Report of Reference Committee Two

June 16, 2019

Reference Committee Chair:Mr. Speaker, Reference Committee Two has considered each of the items referred to it and desires to present the following report. The Committee’s recommendations on each item will be submitted on our consent calendar.

*Speaker: Should the Congress approve the consent calendar, all items on the consent calendar will be disposed of in that single action. There will not be any opportunity for discussion on any item that is included on the consent calendar after the consent calendar is adopted. It is important, therefore, to extract an item from the consent calendar at this time if you wish to discuss that item. A motion to extract something from the consent calendar does not require a second. Any delegate may extract an item from the consent calendar by so moving that the item be extracted and the item will be extracted without objection. The items on the consent calendar are listed in the report of the reference committee and are being projected on the screen. Does anyone have anything they would like to have extracted?*

A: CONSENT CALENDAR

Mr. Speaker, the Committee wishes to place on the Consent Calendar the following items

1. Resolution 19-01 “Oppose Racism" **Adopt as Amended**
2. Resolution 19-32 “Eliminate Race-Based Medicine” **Adopt as Amended**
3. Resolution 19-04 “AAFP Supports Family Leave”  **Adopt**

1. Resolution 19-05 “Assure Patient Access to Medication Assisted Treatment (MAT) by Reducing Barriers to Nurse Practitioner (NP) and Physician Assistant (PA) Waiver Training” **Adopt as Amended**
2. Resolution 19-06 “Help Prevent Opioid Overdose Deaths by Improving Patient Access to Naloxone”**Adopt as Amended**
3. Resolution 19-07 “Support Breastfeeding Mothers in the Workplace” **Adopt**
4. Resolution 19-08 “Affirming the Safety & Legality of Abortion” **Adopt**
5. Resolution 19-09 “Mifepristone Use in Early Pregnancy Loss Management” **Adopt**

1. Resolution 19-10 “More Physician Representation on County and State Groups Addressing the Opioid Epidemic” **Adopt as Amended**
2. Resolution 19-11 “Medication Assisted Treatment (MAT) Training During Residency” **Adopt as Amended**
3. Resolution 19-12 “Increasing Family Centeredness at AAFP Meetings” **Adopt as Amended**
4. Resolution 19-13 “Opposing Non-Medical Exemptions From Immunizations Required for School” **Adopt Substitute Resolution**
5. Resolution 19-14 “Oppose Criminalization of Physicians Providing Abortion Care” **Adopt**
6. Resolution 19-15 “Facilitating Gender Pronouns on Name Tags and Electronic Registration at All AAFP Events” **Adopt**
7. Resolution 19-27 “Stop the COD Date Change” **Refer to Board**
8. Resolution 19-34L “Improve Organizational Growth and Development through High Quality Strategic Planning” **Adopt as Amended**
9. Resolution 19-31 “Rights for Home Care Workers” **Adopt as Amended**

Mr. Speaker, the Committee moves adoption of the Consent Calendar as listed.

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Mr. Speaker, the Committee considered Item 1 on the Consent Calendar, Resolution 19-01**:**

SUBJECT: **Oppose Racism**

SUBMITTED BY: New York Chapter, Heather Paladine, MD

RESOLVED, that the New York State Academy of Family Physicians (NYSAFP) delegates to the American Academy of Family Physicians (AAFP) Congress of Delegates submit a resolution directing the AAFP to ask that the LCME add race to its existing “Cultural Competence and Health Care Disparities” section 7.6 of their Functions and Structure of a Medical School Standards for Accreditation of Medical Education Programs Leading to the MD Degree,9, and be it further

RESOLVED, that the New York State Academy of Family Physicians (NYSAFP) delegates to the American Academy of Family Physicians (AAFP) Congress of Delegates submit a resolution directing the AAFP to ask that the ACGME adopt a similar an anti-racism policy that includes corresponding curricular requirements, and be it further

RESOLVED that the New York State Academy of Family Physicians (NYSAFP) task the Education Commission to develop a policy on training in racism and implicit bias for officeholders and commission members, and be it further

RESOLVED, that the New York State Academy of Family Physicians (NYSAFP) delegates to the American Academy of Family Physicians (AAFP) Congress of Delegates submit a resolution directing the AAFP to require implicit bias training for AAFP national officeholders and commission members, and be it further

RESOLVED, that the New York State Academy of Family Physicians (NYSAFP) delegates to the American Academy of Family Physicians (AAFP) Congress of Delegates submit a resolution directing the AAFP to  take an active stance against racism when racist events occur in the medical community.

