



ADFM Report to the FMLC August 2021

Below gives some updates on the efforts of ADFM since January 2021. How this work feeds into our efforts to be inclusive and anti-racist - and how we plan to work to move the recommendations of the new NASEM report on primary care forward - are highlighted in the other requested updates for this FMLC meeting.

2021 ADFM Conference (virtual)

We held a very successful first virtual conference in February. Our attendee numbers were higher than anticipated, close to what we have for our in-person conferences, and we had an emphasis on interactivity and engagement to keep things lively during the long hours of Zoom. The vast majority of attendees were satisfied with the conference but everyone is looking forward to being back in person in February 2022! More about the conference content can be found here: [Preserving Priorities Amidst a Global Pandemic: ADFM'S Commitment to Health Equity](#)

Updates on ADFM Strategic Areas

The main strategic efforts of ADFM are undertaken by our ADFM Strategic Committees. After the 2021 ADFM Annual Conference, all of the committees began the process of wrapping up, expanding or drafting new SMART goals as part of a new committee term. Below are more details about the strategic efforts underway.

Diversity, Inclusion, and Health Equity

The Diversity, Equity and Inclusion Committee (previously known as the Diversity, Inclusion & Health Equity Committee) finished up with its previous SMART goals. The first SMART goal led to developing a 3-pillar framework for DEI SMART goals modified from [a definitional framework developed by the Department of Family Medicine and Community Health at University of Minnesota Medical School](#) to fit ADFM's scope of work with pillars including: 1) care delivery & health 2) workforce recruitment & retention 3) learner recruitment & training. The subgroup responsible for this goal used this framework coupled with ADFM's anti-racism plan to deliver a successful session during the ADFM Annual Conference that focused on assisting members and their departments in strategizing for ways to become anti-racist organizations. The second (completed) SMART goal created a process for frequently checking in with the other 5 strategic committees to ensure that they are keeping DEI work in their strategic aims. This effort involves each committee having a "DEI ambassador" responsible for attending the other strategic committees and providing a report out to the larger DEI group. The final SMART goal for this committee was to create some literature on best/promising practices around developing diversity plans at academic medical systems; the group working on this goal is in the process of revising a manuscript submitted to *Family Medicine*. They are also hoping to further this content by adding related questions to the 2021 ADFM Annual Survey.

The DEI committee intends to use the 3-pillar framework noted above to inform their next series of SMART goals, which will focus on developing profiles for each of the 3-pillars (practice, workforce, learning environment) that can be utilized by ADFM Departments to further their DEI aims.

Leader Development

Members of the Leader Development Committee helped facilitate a workshop during the 2021 ADFM Annual Conference on philanthropy, a topic pulled from the [Competencies for Family Medicine Department Chairs](#) that many chairs report feeling unskilled in.

With the leadership of new committee chair, Peter Catinella, the committee is looking at updating their SMART goals to include goals related to publications on best practices in leadership within Family Medicine, updating the chair competencies referenced above, and continuing to provide opportunities for leader development at various conferences, starting with plans to host a pre-con during 2021 STFM MSE Conference titled: “So You Want to Be a Family Medicine Senior Leader? Here Are the Tools That You Need!” and a workshop for new chairs during the 2022 ADFM Annual Conference. The committee is also curating a list of recommended executive coaches for members (based on member input) and maintaining a list of leadership resources that includes books, articles, films and podcasts.

Within our leader development efforts is our Leadership Education for Academic Development and Success (LEADS) fellowship. The program has been going incredibly well this year! The 20-21 Cohort wrapped up during the Annual Conference by providing “ignite talks” on their yearly projects. They also helped usher in the next cohort of 17 (!!) new fellows in the who are now meeting weekly for excellent discussions, journal clubs, project check-ins, and webinars.

