

FMLC Organizational Efforts Toward Anti-Racism, Diversity, Inclusion, and Health Equity

Actions and efforts as of July 2021 (printable version) **UPDATED 7/27/2021**

Governance: *Policy; leadership; training*

AAFP	As directed by the COD, the AAFP has developed policy on Implicit Bias, Institutional Racism, Birth Equity and Race Based Medicine. In addition, starting in 2021 we will annually offer anti-racism training for all office holders and commission members.
AAFP-Foundation	<ul style="list-style-type: none"> Annual diversity survey taken by the BoT and reviewed annually. Gaps in diversity are incorporated in governance review and board nomination announcements.
ABFM	<ul style="list-style-type: none"> Definition of Diversity established spring of 2020, amended 2021 Change of Board election procedures to support diversity in the Board, spring 2020 Public Statement of Anti-Racism (5/20) Editorial on ABFM Strategy for Health Equity (9/20) Board Task Force on Governance and Development begun (9/2)—to include education, leadership pipeline development and potentially other interventions... 2021 Board members elected in the spring include 2 minorities, 4 women, two rural physicians, A DO and a patient. 2021 Beginning Effort to Diversify Volunteer Representation and to Track/Report Regularly Helped lead ABMS collection of DEI data, implementation of DIF procedures; shared best practices across Boards
ACOFF	<p>Implemented a Task Force on Racism & Health (now DEI) with the following charge:</p> <ul style="list-style-type: none"> Assess the issue of racism and health for 3 subgroups: Governance, Education and Community Outreach Review ACOFP's current policies, programs and efforts to address this issue. Make recommendations to the Board on ways ACOFP can help osteopathic family physicians play a role in ending health disparities due to racism and discrimination. <p>A Governance Task Force continues their work with a goal to increase diversity of the Board.</p> <p>Congress Resolution submitted and passed in March 2020 titled Opposition to Patient Discrimination of Osteopathic Family Physicians Because of Race, Color, Religion, Gender, Sexual Orientation, Gender Identity or National Origin - The American College of Osteopathic Family Physicians (ACOFF) supports osteopathic family physicians who act in life-threatening emergencies to have acted ethically and professionally; and, the ACOFP supports the education of the public that osteopathic family physicians should be evaluated by their skill and knowledge rather than by their race, color, religion, gender, sexual orientation, gender identity or national origin</p> <p>ACOFF hosted diversity training for its staff in May of 2021, and conducted implicit bias training for Board Members at the June 2021 Board meeting.</p>
ADFM	Tracking diversity of our membership; considering diversity of our Board; integrate diversity and health equity into each of our strategic areas; invest in a socially responsible fund; examining all policies for potential bias.
AFMRD	<ul style="list-style-type: none"> Appointed, non-voting, Association Program Director position to the Board of Directors in 2020 with the goal of increasing diversity. Call for Board of Directors nominees written to encourage diverse representation on the Board of Directors. Moved from Board members chairing all committees and task forces, to soliciting member at large volunteers to serve as chair of select workgroups and committees. Diversity of representation is taken into consideration and is prioritized when selecting liaisons, committee chairs, and other leadership positions. The AFMRD Diversity and Health Equity Task Force has been converted to a standing Committee.
NAPCRG	<p>1) The Board has committed to including diversity/equity/inclusion as a goal within the strategic plan. 2) Board members and the Governance Committee were intentional about reaching out to nominees to encouraged them to apply for board and committee positions. Proactive action supplemented the traditional, more passive NAPCRG Call for Nominations process, which is based on submissions and favors those with prior experience. 3) We hosted a virtual session prior to the submission deadline so that interested members (and nonmembers) could learn more about committee and Board service. 4) Committees were asked to explore how they could advance DEI efforts within the organization; these reports will inform the next version of the strategic plan, 5) exploring policies & programs (awards) that create barriers to URM participation.</p>
STFM	<p>(tactic) Consider diversity first is woven into the process of how STFM selects our Board, committees, and task forces;</p> <p>(tactic) Health equity is one of our strategic priorities; antiracism - created new Antiracism Task Force to drive antiracism initiatives</p> <p>(action) URM initiative, through the task force, prioritizes getting URM faculty in leadership positions. Also emphasizes scholarship, mentorship, and URM faculty pipeline</p> <p>STFM invests in socially responsible funds;</p> <p>(action) Two years ago, began implicit bias conversations with board;</p> <p>(action) Intentionally increasing racial/ethnic diversity of STFM staff including review of STFM policy manual and hiring procedures for unconscious bias.</p>

