. The following statement is included in our calls for leadership positions: “*Diversity is a core value of STFM. When filling leadership positions, STFM takes into consideration many factors: expertise, knowledge, gender, age, degree, race/ethnicity, role, geography, etc.*”
- STFM staff and conference committees consider the many forms of diversity when selecting speakers for conference general sessions.
- STFM’s Faculty for Tomorrow Resident Workshop has encouraged the participation of underrepresented minorities; some of the scholarships are designated for underrepresented minorities.
- STFM has an active Minority and Multicultural Health Collaborative dedicated to “Increasing the number of URM faculty, including those with leadership positions in academic family medicine and the number of URM FM students/residents.”
- A number of other STFM Collaboratives (HIV/Viral Hepatitis, Oral Health, Maternity Care, LGBTQ Health, and more) focus on health and social issues that disproportionately affect vulnerable populations.
- The STFM Foundation funded a Collaborative project that provides mentorship for underrepresented minority faculty.

Other

- Melly Goodell, MD, wrote a president's column for the November/December 2016 issue of *Family Medicine*: "Diversity: Are We Doing Enough?" In this piece, Dr. Goodell spoke about the many layers of diversity and some recent steps that STFM has taken to incorporate a broader voice in the Society.
- Stephen Wilson, MD, MPH, wrote a president's column for the January 2018 issue of *Family Medicine*: "And an Equitable New Year". In this piece, Dr. Wilson speaks about issues related to health equity and STFM's goals for addressing these issues from an educational perspective.
- STFM funded two representatives to participate in the 2017 FMAHealth Starfield Health Equity Summit. Several additional STFM members were also in attendance.
- STFM has provided a co-chair, Kristen Goodell, MD, to the CAFM Leadership Task Force. The focus of this task force is to increase the number of women and underrepresented in medicine faculty in key leadership roles within the discipline.
- STFM has created a listing of definitions that define a number of areas related to health equity, ie, social determinants of health, bias, health literacy, inequity, prejudice, etc. and will be looking for opportunities to develop a shared understanding of these terms.
- *Family Medicine* will have a theme issue on racism and its effects on health and healthcare.