*While the reference Committee heard support in favor, the committee heard a recommendation that the title DO be added, however the AOA has language which addresses this issue as an existing part of their current policy.*

*The reference committee recommends amending the second resolve by removing the word “similar”.*

RESOLVED, that the New York State Academy of Family Physicians (NYSAFP) delegates to the American Academy of Family Physicians (AAFP) Congress of Delegates submit a resolution directing the AAFP to ask that the LCME add race to its existing “Cultural Competence and Health Care Disparities” section 7.6 of their Functions and Structure of a Medical School Standards for Accreditation of Medical Education Programs Leading to the MD Degree,9, and be it further

RESOLVED, that the New York State Academy of Family Physicians (NYSAFP) delegates to the American Academy of Family Physicians (AAFP) Congress of Delegates submit a resolution directing the AAFP to ask that the ACGME adopt ~~a similar~~ an anti-racism policy that includes corresponding curricular requirements, and be it further

RESOLVED that the New York State Academy of Family Physicians (NYSAFP) task the Education Commission to develop a policy on training in racism and implicit bias for officeholders and commission members, and be it further

RESOLVED, that the New York State Academy of Family Physicians (NYSAFP) delegates to the American Academy of Family Physicians (AAFP) Congress of Delegates submit a resolution directing the AAFP to require implicit bias training for AAFP national officeholders and commission members, and be it further

RESOLVED, that the New York State Academy of Family Physicians (NYSAFP) delegates to the American Academy of Family Physicians (AAFP) Congress of Delegates submit a resolution directing the AAFP to  take an active stance against racism when racist events occur in the medical community.

**Mr. Speaker, the Committee recommends Resolution 19-01 be Adopted as Amended**.

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Mr. Speaker, the Committee considered Item 2 on the Consent Calendar, Resolution 19-32:

SUBJECT: **Eliminate Race-Based Medicine**

SUBMITTED BY: Daniel Neghassi, MD

RESOLVED that New York State Academy of Family Physicians (NYSAFP) delegates to the American Academy of Family Physicians (AAFP) Congress of Delegates submit a resolution directing the AAFP to adopt a policy that speaks against the use of race as a proxy for biology or genetics in clinical evaluation and management guidelines, and that identifies race as a social construct, and be it further

RESOLVED that New York State Academy of Family Physicians (NYSAFP) delegates to the American Academy of Family Physicians (AAFP) Congress of Delegates submit a resolution directing the AAFP to support members in critically evaluating their use of race in research and clinical practice, and be it further

RESOLVED that New York State Academy of Family Physicians delegates to the American Academy of Family Physicians (AAFP) Congress of Delegates submit a resolution directing the AAFP to support research to investigate indicators alternative to race to stratify medical risk factors for disease states, and be it further

RESOLVED that New York State Academy of Family Physicians delegates to the American Academy of Family Physicians (AAFP) Congress of Delegates submit a resolution directing the AAFP to advocate for estimated glomerular filtration rate to be reported without regard to race by liaising with other medical associations (including the American Society of Nephrology).

*The reference committee recommends amending the first resolve by adding the word “ethnicity”.*

RESOLVED that New York State Academy of Family Physicians (NYSAFP) delegates to the American Academy of Family Physicians (AAFP) Congress of Delegates submit a resolution directing the AAFP to adopt a policy that speaks against the use of **race /ethnicity** as a proxy for biology or genetics in clinical evaluation and management guidelines, and that identifies race as a social construct, and be it further

RESOLVED that New York State Academy of Family Physicians (NYSAFP) delegates to the American Academy of Family Physicians (AAFP) Congress of Delegates submit a resolution directing the AAFP to support members in critically evaluating their use of race in research and clinical practice, and be it further

RESOLVED that New York State Academy of Family Physicians delegates to the American Academy of Family Physicians (AAFP) Congress of Delegates submit a resolution directing the AAFP to support research to investigate indicators alternative to race to stratify medical risk factors for disease states, and be it further

RESOLVED that New York State Academy of Family Physicians delegates to the American Academy of Family Physicians (AAFP) Congress of Delegates submit a resolution directing the AAFP to advocate for estimated glomerular filtration rate to be reported without regard to race by liaising with other medical associations (including the American Society of Nephrology).