Advocacy: Federal, organizational, communities, patients

AAFP	The AAFP continues to advocate on issues it believes advances racial and health equity. Letter to HHS Secretary Azar on COVID-19 Data Collection by Race and Ethnicity (04/03), Letter in Support of COVID-19 Task Force on Racial and Ethnic Disparities (05/28), AAFP Condemns All Forms of Racism (05/31), Letter to Congress on Reducing Maternal Health Disparities (06/09), Letter to Domestic Policy Council (DPC) on Racism as a Public Health Issue (06/10), the Anti-Racism in Public Health Act (06/23).
AAFP-Foundation	
ABFM	<ul style="list-style-type: none"> • Federal: Unified Voice for Primary Care with Component of Equity—initial statement 12/20; affirmed support of NASEM report • Supported NASEM report—funded planning meeting; Bob Phillips co-lead of report; supporting implementation. Primary Care • Convening of Meetings with federal agencies on Adjustment of Clinical Payments for Social Deprivation; • ABFM research and engagement with the CDC and the Census Bureau about Social Determinants of Health. • Supporting efforts across all specialty boards to address bias in certifying examinations and certification.
ACOFP	<p>ACOFP has a specific advocacy position on this topic: Focus on Vulnerable Populations</p> <ul style="list-style-type: none"> • Ensure recognition and inclusion of the social determinants of health and their overarching impact on healthcare in policy making • Expand physician knowledge of population health and how it relates to the understanding of patient outcomes • Expand telehealth access and billable codes for vulnerable populations in rural, inner-city and urban areas • Preserve and enhance Medicare and Medicaid reimbursement for rural and underserved area physicians, including the facilities where they provide care (e.g., Rural Health Clinics (RHC), Federally Qualified Health Center (FQHC's), Critical Access Hospitals (CAH's) and Disproportionate Share Hospitals (DSH)
ADFM	<p>Sharing data re: DEI structures in departments and institutions (working on a publication); Supporting advocacy needs of other FM departments and sharing resources</p>
AFMRD	<ul style="list-style-type: none"> • Strategic Priority: Diversity, equity, and inclusion. Includes providing residency program directors with resources to address equity and inclusion and to ensure a diverse workforce within their programs. • Provided holistic screening and selection guidance to program directors during an AAFP sponsored virtual interviewing webinar in the fall of 2020.
NAPCRG	
STFM	<p>(action) Conference sessions, including plenary sessions on Allyship, Justice, Racism, Diversity, Equity, Micro aggressions. (action) AN20: Blanchard Lecture: Reflections of a Unicorn – Cedric Bright, and Zoom Room Discussions: Antiracism and Health Equity: A Call to Awareness and Action / Health Equity and Implicit Bias in Medical Education (Strategic Priority) Increase the knowledge and skills of family medicine faculty and learners so they can be effective advocates for antiracism policies in their institutions and communities.</p>

Research: Define race, name racism, avoid genetic interpretations, cite experts of color

AAFP	The FY21-22 Strategic Operational Plan aims to position members and the AAFP to lead on advancing racial equity across the specialty through focused work in research. Led by the National Research Network, the AAFP intends to develop a framework for approaching and evaluating projects, processes and products with a health equity lens. Led by the Robert Graham Center the AAFP aims to develop a research agenda around implicit bias, URM physician well-being and institutional racism.
AAFP-Foundation	
ABFM	<ul style="list-style-type: none"> • Collection of race/ethnicity data for all Diplomates • Differential Item Function: ongoing testing for bias in test questions, with review committee (submission in process); Analysis of Intraining Examination Results (paper submitted); Analysis of Diversity By States • Reduction of Disparities in Board Certification (Analysis complete, paper in preparation) • We plan to formalize policy on not including race based descriptors in examination questions in 2021. • Our policy research team has set policy that authors of JABFM policy briefs and commentary authors will be diverse. We have instituted this policy this spring.
ACOFP	In February of 2021, ACOFP partnered with the Exeter Group to assess staff and member perceptions of the organization in regard to DEI. The survey took place over the course of two months and resulted in findings on member perceptions of ACOFP, along with recommendations and next steps. The Task Force will use this data to present recommendations to the ACOFP Board of Directors in October.
ADFM	Within new project creating "profiles" with DEI metrics for clinical practice, workforce, and learning environment, considering how to track research through each of these; working with other stakeholders such as ABFM to push research initiatives forward, including how to attract a more diverse workforce to research
AFMRD	
NAPCRG	
STFM	<p>action) STFM member IRB survey to gather baseline data on members' perceptions of racism in their academic environments. 700 members have responded.</p> <p>(action) Leadership through Scholarship Fellowship offers training and mentorship for early-career URM faculty with a focus on developing scholarly writing skills for academic advancement and leadership. Class size expanded in 2021 to 12 fellows with ABFM Foundation funding.</p> <p>(action) Antiracism and Health Equity section on the STFM website. Includes aggregated resources.</p> <p>(tactic) Integrate an antiracist analysis and identity into the work of all STFM resources and programming.</p> <p>(action) Series of URM Scholarship webinars & virtual workshops released by the URM Scholarship workshop over 2020-2021</p> <p>(action) URiFM Twitter Chats hosted by the URM Scholarship work group on issues of URM scholarship & representation</p>

