



AFMRD Statement Supporting the Medicine-Pediatrics Program Directors Association and Diversity,
Equity, and Inclusion in Residency Programs

February 19, 2021

The Association of Family Medicine Residency Directors (AFMRD) inspires and empowers family medicine residency program directors to achieve excellence in family medicine residency training. An essential component of this excellence is to develop and train a diverse workforce that reflects and serves our diverse communities. We value and are committed to promoting and supporting diversity in our family medicine programs and in the leadership of those family medicine programs.

We support our [Medicine-Pediatrics Program Director Association \(MPPDA\)](#) colleagues in their call to the Accreditation Council for Graduate Medical Education (ACGME) to hold allegations of racism and sexism to the same “zero tolerance” standard to which they hold duty hour violations within a training program. We agree that consistently holding to this standard in all situations contributes to the culture of safety that we must sustain as a core element of adequately training our residents and safely caring for our patients. The AFMRD Diversity and Health Equity Taskforce was started to develop tools and resources for programs and their leadership teams as they strive to be anti-racist institutions. This year the Taskforce developed a set of Milestones tools for institutions to use to identify and evaluate opportunities to develop as anti-racist institutions and programs in the domains of personnel, institutional culture, resident evaluation, and curriculum. These will be shared in a few weeks at the Residency Leadership Summit. Over the last year, we have launched a new initiative in partnership with other academic family medicine organizations to collect demographic information for our memberships. This will provide a framework to measure the diversity of our leadership at different levels and monitor it over time, allowing us to evaluate the impact of interventions intended to make our family medicine leaders better reflect our communities.

The AFMRD exists to support program directors through their successes and challenges. We are committed to supporting residency program leadership as they work towards developing greater diversity, equity, and inclusion in their programs. We are here to support each other and to help each other improve.

Family physicians can lead the way towards greater justice in medicine. We can and we must do better.

Sincerely,

The AFMRD Board of Directors