**Mr. Speaker, the Committee recommends that Resolution 19-32 be Be Approved As Amended** .

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Mr. Speaker, the Committee considered Item 3 on the Consent Calendar, Resolution 19-04:

SUBJECT: **AAFP Supports Family Leave**

SUBMITTED BY: Public Health Commission, Scott G. Hartman, MD

RESOLVED, that the New York State Academy of Family Physicians (NYSAFP) delegates to the American Academy of Family Physicians (AAFP) Congress of Delegates submit a resolution directing the AAFP to support a minimum of 12 weeks paid leave for primary caregivers for a newly born or adopted child, including family physicians and residents, and support an optional extension of this leave as unpaid time off.

*There was mixed discussion regarding this resolution. The AAFP has considered and rejected this resolution in previous years. Concerns were raised regarding the cost of providing this leave, placing an especially significant burden on small practices.*

**Mr. Speaker, the Committee recommends that Resolution 19-04 be Adopted**.

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# Mr. Speaker, the Committee considered Item 4 on the Consent Calendar, Resolution 19-05:

SUBJECT: **“Assure Patient Access to Medication Assisted Treatment (MAT) by Reducing Barriers to Nurse Practitioner (NP) and Physician Assistant (PA) Waiver Training”**

SUBMITTED BY: Public Health Commission, Kristin Mack, DO, Sophia Conroy, MD (PGY-2), David Weiss, MD, Elizabeth Ryan, MD

RESOLVED that New York State Academy of Family Physicians advocate for new legislation prior to the expiration of current legislation that would allow buprenorphine waiver training programs to be available to advanced practitioners indefinitely without expiration, and be it further

RESOLVED that New York State Academy of Family Physicians advocate for a decrease the training requirement for advanced practitioners to obtain buprenorphine waiver training to make the requirement comparable to that of physicians.

*The testimony was primarily in support of this resolution. The reference committee recommends amending the second resolved clause:*

RESOLVED that New York State Academy of Family Physicians advocate for new legislation prior to the expiration of current legislation that would allow buprenorphine waiver training programs to be available to advanced practitioners indefinitely without expiration, and be it further

RESOLVED that New York State Academy of Family Physicians advocate ~~for a decrease~~ **that** the training requirement for advanced practitioners to obtain buprenorphine waiver training ~~to make the requirement comparable to that of~~  **be the same as that for** physicians.

**Mr. Speaker, the Committee recommends that Resolution 19-05 be Adopted As Amended.**

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# Mr. Speaker, the Committee considered Item 5 on the Consent Calendar, Resolution 19-06:

SUBJECT: **Help Prevent Opioid Overdose Deaths by Improving Patient Access to Naloxone**

SUBMITTED BY: Public Health Commission, Scott G. Hartman

RESOLVED, that the New York State Academy of Family Physicians (NYSAFP) will compile best practices on naloxone provision for patients prescribed chronic opioids to be posted on the NYSAFP website.

RESOLVED that these best practices will be posted on the New York State Academy of

Family Physicians (NYSAFP) website.

*The testimony was in support of this resolution. The reference committee recommends amending the first and second resolves:*

RESOLVED, that the New York State Academy of Family Physicians (NYSAFP) will compile best practices on **the provision of** naloxone **for overdose** for patients prescribed chronic opioids.

RESOLVED that ~~these~~ best practices **on the provision of naloxone for overdose for patients prescribed chronic opioids** will be posted on the New York State Academy of

Family Physicians (NYSAFP) website.

**Mr. Speaker, the Committee recommends that Resolution 19-06 be Adopted as Amended.**

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Mr. Speaker, the Committee considered Item 6 on the Consent Calendar, Resolution 19-07:

SUBJECT: **Support Breastfeeding Mothers in the Workplace**

SUBMITTED BY: Public Health Commission, Scott G. Hartman, MD

RESOLVED that the New York State Academy of Family Physicians (NYSAFP) will advocate for the enforcement of current legislation as well as advocate for additional legislation that supports the ability of working mothers to breastfeed and, be it further

RESOLVED, that the New York State Academy of Family Physicians (NYSAFP) delegates to the American Academy of Family Physicians (AAFP) Congress of Delegates submit a resolution directing the AAFP to advocate for the enforcement of current legislation as well as advocate for additional legislation that supports the ability of working mothers to breastfeed in the workplace.