Education: *Medical school, residency training, curriculum, modeling*

AAFP	The FY21-22 Strategic Operational Plan aims to position members and the AAFP to lead on advancing racial equity across the specialty through targeted education. This will include engaging with our academic family medicine partners on the development of racial equity curriculum. The Medical Education Division completed the 2020 STUDENT MATCH PREPARATION SURVEY which also asked students about their medical school's response to racism. The CDHE also provides members with education which has included the topics of implicit bias, racism and the pandemic. Impact of the COVID-19 Pandemic on Vulnerable Populations (04/29) The Public Health Impact of Racism (06/22) COVID-19 and Implicit Bias (06/24). Future educational offerings include Overcoming Imposter Syndrome and Anti-Racism in Medicine.
AAFP-Foundation	<ul style="list-style-type: none"> • Dr. Ada Stewart, AAFP President, to give remarks on diversity and inclusion to the 2021 Family Medicine Leads Emerging Leader Institute Scholars (7/15/21). • Provide leadership training to diverse cohort of students and residents in Family Medicine Leads Emerging Leader Institute program. • NEW STRATEGIC PLAN TACTIC: Expand CHFM's collections to recognize the wide diversity of FPs and their impact to family medicine through oral histories.
ABFM	<ul style="list-style-type: none"> • Residency Summit/ACGME Major revision process included significant URM voice (20% of participants) and presentations. ABFM-F funded the special Issue of Family Medicine which included commentaries on the current family medicine work force, plans for increasing the diversity of the workforce, engagement in communities and embedding interventions to address health equity in model practices. • Development with AAFP of Health Equity Knowledge Self-Assessment—expected release this fall. • Over the next 12 months, revisions of other knowledge self-assessments (KSAS) will include questions on disparities, social drivers/determinants of health.
ACOFF	<p>ACOFF has offered CME on a variety of topics related to racism and health (i.e. health disparities, social determinants of health, unconscious bias). The redesigned Intensive Osteopathic Update (IOU) that was held in August 2020 offered a few sessions to further the learning and understanding need to help impact change (i.e race and health, unconscious bias).</p> <p>Pre- and Post-Doctoral Education Policy-</p> <p>The ACOFP encourages the development of core curriculum guidelines in cultural diversity to address the issue of cultural competency and healthcare disparities throughout the lifelong continuum of osteopathic medical education, and that these guidelines should be included in the Basic Standards for Residency Training and be forwarded to the AOA for referral to appropriate committees for inclusion into the Basic Standards of Pre-Doctoral and Post-Doctoral Training.</p> <p>In March of 2021, Sekou Andrews presented Power Through the People: Diversity is Disruption as the keynote speaker at the Annual Convention.</p> <p>ACOFF also has a focus on Diversity, Equity, and Inclusion via our content-focused blog which touches on a multitude of diversity dimensions.</p>
ADFM	Creating a "learning environment" profile with DEI metrics for departments to measure; Considering creating/vetting/partnering for shared anti-racism/social justice curriculum for application at any medical school
AFMRD	<ul style="list-style-type: none"> • Modified (with permission) the FMAHealth Workforce Diversity Toolkit to in resources specifically useful to residency program directors. • The AFMRD Diversity and Health Equity Committee developed DEI milestones. The Milestones were presented at the 2021 AAFP Residency Leadership Summit (formerly PDW-RPS) and have been prepared for publication. • Providing funding support of two AAFP Health Equity Fellows in 2021. • Residency Curriculum Resource curriculum is being updated with lens toward DEI and antiracism. • A DEI domain is being added to the NIPDD curriculum.
NAPCRG	2021 meetings/conferences (Annual Meeting, PBRN, ICPF) have featured or will feature DEI presentations.
STFM	<p>(action item) Create or link to antiracism curriculum for the Family Medicine Residency Curriculum Resource</p> <p>(tactic) Update the Residency Curriculum Resource to integrate antiracism education within existing curricula.</p> <p>(action item) Conduct a summit with Diversity Officers and Health System Senior leaders to Empower participants to work as teams to identify racist structures and behaviors within their academic institutions.</p> <p>(tactic) Enhance the knowledge and skills of family medicine faculty and learners in bestowed power and intercultural humility so they may more effectively serve as allies to BIPOC peers and trainees.</p>

