

## **Family Medicine Committee on Anti-Racism (FM-CAR) Charter**

### **Background**

In 2017, the American Academy of Family Physicians (AAFP) launched the Center for Diversity and Health Equity (CDHE) which created an infrastructure to centralize and operationalize the strategic priorities of the AAFP to advance issues of diversity and health equity within family medicine. The CDHE also lends its support to the other member organizations of the Family Medicine Leadership Consortium (FMLC) to achieve similar goals and objectives. To maximize our collective impact, limit duplication of efforts and synchronize activities, the CDHE began convening the Family Medicine Health Equity Action Team (FM HEAT), an inter-organizational staff workgroup, for the purpose of advancing health equity across the family medicine discipline in 2018. Prior to 2020, FM HEAT met twice a year, in the Spring and Fall, between the Summer/Winter FMLC meeting schedule.

The key objectives of FM HEAT included:

- Providing inter-organizational support for the development and implementation of strategic priorities to advance diversity and health equity
- Cross promotion of organizational events and activities that advance health equity within family medicine
- Identifying opportunities for the co-development and dissemination of products and/or services that meet member needs
- Facilitating communication periodically with executive leadership of the FMLC organizations

During the Winter 2021 FMLC meeting, member organizations shared their current actions (Appendix B) to address antiracism in medicine using the framework (Appendix A) developed by the CDHE. The following guests were invited to provide their expertise in the areas of practice, education and research.

- Monica Hahn, MD, Associate Professor, University of California, San Francisco
- Edwin Lindo, JD, Assistant Dean for Social & Health Justice, University of Washington
- Brittani James, MD, Founding Codirector, The Institute for Antiracism

Following the guest presentations, facilitated breakout discussions focused on barriers, gaps and opportunities for collaboration in the following areas:

- Research
- Undergraduate Medical Education
- Residency training
- Pipeline
- Faculty development
- Practice guidelines
- Advocacy
- Governance

At the conclusion of the meeting, member organizations concurred that a coordinated strategy addressing antiracism across the specialty was needed and recommended the formation of a committee to draft a formal plan for review and approval. The CDHE proposed that the FM HEAT be

repurposed to develop and coordinate the implementation of an antiracism roadmap for the specialty of family medicine.

Since that Winter 2021 meeting, the National Academies of Science released *Implementing High-Quality Primary Care: Rebuilding the Foundation of Health Care* (April 29, 2021 [Nationalacademies.org/primarycare](https://www.nationalacademies.org/primarycare)). This report examines the current state of primary care in the United States and sets forth an implementation plan to strengthen primary care services in the United States, especially for underserved populations. The report compels collective action. Among the five objectives identified as necessary for high-quality primary care, one aimed at access is particularly relevant and compelling for this FMLC initiative: “Ensure that high-quality care is available to every individual and family in every community.”

This charter outlines the organization, objectives and timelines of the FM-CAR.

## **Guiding Principles**

The work of the committee is guided and bound by the following philosophical principles:

- We adhere to the guiding principles of the FMLC, specifically recognizing that the consortium is intended to facilitate information sharing, relationship building, and leadership for coordinated and/or collaborative strategic action on behalf of family medicine, and that we recognize that “From time to time for some issues, it will be important for the specialty to take collective action requiring sustained activity between meetings.” This committee is a function of this need for sustained action.
- Diversity, Equity and Inclusion (DEI) Issues: There is mutual understanding that while DEI issues in family medicine are broad, this committee aims to prioritize those identified in the proposed “Anti-Racism in Family Medicine Framework” (Appendix A). These are issues that pertain to activities that significantly impact governance, advocacy, research, medical education, pipeline, faculty and practice. These issues are ones that come under the purview of the committee.
- Autonomy: This committee structure respects the unique contribution of each organization while also considering emerging and ongoing opportunities to take collective action on issues of common priority and interest. We support joint efforts through FMLC as a way to fully engage all stakeholders and achieve maximum impact.
- We believe that each organization brings unique and important perspectives to diversity, equity and inclusion issues. Further, we recognize the good work and ongoing efforts of each family medicine organization in addressing racism and equity issues. Each organization has addressed antiracism through policies and programming within its respective disciplines and will continue to do so. This proposed FMLC initiative is intended to identify needs and target areas where collective effort might create or influence impact. Working together has the potential to achieve more effective solutions than any single organization acting alone.
- Committee members will respect any confidentiality agreements made by the group.
- The sharing of information and openness of intent and action are core values that member organizations and their representatives are expected to uphold. While we may