*The Reference Committee recommended that the resolution be adopted. This is one of the resolutions that was sent directly to Reference Committee without testimony because it appears similar to existing policy.*

**Mr. Speaker, the Committee recommends that Resolution 19-07 Be Adopted** .

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Mr. Speaker, the Committee considered Item 7 on the Consent Calendar, Resolution 19-08:

SUBJECT: **Affirming the Safety & Legality of Abortion**

SUBMITTED BY: New York Chapter, Scott G. Hartman, MD, Anita Ravi, MD

RESOLVED, that the New York State Academy of Family Physicians (NYSAFP) delegates to the American Academy of Family Physicians (AAFP) Congress of Delegates submit a resolution directing the AAFP to affirm the legality of Roe v. Wade in the form of a policy statement, and be it further

RESOLVED, that the New York State Academy of Family Physicians (NYSAFP) delegates to the American Academy of Family Physicians (AAFP) Congress of Delegates submit a resolution directing the AAFP to partner with ACOG and related stakeholders in position papers to defend access to safe and legal abortion across the US, and be it further

RESOLVED, that the New York State Academy of Family Physicians (NYSAFP) delegates to the American Academy of Family Physicians (AAFP) Congress of Delegates submit a resolution directing the AAFP to support the right of family physicians to provide medication abortions with mifepristone in their general family practices.

*This is one of the resolutions that was sent directly to Reference Committee without testimony because it appears similar to existing policy.*

**Mr. Speaker, the Committee recommends that Resolution 19-08 be Adopted**.

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Mr. Speaker, the Committee considered Item 8 on the Consent Calendar, Resolution 19-09:

SUBJECT: **Mifepristone Use in Early Pregnancy Loss Management**

SUBMITTED BY: New York Chapter, Scott G. Hartman, MD, Anita Ravi, MD

RESOLVED, that the New York State Academy of Family Physicians (NYSAFP) delegates to the American Academy of Family Physicians (AAFP) Congress of Delegates submit a resolution directing the AAFP to support the safety and efficacy of mifepristone as the most evidence-based care for medical management of early pregnancy loss, and be it further

RESOLVED, that the New York State Academy of Family Physicians (NYSAFP) delegates to the American Academy of Family Physicians (AAFP) Congress of Delegates submit a resolution directing the AAFP to reaffirm its efforts to overturn restrictions on the prescribing of Mifepristone, especially in light of data supporting its use in early pregnancy loss, and be it further

RESOLVED, that the New York State Academy of Family Physicians (NYSAFP) delegates to the American Academy of Family Physicians (AAFP) Congress of Delegates submit a resolution directing the AAFP to recommend that early pregnancy loss management be included in the FMX, Maternity Care Conference, and the Women’s Health Conference on a rotational basis.

*This is one of the resolutions that was sent directly to Reference Committee without testimony because it appears similar to existing policy.*

**Mr. Speaker, the Committee recommends that Resolution 19–09 be Adopted.**

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Mr. Speaker, the Committee considered Item 9 on the Consent Calendar, Resolution 19-10:

SUBJECT: **More Physician Representation on County and State Groups Addressing the Opioid Epidemic**

SUBMITTED BY: Public Health Commission

Kristin Mack, D.O., Sophia Conroy, M.D. (PGY-2), David Weiss, M.D., Elizabeth Ryan, M.D.

RESOLVED that active New York State Academy of Family Physicians (NYSAFP) County Chapters move to partner with their correlated County Department of Health or local hospital opiate task forces to provide a cooperative platform for meaningful advances in combating the opioid epidemic, and be it further

RESOLVED that the New York State Academy of Family Physician (NYSAFP) as a body and directed by the NYSAFP’s Commission on Public Health offer family physician representation to the NYS Joint Task Force on Heroin and Opioid Addiction, and be it further

RESOLVED that the New York State Academy of Family Physician (NYSAFP) inquire at the NYS Department of Health about the possibility for the NYSAFP’s Commission on Public Health to be offered the opportunity to provide an annual summary to the current NYS Commissioner on Health on challenges faced by physicians who are on the front lines of the opioid epidemic.