Pipeline: *Expand, reinforce, holistic review, committee diversity*

AAFP	The AAFP leads the 25x2030 initiative and is developing programs to expand the medical education pipeline. Also, as part of our strategic operational plan, the AAFP aims to grow a diverse family physician workforce by increasing student choice of family medicine especially among URMs. This includes leadership development opportunities for students, residents and other influencers.
AAFP-Foundation	<ul style="list-style-type: none"> • The application for the Family Medicine Leads Emerging Leader Institute contains the following diversity statement: We encourage all to apply and are committed to the development of future Family Medicine leaders who reflect the rich diversity of the specialty and the patients served. • NEW STRATEGIC PLAN TACTIC: Collaborate with Chapters/Chapter Foundations to identify diverse opportunities for medical students to explore family medicine. • NEW STRATEGIC PLAN TACTIC: Develop and state a diversity statement on all grant and scholarship applications and website for students of all diverse backgrounds. • NEW STRATEGIC PLAN TACTIC: Increase the awareness and appreciation of diversity, equity, and inclusion within family medicine by highlighting diversity of recipients, clinics, and volunteers in all Foundation communication outlets. • NEW STRATEGIC PLAN TACTIC: Provide diversity information/knowledge to medical students volunteering at FMC USA awarded free health clinics by increasing diversity in the Family Medicine pipeline to work in underserved community practice sites.
ABFM	<p>See above for residency training.</p> <p>ABFM has increased funding to the Pisacano Leadership Foundation in order to double the number of Pisacano fellows yearly. Given the track record of diversity in Pisacano fellows, this will represent an increased number of diverse future leaders.</p> <p>With support of collaboration with the Graham Center, and ABFM/CPV, US News and World Report has published the first rankings of medical schools for primary care using actual outcomes of students going into primary care and diversity.</p>
ACOFP	<p>ACOFP announced the new Diversity, Equity and Inclusion Award this March which recognizes osteopathic family physicians who make significant contributions toward enhancing diversity, equity and inclusion within osteopathic family medicine education and practice. The award acknowledges practicing osteopathic family physicians who have completed residency and demonstrated behavior or led initiatives that foster these principles within diverse and underrepresented communities. The award honors those who have demonstrated such commitment not only by engagement but also through initiative and leadership. The DEI Award recipients will serve as a discussion group or symposium leader and author articles on their efforts.</p> <p>The Student Association of the ACOFP features a monthly article in their newsletter called Diversity in Patient Populations - #BlackSkinMatters which shares comparisons of clinical cases and highlights images showing the differences in presentations of diverse patient populations. The Student Association of the ACOFP's national service project, Family Med Tread 5K, was held virtually across campuses in March 2020 to raise awareness and funds for the nonprofit Skin of Color Society, an organization whose mission is to provide information related to all aspects of skin of color in order to educate physicians, residents, scientists, and the general public about the unique properties and diseases of individuals with skin of color. This is done through promoting research studies and dermatologic literature written about these disease processes and by mentoring individuals interested in the field of skin of color.</p>
ADFM	LEADS fellowship emphasis on women and URM; weaving diversity and inclusion through the LEADS fellowship curriculum; Creating a "workforce" profile with DEI metrics for departments to measure
AFMRD	• Launched formal communication campaign to members providing guidance and encouraging utilization of the CAFM Leadership Development Toolkit to foster the professional development of URM in residency programs for both faculty and residents.
NAPCRG	The Board will consider actions it can take to address the pipeline of URM in research in the next version of the strategic plan.
STFM	<p>(action) Scholarships for URM to attend STFM conferences and participate: Emerging Leaders, Behavioral Science fellowships, New Faculty Scholars, and Medical Student Scholarships.</p> <p>(tactic) A virtual half-day workshop in July 2021, led by the Minority & Multicultural Health Collaborative, to help STFM members take action as upstanders, especially for those with different levels of privilege.</p> <p>(tactic) Teach and promote antiracism in family medicine through the development and dissemination of a national curriculum for faculty and learners.</p> <p>(tactic) Podcast to release in Aug/Sept. 2021 - "URM Journey to Academics" a podcast for URM residents & students with key topics to relevant to an academic track and the hidden curriculum</p> <p>(tactic) Online course on URM Leadership under development for release winter 2021/2022</p>

