



Resolution No. 3001

2018 National Conference of Constituency Leaders — Sheraton Kansas City Hotel at Crown Center

1 Implicit Bias

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11 WHEREAS, The American Academy of Family Physicians (AAFP) recognizes that “health is a
12 basic human right” and

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14 WHEREAS, the AAFP opposes racial and other forms of discrimination against patients, and

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16 WHEREAS, implicit bias is defined as the attitudes or stereotypes that affect our understanding,
17 actions, and decisions in an unconscious manner, and

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19 WHEREAS, these biases encompasses both favorable and unfavorable assessments and are
20 activated involuntarily which has been linked as a cause of poor health outcomes, and

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22 WHEREAS, there is existing evidence linking racial disparities to maternal and infant mortality, and

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24 WHEREAS, it is the AAFP policy for all family physicians to provide culturally proficient health care
25 and infuse multicultural perspectives into initiatives and recruit and retain diverse individuals, to
26 prepare the workforce to work with diverse individuals, and

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28 WHEREAS, implicit biases create differential health care service offerings and delivery and affect
29 the effectiveness of care provided, including lack of cultural competence, and

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31 WHEREAS, for example, African American women are more likely to give birth to low-birthweight
32 infants, and their newborns experience higher infant death rates that are not associated with any
33 biological differences, even after accounting for socioeconomic factors and

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35 WHEREAS, clinicians can reduce the impact of implicit bias through training and organizational
36 support, and

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38 WHEREAS, the Accreditation Council for Graduate Medical Education program requirements
39 include a resident’s ability to “communicate effectively with patients, families, and the public, as
40 appropriate, across a broad range of socioeconomic and cultural backgrounds,” and

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42 WHEREAS, the AAFP has created the Center for Diversity and Health Equity and subsequently
43 the EveryONE Project which aims to address social determinants of health by providing AAFP
44 members with education and information about health equity, now, therefore, be it

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46 RESOLVED, That the American Academy of Family Physicians create a policy statement defining
47 implicit bias and recognizing its impact on disparities of care, and be it further

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49 RESOLVED, That the American Academy of Family Physicians encourage the Review Committee
50 of Family Medicine (RC-FM) of the Accreditation Council for Graduate Medical Education to
51 include implicit bias trainings within residency education core curriculum, and be it further

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53 RESOLVED, That the American Academy of Family Physicians create continuing medical
54 education opportunities around implicit bias, and be it further

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56 RESOLVED, That the American Academy of Family Physicians encourage research on the effects
57 of implicit bias on patient outcomes and how education around this topic can have measurable and
58 positive effects on population health and individual practice.