*The Reference Committee heard support for this resolution and recommends the first, second and third resolve read as:*

RESOLVED that active New York State Academy of Family Physicians (NYSAFP) County Chapters move to partner with their correlated County Department of Health or local hospital opioid task forces to provide a cooperative platform for ~~meaningful~~ advances in combating the opioid epidemic, and be it further

RESOLVED that the New York State Academy of Family Physicians (NYSAFP) as a body and directed by the NYSAFP’s Commission on Public Health offer family physician representation to ~~the NYS Joint Task Force on Heroin and Opioid Addiction~~ **state level opioid policy deliberative bodies that may exist,** and be it further

RESOLVED that the New York State Academy of Family Physicians (NYSAFP) ~~inquire at the NYS Department of Health about the possibility for the NYSAFP’s Commission on Public Health to be offered the opportunity~~ ~~to~~ provide an annual summary to the current NYS Commissioner of Health on challenges faced by physicians who are on the front lines of the opioid epidemic.

**Mr. Speaker, the Committee recommends that Resolution 19-10 be Adopted as Amended.**

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Mr. Speaker, the Committee considered Item 10 on the Consent Calendar, Resolution 19-11:

SUBJECT: **Medication Assisted Treatment (MAT) Training During Residency**

SUBMITTED BY: Ephraim Back, MD, MPH

RESOLVED that New York State Academy of Family Physicians (NYSAFP) strongly encourage all Family Medicine residencies within New York State to offer MAT education and encourage residencies to require all resident physicians to complete buprenorphine waiver training as part of MAT training prior to completing residency.

*There was overwhelming testimony in favor. The reference committee added the wording “Medication Assisted Treatment” to the abbreviation “MAT”.*

RESOLVED that New York State Academy of Family Physicians (NYSAFP) strongly encourage all Family Medicine residencies within New York State to offer **Medication Assisted Treatment**  **(**MAT**)** education and encourage residencies to require all resident physicians to complete buprenorphine waiver training as part of MAT training prior to completing residency.

**Mr. Speaker, the Committee recommends that Resolution 19-11 be Adopted as Amended**.

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Mr. Speaker, the Committee considered Item 11 on the Consent Calendar, Resolution 19-12:

SUBJECT: **Increasing Family Centeredness at AAFP Meeting**

SUBMITTED BY: New York County Chapter, Heather Paladine, MD

RESOLVED, that the New York State Academy of Family Physicians (NYSAFP) work with the hotel hosting the NYSAFP Winter Weekend conference to provide a lactation lounge with basic services including privacy, running water, and refrigerated milk storage, and is not in a restroom, and be it further

RESOLVED, that the New York State Academy of Family Physicians (NYSAFP) delegates to the American Academy of Family Physicians (AAFP) Congress of Delegates submit a resolution directing the AAFP to adjust its recommendations regarding children at AAFP meetings from “Out of consideration for others, please do not bring children to CME events” to “AAFP supports families. Please use your best judgment regarding bringing children to CME events”, and be it further

RESOLVED, that the New York State Academy of Family Physicians (NYSAFP) delegates to the American Academy of Family Physicians (AAFP) Congress of Delegates submit a resolution directing the AAFP to provide an on-site play area for children and their caregivers at AAFP FMX and COD, and be it further

RESOLVED, that the New York State Academy of Family Physicians (NYSAFP) delegates to the American Academy of Family Physicians (AAFP) Congress of Delegates submit a resolution directing the AAFP to provide free or subsidized on-site child care services at AAFP FMX and COD, and be it further

RESOLVED, that the New York State Academy of Family Physicians (NYSAFP) delegates to the American Academy of Family Physicians (AAFP) Congress of Delegates submit a resolution  directing the AAFP to provide a lactation lounge at the AAFP COD and FMX conference with basic services including privacy, running water, refrigerated milk storage, and opportunities to donate excess breast milk, and that is not located in a restroom

*After hearing testimony, the committee believes the sentiment behind this resolution is important. The Reference Committee suggests removing “free or subsidized”:*

RESOLVED, that the New York State Academy of Family Physicians (NYSAFP) work with the hotel hosting the NYSAFP Winter Weekend conference to provide a lactation lounge with basic services including privacy, running water, and refrigerated milk storage, and is not in a restroom, and be it further