Faculty: <i>Develop, promote, eliminate the minority tax, sponsorship/mentorship, empower, allyship</i>	
AAFP	The AAFP supports CAFM in the development of tools to increase representation of women and minorities in faculty leadership positions. The AAFP also supports faculty by developing educational tools such as the Implicit Bias Training Guide. The AAFP's strategic operational plan includes tactics that prioritize faculty diversity to include development and training.
AAFP-Foundation	The Family Medicine Leads Emerging Leader Institute identifies and recruits diverse pool of FP volunteers for faculty and mentor roles in developing future leaders.
ABFM	ABFM Foundation funds of STFM for Minority Faculty Development, and ADFM for expansion of LEADS program for academic and health system leadership, scholarships for 4 minority faculty. The ABFM has committed to develop a new program to support underrepresented minorities in development of leadership in practice, education, research, and administration. The ABFM Foundation will take responsibility for developing and communicating about this program. A program office will need to be hired.
ACOFF	In February ACOFP held a Virtual Faculty Development and Program Directors Workshop which there were presentations on: Creating a Culture of Inclusion and Diversity as a Component of Wellness in a Residency Program and addressing Diversity, Inclusion and Implicit Bias in Resident Recruitment and Curriculum.
ADFM	Creating a "workforce" profile with DEI metrics for departments to measure; Gathering follow up data on DEI efforts at department level including PAID faculty time for DEI efforts
AFMRD	
NAPCRG	
STFM	(action) STFM Antiracism Task Force created funding proposal for an academic family medicine learning collaborative. Goals: empower and educate participants so they will identify racist structures and behaviors within their academic institutions and become leaders for change, promote allyship, spread effective change strategies (action) STFM's URM Initiative has four teams (leadership, scholarship, mentoring, and URM pipeline) working to develop URM leaders and increase the percentage of URM family medicine faculty. (Funded by ABFM Foundation and STFM Foundation.) (action) 2020-2021 Presidential Podcast Series: Being Black in Medicine, URM Physician Pipeline, URM Women in Leadership. (action) Mentoring Underrepresented Faculty for Academic Excellence (MUFAE) - a longitudinal mentoring program to promote success and advancement for URM faculty members in the early stages of their careers. Year 1 in 2020-2021 matched 25 mentor/mentee pairs and Year 2 is launching in August 2021. (tactic) Partner with AAMC and other organizations to advocate for antiracism curricular changes in UME and GME.

Practice: <i>Guidelines, protocols, procedures, processes, clinical reasoning</i>	
AAFP	The AAFP is identifying opportunities to address race-based medicine in its clinical guidelines with tools and resources to support members in practice. This work is being supported by the Commission on the Health of the Public and Science.

	The AAFP plans to launch new curriculum, Anti-Racism in Medicine, which is developed into a 4 part series by body system. We intend to facilitate it's dissemination broadly at FMX, STFM and AFMRD conference events.
AAFP-Foundation	<ul style="list-style-type: none"> • Annual grant of \$100,000 to the AAFP Center for Diversity and Health Equity since its inception three years ago. • Annual grant of \$100,000 to the AAFP familydoctor.org. • The Family Medicine Care USA grants for free health clinics focus on those clinics that in particular serve the underserved. • The Family Medicine Cares Resident Service Award creates an opportunity for Family Medicine Residents to address health disparities by tackling the health need the underserved in their local communities.
ABFM	ABFM has made health equity a major focus of its performance improvement program evolution. In June 2020, we posted a health equity module which allowed Diplomates to address a variety of projects with respect to health equity, from assessment and intervention with implicit bias among staff, to qi focusing on improving health equity, to community interventions. Uptake has been modest, but many Diplomates have done excellent work. We will promote this work and best practices this this fall. We will also build a health equity component into many of our existing modules this fall. In the longer term, we have begun exploring with the USPTF and other organizations an evidence-based approach to define a smaller set of the most important health disparities with a goal of using this list to prioritize our work going forward. Of note, approximately 30,000 family physicians do performance improvement and get credit for it each year: if many focus on health equity, practice by practice and community by community, we will make progress.
ACOFP	In cooperation with the ACOFP Task Force on Racism & Health – Governance Subcommittee, the ACOFP Constitution and Bylaws/Policy and Organizational Review Committee will begin to conduct a review of the organizations current policies and procedures to update to ensure they are inclusive.
ADFM	All content (e.g. webinars) delivered on care delivery/transformation should have highlight on DEI; Developing a series of position papers focused on FM leadership at academic health centers that will have a DEI lens; Creating a "practice" profile with DEI metrics for departments to measure
AFMRD	
NAPCRG	
STFM	(tactic) Initiate and develop relationships with external organizations to drive actions leading to addressing racism in medicine, particularly the AAMC, AMA, and family medicine orgs.