



Commission on Diversity, Equity and Inclusiveness in Family Medicine 2024 Annual Report

Commission on Diversity, Equity and Inclusiveness in Family Medicine

Resident

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Purpose & Scope of Work

The CDEI-FM leverages diversity, equity, inclusiveness, and antiracism lenses to inform and guide the Academy's recommendations, policies, and work addressing disparities in care, health, and workforce. The goals of the commission are to inform, develop, promote, and evaluate recommendations, policies, and procedures that promote health equity, reduce health disparities, and foster inclusive person-centered care across a wide range of topics including but not limited to:

- Underrepresented in Medicine (URIM)
- Gender
- LGBTQ+
- Ability (including physician ability)
- Workforce Diversity
- Health Equity / Social Justice
- Anti-racism in medicine

Activities & Achievements

1. **Membership Growth:** Our goal in 2023 was to expand from the 15 inaugural members in 2022 to a total of 22 members by 2024. We have achieved this goal, now having 22 members excluding commission staff.
2. **Key Resolutions and Recommendations:**
 - **Culturally Linguistic and Appropriate Services:** The AAFP has resolved to maintain and expand toolkits and resources highlighting Native American health.

- **Anti-Racism and Health Equity Training:** We recommended that the Board of Directors implement NCCL Res. No. 2003 (2023), which calls for integrating free anti-racism and health equity training into residency programs. This recommendation includes leveraging tools from the EveryONE Project and removing barriers to access for these resources.
- **Intersectional LGBTQIA+ Education:** We discussed the inclusion of intersectional education regarding LGBTQIA+ patients in medical curricula. This includes cultural humility, trauma-informed care, mental health, and specific care considerations for Black/African American athletes in the LGBTQIA+ community.
- **Minority Constituency Renaming:** A resolution was brought forward to change the Minority Constituency to the Black, Indigenous, and People of Color (BIPOC) Constituency, sparking significant discussion on representation.
- **Disbanding of Intersectionality MIG:** Due to lack of involvement and leadership, the Intersectionality MIG was disbanded. However, it was noted that DEI work inherently captures intersectionality, and the MIG can be reinstated if necessary.

Any Subcommittee Work

Student and resident liaisons ensured that DEI perspectives were applied to discussions within the Commission on Membership and Member Services (CMMS) and the Commission on Health of the Public & Science (CHPS).

Commission on Membership and Member Services (CMMS)

- **Scope of Work:** The CMMS focuses on guiding the Academy's membership efforts and assisting chapters in their membership endeavors, including recruitment, retention, value definition, member services, and addressing life-stage career issues and special needs.
- **Key Actions:**
 - Implemented the renaming of NCCL constituency to "BIPOC."
 - Addressed low survey response rates from AAFP members with disabilities, highlighting the impact of intersectionality.
 - Discussed equity-focused alternatives to terms like "disadvantaged" and "underserved," opting for "historically and intentionally excluded."
 - Considered establishing a DEI-focused scoring system for the Award for Excellence in GME training, including anonymizing applicants to avoid implicit bias.

Commission on Health of the Public & Science (CHPS)

- **Scope of Work:** CHPS addresses public health concerns, supports longitudinal campaigns, develops position statements, and represents AAFP in national health policy discussions.
- **Key Actions:**
 - Reviewed the 2023 COD Resolution No. 401 on Preparticipation Evaluation Information Privacy, expressing concerns about protecting youth receiving gender-affirming care.

Lessons Learned and the Value of Serving on CDEI-FM

Serving on the CDEI-FM has been an invaluable experience, allowing me to contribute to critical discussions and actions that shape the future of family medicine through a DEI lens. I learned the importance of collaborative effort in addressing health disparities and promoting inclusiveness in healthcare. This role provided a platform to influence policy and practice, ensuring that all patients receive equitable and person-centered care.

I encourage my peers to run or apply for positions within the CDEI-FM or similar commissions. The opportunity to drive meaningful change, advocate for underrepresented groups, and work alongside dedicated professionals is both rewarding and impactful. Your contributions can help build a more inclusive and equitable healthcare system for all.

Note: This report was prepared by the resident and student representatives listed and includes their account(s) of the business conducted during their term. This is not an official record of business proceedings from the AAFP or any other entity. To find out more about the business of the AAFP, its congresses, commissions, and current policies visit aafp.org.