RESOLVED, that the New York State Academy of Family Physicians (NYSAFP) delegates to the American Academy of Family Physicians (AAFP) Congress of Delegates submit a resolution directing the AAFP to adjust its recommendations regarding children at AAFP meetings from “Out of consideration for others, please do not bring children to CME events” to “AAFP supports families. Please use your best judgment regarding bringing children to CME events”, and be it further

RESOLVED, that the New York State Academy of Family Physicians (NYSAFP) delegates to the American Academy of Family Physicians (AAFP) Congress of Delegates submit a resolution directing the AAFP to provide an on-site play area for children and their caregivers at AAFP FMX and COD, and be it further

RESOLVED, that the New York State Academy of Family Physicians (NYSAFP) delegates to the American Academy of Family Physicians (AAFP) Congress of Delegates submit a resolution directing the AAFP to provide ~~free or subsidized~~ on-site child care services at AAFP FMX and COD, and be it further

RESOLVED, that the New York State Academy of Family Physicians (NYSAFP) delegates to the American Academy of Family Physicians (AAFP) Congress of Delegates submit a resolution directing the AAFP to provide a lactation lounge at the AAFP COD and FMX conference with basic services including privacy, running water, refrigerated milk storage, and opportunities to donate excess breast milk, and that is not located in a restroom

**Mr. Speaker, the Committee recommends that Resolution 19-12 be Adopted as Amended** .

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Mr. Speaker, the Committee considered Item 12 on the Consent Calendar, Resolution 19-13:

SUBJECT: **Opposing Non-Medical Exemptions From Immunizations Required for School**

SUBMITTED BY: Public Health Commission, Jamie Loehr, MD and Kristin Mack, DO

RESOLVED, that the New York State Academy of Family Physicians (NYSAFP) shall advocate for legislation that requires school districts only to accept medical exemptions to immunizations which are required for children to attend school.  In addition, NYSAFP shall advocate against any legislation that allows school districts to accept non-medical exemptions to immunizations required for school, and be it further

RESOLVED that the New York State Academy of Family Physicians (NYSAFP) work cooperatively with New York State Center for School Health, other organization and directly with school medical professionals to provide additional education materials and promote the reduction of religious exemptions.

*This is one of the resolutions that was sent directly to Reference Committee without testimony because it appears similar to existing policy. As of this week this legislation was adopted in NYS. We recommend a substitute resolution to direct the board to draft and send the NYS Assembly, Senate and the Governor a letter of gratitude for their successful implementation of this as NYS policy.*

~~RESOLVED, that the New York State Academy of Family Physicians (NYSAFP) shall advocate for legislation that requires school districts only to accept medical exemptions to immunizations which are required for children to attend school.  In addition, NYSAFP shall advocate against any legislation that allows school districts to accept non-medical exemptions to immunizations required for school, and be it further~~

~~RESOLVED that the New York State Academy of Family Physicians (NYSAFP) work cooperatively with New York State Center for School Health, other organization and directly with school medical professionals to provide additional education materials and promote the reduction of religious exemptions.~~

**RESOLVED that the New York Academy of Family Physicians Board of Directors draft and send a letter expressing our agreement and thanks to members of the NYS Assembly, Senate and Governor for their successful implementation of the as New York State policy.**

**Mr. Speaker, the Committee recommends that Resolution 19-13 Adopted Substitute Resolution**

Mr. Speaker, the Committee considered Item 13 on the Consent Calendar, Resolution 19-14:

SUBJECT: **Oppose Criminalization of Physicians Providing Abortion Care**

SUBMITTED BY: NYC Chapter, Public Health Commission, Linda Prine, MD

RESOLVED, that the New York State Academy of Family Physicians (NYSAFP) delegates to the American Academy of Family Physicians (AAFP) Congress of Delegates submit a resolution asking the AAFP to publicly oppose any law which would criminalize physicians for providing abortion care

*The testimony was in support of this resolution. It was noted that AAFP recently reaffirmed and made public statements that oppose any attempt to criminalize safe, legal medical care, but this resolution specifically addresses abortion care, which may be made illegal in certain states.*

**Mr. Speaker, the Committee recommends that Resolution 19-14 be Adopted**.

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Mr. Speaker, the Committee considered Item 14 on the Consent Calendar, Resolution 19-15:

SUBJECT: **Facilitating Gender Pronouns on Name Tags and Electronic Registration at All AAFP Events**

SUBMITTED BY: NYC Chapter, Ivonne McLean, MD

RESOLVED that the New York State Academy of Family Physicians (NYSAFP) facilitate all individuals wanting to identify their own preferred pronouns of address to be visible on registrant badges for NYSAFP meetings, and be it further

RESOLVED, that the New York State Academy of Family Physicians (NYSAFP) delegates to the American Academy of Family Physicians (AAFP) Congress of Delegates submit a resolution asking the AAFP to facilitate all individuals being able to identify their preferred pronouns upon event registration, including printed pronouns on name badges, at all AAFP-sponsored events and conferences starting in 2020, and be it further

RESOLVED, that the New York State Academy of Family Physicians (NYSAFP) delegates to the American Academy of Family Physicians (AAFP) Congress of Delegates submit a resolution asking the AAFP to make gender pronouns an option on AAFP electronic and written materials (e.g. added field on badges, sign-in sheets, registration interfaces) .

*Testimony was in support of this resolution*

**Mr. Speaker, the Committee recommends that Resolution 19-15 be Adopted.**

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Mr. Speaker, the Committee considered Item 15 on the Consent Calendar, Resolution 19-27:

SUBJECT: **Stop the COD Date Change**

SUBMITTED BY: Jason Matuszak, MD

RESOLVED the New York State Academy of Family Physicians ***rescind*** the decision to limit the potential dates for COD to late March to early May, since it was out of order as a resolution, and was an improperly offered and acted upon Bylaws amendment.

*There was mixed testimony on this resolution. It was felt by the reference committee that this decision should be further explored by the board.*

**Mr. Speaker, the Committee recommends that Resolution 19-27 be Referred to Board** **.**

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Mr. Speaker, the Committee considered Item 16 on the Consent Calendar, Resolution 19-34L:

SUBJECT: **Improve Organizational Growth and Development through High**

**Quality Strategic Planning**

SUBMITTED BY: Jason Matuszak, MD

RESOLVED the Board of Directors of the New York State Academy of Family Physicians (NYSAFP), in 2020, and no less than every 5 years thereafter, perform a “Strategic Planning Meeting,” which at minimum will include a comprehensive review, updating, and/or creating of the Mission Statement, Vision Statement, Organizational Values, and Strategic Goals and Objectives, led by consultants to be determined by the Executive Committee, and be it further

RESOLVED the Executive Committee of the New York State Academy of Family Physicians (NYSAFP), by majority vote, may call for a “Strategic Planning Meeting” in advance of any prescribed interval, with a minimum of 6 months notification to the Board of Directors and Executive Vice President (EVP) of the NYSAFP, and be it further

RESOLVED, the New York State Academy of Family Physicians (NYSAFP) budget for one additional in person meeting of the Board of Directors of the NYSAFP, and other relevant stakeholders to be determined by the Executive Committee, of a minimum of 2 days in length in 2020 and in any subsequent year in which the organization performs a Strategic Planning Meeting, and be it further

RESOLVED, the Board of Directors of the New York State Academy of Family Physicians (NYSAFP) may modify the Mission Statement, Vision Statement, Organizational Values, or Strategic Goals and Objectives at such time as the Board determines it is necessary to do so, so they remain meaningful guides to the NYSAFP’s activity, and if any of these be in conflict with the NYSAFP or American Academy of Family Physicians (AAFP) Bylaws, the Bylaws will always take precedence, and be it further,

RESOLVED, the Executive Vice President (EVP) of the New York State Academy of Family Physicians (NYSAFP) will report on the progress of the Academy toward NYSAFP organizational goals and objectives at least as often as every year within their report to the Congress of Delegates, and be it further,

RESOLVED, that the Board of the New York State Academy of Family Physicians (NYSAFP)will review progress toward fulfillment of the organizational strategic goals and objectives at each Board meeting and may modify committee charges or initiate Board actions to affect the accomplishment of the stated goals.