not agree to support everything we each propose, we can agree, with due diligence, to inform.

- The proposed roadmap and action plan will be developed in concordance with existing policy set forth by each of the participating organizations.

### **Composition of the Committee**

The committee shall consist of representation from each of the following participating FMLC organizations as designated by each organizations' respective senior executive. In addition, member organizations will be expected to share their current and planned actions addressing antiracism in family medicine.

- Association of Departments of Family Medicine (ADFM)
- Association of Family Medicine Residency Directors (AFMRD)
- North American Primary Care Research Group (NAPCRG)
- Society of Teachers of Family Medicine (STFM)
- American Academy of Family Physicians (AAFP)
- American Board of Family Medicine (ABFM)
- American College of Osteopathic Family Physicians (ACOFP)
- AAFP Foundation (Foundation)

### **Committee Convener and Chair**

The AAFP serves as the convener of this committee and appoints the Director of the CDHE as chair (***pending AAFP Board Chair approval***). Each FMLC organization is entitled to appoint up to two representatives to the committee. If one or more designated representative(s) of an organization cannot attend a meeting or phone call, an ad hoc representative from that organization may attend in their place. Any reimbursement for travel, etc. are particular to the policies of each member organization.

The convener shall appoint a designated representative from the committee to assist with scheduling meetings, developing and disseminating the meeting agendas, and other administrative tasks associated with the drafting of the action plan. The Committee will inform the FMLC planning committee of all activities to facilitate coordination with related FMLC discussions, decision making and actions.

### **Scope of Work of the Committee**

This committee exists to support the continued development, operationalization and coordination of an antiracism strategy across the 8 member organizations of the FMLC. This process consists of the following activities:

- Solicit from each member organization current and planned strategic actions to address antiracism, diversity and equity. This includes evaluation measures.
- Conduct a gap analysis of the specialty using the proposed "Anti-Racism in Family Medicine Framework" (Appendix A).
- Develop recommendations that address identified gaps, strengthen the impact of current efforts and monitor progress towards outcomes.

- Provide recommendations to FMLC for feedback and plan approval.
- Develop a coordinated plan to communicate the strategy to key stakeholders.
- Once this strategy has been created and communicated, meet approximately every other month (or at a pace set by the committee) for ongoing check-ins to help hold each other accountable for the efforts of our individual organizations and to assess overall collective impact.

### **Timeline**

The committee proposes the following timeline to complete the scope of work. This timeline may be adjusted by the Chair with approval of the FMLC.

- August 2021 - FM-CAR Charter presented and approved by FMLC organizations
- September 2021 - Committee meeting
- November 2021 - Committee meeting
- January 2022 - plan presented to FMLC organizations for feedback and approval
- 2022 - Tentative plan launch date
- Ongoing - committee meetings to check-in on progress

### **Process for Decision Making**

The committee is an advisory body only and does not have decision making authority. It is only authorized to make recommendations to the FMLC in regard to its scope of work.

### **Frequency of Committee Meetings**

At minimum the committee will meet bi-monthly, not to exceed 12 consecutive months without prior approval from FMLC organizations. These meetings will be held virtually to incur minimal expense for participating organizations. If an in-person meeting is necessary, each organization will be responsible for covering the travel expenses of their designated representative.

**Appendix A Draft Anti-Racism in Family Medicine Framework (Not for Distribution)**

