

of US health care. Additionally, an important contribution of such a council, along with an NIH Primary Care Research Council would be to better support research relevant to family medicine¹⁰ and support the transformation of primary care described by the NASEM report. Our hope is that academic organizations and policy researchers will take on advocacy for this, including developing and promulgating scorecards for social accountability of clinical care, education, and research. In addition, significant health care innovation and reform is occurring at the state level, where AAFP state chapters, departments, and residencies have opportunities to advocate for adequate primary care spend,¹¹ consistency and relevance of quality measures across insurers,¹² and expansion of training opportunities for family physicians and other primary care team members.¹³ Sharing lessons learned will be important as we travel this journey together.

Moving forward, as we all appreciate, the COVID pandemic has significantly increased the challenges faced by our specialty and the communities we serve. The NASEM report provides hope and a comprehensive roadmap forward. The recommendations are appropriate, they are interrelated, and all family medicine organizations should work together to bring the change we want to see. ABFM looks forward to working with all of you.

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FROM STFM: STFM SOLIDIFIES ANTIRACISM INITIATIVE

Recent Task Force Formation, Tactic Development, and Grant Funding for Learning Collaborative

Guided by a 5-year strategic plan, the Society of Teachers of Family Medicine's (STFM's) new antiracism initiative seeks to advance racial equity and reduce the prevalence of racism in academic family medicine. This initiative was developed in alignment with the STFM policy against discrimination with the following objectives of:

- Engaging in partnerships that contribute to the health equity of communities through medical education
- Increasing the skill set of family medicine faculty related to health equity
- Increasing the diversity of family medicine faculty and the diversity of learners interested in teaching
- Modeling antiracism and providing support to STFM members in their efforts to transform family medicine educators, learners, and their institutions to be more antiracist

The action plan for the Antiracism Initiative is aligned with STFM strategic objectives, and the work will be led by an STFM antiracism task force.

Antiracism Action Plan Strategic Objectives

- *Create institutional change* by helping members identify and overcome racist structures and behaviors within their own institutions and by providing family medicine faculty and learners the knowledge and skills to be effective advocates for antiracism policies and practices in their institutions and communities
- *Promote allyship* by enhancing 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 Black, indigenous, and people of color (BIPOC) peers and trainees and helping STFM members take action as upstanders
- *Model antiracism* by integrating an antiracist analysis and identity into the work of all STFM resources and programming provided to members
- *Empower the next generation to impact change* by providing support to STFM members in their efforts to transform family medicine educators, learners, and their institutions to be more antiracist

In June 2021, the task force developed and executed a survey sent to almost 5,000 STFM members, including residents and students, to gather baseline data on perceptions of racism in their academic environments.

In September 2021, the STFM Foundation was granted funding from Adtalem Global Education Foundation for an Antiracism Learning Collaborative, a necessary tactic in achieving several of the plan's strategic objectives. The collaborative will include 1 Underrepresented in Medicine faculty member from as many as 20 family medicine departments or residency programs and 1 ally (pairs) from the same program, institution, or health system. This IRB-approved study will be overseen by the STFM Antiracism Task Force with the goals of:

- Empowering and educating participants to identify racist structures and behaviors within their academic institutions and become leaders for change
- Promoting allyship
- Spreading effective change strategies

A call for applications for the Learning Collaborative will go out in fall, 2021 with a start date of early 2022.

STFM Antiracism and Health Equity goals and objectives, along with additional STFM antiracism and health equity resources and URM scholarship information, can be found at stfm.org/antiracism.

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