*Testimony was provided in support of this resolution. The reference committee recommends striking “mission statement” in the first resolved until such time as it is reviewed by legal counsel.*

RESOLVED the Board of Directors of the New York State Academy of Family Physicians (NYSAFP), in 2020, and no less than every 5 years thereafter, perform a “Strategic Planning Meeting,” which at minimum will include a comprehensive review, updating, and/or creating of the ~~Mission Statement~~, Vision Statement, Organizational Values, and Strategic Goals and Objectives, led by consultants to be determined by the Executive Committee, and be it further

RESOLVED the Executive Committee of the New York State Academy of Family Physicians (NYSAFP), by majority vote, may call for a “Strategic Planning Meeting” in advance of any prescribed interval, with a minimum of 6 months notification to the Board of Directors and Executive Vice President (EVP) of the NYSAFP, and be it further

RESOLVED, the New York State Academy of Family Physicians (NYSAFP) budget for one additional in person meeting of the Board of Directors of the NYSAFP, and other relevant stakeholders to be determined by the Executive Committee, of a minimum of 2 days in length in 2020 and in any subsequent year in which the organization performs a Strategic Planning Meeting, and be it further

RESOLVED, the Board of Directors of the New York State Academy of Family Physicians (NYSAFP) may modify the Mission Statement, Vision Statement, Organizational Values, or Strategic Goals and Objectives at such time as the Board determines it is necessary to do so, so they remain meaningful guides to the NYSAFP’s activity, and if any of these be in conflict with the NYSAFP or American Academy of Family Physicians (AAFP) Bylaws, the Bylaws will always take precedence, and be it further,

RESOLVED, the Executive Vice President (EVP) of the New York State Academy of Family Physicians (NYSAFP) will report on the progress of the Academy toward NYSAFP organizational goals and objectives at least as often as every year within their report to the Congress of Delegates, and be it further,

RESOLVED, that the Board of the New York State Academy of Family Physicians (NYSAFP)will review progress toward fulfillment of the organizational strategic goals and objectives at each Board meeting and may modify committee charges or initiate Board actions to affect the accomplishment of the stated goals.

**Mr. Speaker, the Committee recommends that Resolution 19-34L be Adopted as Amended**  .

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Mr. Speaker, the Committee considered Item 17 on the Consent Calendar, Resolution 19-31:

SUBJECT: “Rights for Home Care Workers”

SUBMITTED BY: Daniel Neghassi, MD

RESOLVED that the New York State Academy of Family Physicians (NYSAFP) advocate for legislation that bans 24-hour home care worker shifts and replace them with 12-hour shifts covered by different workers, and be it further

RESOLVED that New York State Academy of Family Physicians (NYSAFP) advocate for legislation that allows home care workers and home attendants to be paid at least minimum wage for every hour worked, and be it further

RESOLVED that the New York State Academy of Family Physicians (NYSAFP) endorse the Justice for Home Care Workers Campaign organized by the National Mobilization Against Sweatshops and Chinese Staff & Workers’ Association.

*The committee recommends changing the word “advocate” to “support” in the first and second resolution and the word “endorse” to “support” in the third resolution.*

RESOLVED that the New York State Academy of Family Physicians (NYSAFP) **support** ~~advocate for~~ legislation that bans 24-hour home care worker shifts and replace them with 12-hour shifts covered by different workers, and be it further

RESOLVED that New York State Academy of Family Physicians (NYSAFP) **support** ~~advocate for~~ legislation that allows home care workers and home attendants to be paid at least minimum wage for every hour worked, and be it further

RESOLVED that the New York State Academy of Family Physicians (NYSAFP) ~~endorse~~ **support** the Justice for Home Care Workers Campaign organized by the National Mobilization Against Sweatshops and Chinese Staff & Workers’ Association.

**Mr. Speaker, the Committee recommends that Resolution 19-31 be Adopted as Amended.**

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Mr. Speaker, I move the adoption of the Committee’s report.

Mr. Speaker, I would like to thank the members of my Reference Committee. I would also like to thank the members of the Academy who testified at the Reference Committee for their insight and their cooperation. I would like to thank Mrs. Penny Ruhm and Ms. Kelly Madden for assisting the Committee in preparing this report.

Chair: Russell Perry MD

Vice Chair: Thomas Molnar MD

Advisor: Mark Josefski, MD

Member: Rupal Bhingradia, MD

Member: Charles Francis, DO

Member: Ruth Lesnewski, MD

Resident: Sarah Albert, MD

Resident: Cheryl Martin, MD