Our application cycle for the 2022-2023 cohort is now open. Work for the expansion that will begin in 2022 is underway. A LEADS Oversight Committee that will include representatives from the ADFM Executive Committee, Leader Development Committee and ABFM-Foundation (who are helping support this expansion effort) has been formed to help oversee the expansion, which will include reviewing the applications and providing input on curriculum as needed.

Healthcare Delivery Transformation

In November, the ADFM Board approved the Healthcare Delivery Transformation Committee low-barrier and low-resource “opt-in” consultation model for departments around healthcare delivery topics to continue with a nominal fee (based upon the BRC consultation fee schedule). The service was launched during the ADFM Annual Conference and the hope is to start marketing it more heavily in late summer 2022. More info about ADFM consultation options can be found here: <https://adfm.org/resources/consultation-and-coaching-services/>

Through the new committee chair, Rich Lord’s leadership, the committee has drafted two additional SMART goals. One focuses on creating a series of position papers that center on Family Medicine’s role in academic health systems. The second additional goal is related to

continuing all-member hot topic discussions on urgent/timely care delivery topics. The committee has come up with a list of possible topics and is currently working on prioritizing them.

Our 2020 Annual Survey gathered data on the fluctuation of virtual visits (telephone and phone) before and during the pandemic and the team at the Graham Center has assisted greatly with analyzing these results. The group plans to submit a brief report on the analysis to *Family Medicine* in the near future.

Education Transformation

The Education Transformation Committee assisted with a session during the 2021 ADFM Annual Conference titled: “Moving the Needle on Racial Justice in Medical Education” which focused on the work that various members’ institutions are doing in the realm of anti-racism and social justice. Like the other strategic committees, this committee is using this session to inform a new SMART goal on social justice/anti-racism in medical student education.

The committee had a series of discussions throughout the year on how family medicine departments found innovative ways to engage medical students during COVID. These discussions culminated in a commentary in the *Annals of Family Medicine* titled: [“Family Medicine Educators as Exemplars of Master Adaptive Learning in Response to the COVID-19 Pandemic”](#). The committee plans to have a new SMART goal that correlates with this topic in order to explore other ways family medicine has innovated in medical education during the pandemic. The committee is also in the process of gathering updates from programs featured in the “Best Practice Guide for Strategic Planning to Increase Student Choice of Family Medicine,” as part of their ongoing SMART goal related to furthering the 25x2030 initiative.

Research Development

As a result of many conversations during 2020 on the committee’s strategic aims and research across the discipline with various stakeholders, the Research Development Committee has come up with 10 key areas for enhancing and expanding research in family medicine. These areas have led to SMART goals related to: pushing forward advocacy efforts starting with developing a way to share funding opportunities among departments; developing a resource for new chairs negotiating chair packages; using the 2021 ADFM Annual Survey to help track key metrics in research capacity; and working with key partners to also push forward collective action on related research areas (such as pipeline, mentorship, infrastructure, etc.).

The committee helped support the Building Research Capacity workshop during the ADFM Annual Conference. Additionally, members helped plan and facilitate another research directors and chairs meeting in April 2021 that saw upwards of 50 participants and featured discussions around: multi-institutional collaborations; how are we resuming in-person activity within our research infrastructure; upcoming ACGME requirements changes; community engagement/health equity research; and engaging practices. In line with another SMART goal, the committee hopes to host these meetings on a quarterly basis in order to push for more connections and collaborations across institutions.

Advocacy

At the beginning of 2021, the newly formed Advocacy Committee finalized their SMART goals using a session during the Annual Conference to gauge member's advocacy-related priorities. Their goals will focus heavily on responding to legislative efforts; building a communication strategy and strengthening relationships with CAFM, AFMAC and AAMC; and sharing advocacy-related resources with members. Work is already underway in all of these areas. Letters to key partners inviting collaboration on advocacy efforts have been sent and a page has been added to the ADFM website to highlight the committee's efforts, including a form for members to share advocacy "case studies" that will be used to inform an advocacy-related workshop during the 2022 ADFM Annual Conference.