

The CAFP Justice, Equity, Diversity and Inclusion (JEDI) Committee is responsible for guiding CAFP organizational efforts to prioritize justice by increasing diversity, equity and inclusion. The general purpose and function of the committee is to measure, improve and report on JEDI and serve as advisor, guide and champion of CAFP JEDI efforts.

## **Responsibilities**

The JEDI Committee is charged with guiding organizational efforts to integrate JEDI throughout CAFP, including in physician education, leadership and training; promoting use of a JEDI lens in research and medical practice; advancing a more diverse family medicine workforce; and applying a Trauma-informed Lens in our work.

Specific responsibilities include:

- The Committee will help establish and review JEDI goals, which may include physician leadership and other benchmarks
- The Committee will propose strategic policy to help achieve JEDI goals set by the Board
- The Committee will serve as a resource to CAFP Staff, Board, Committees and Chapter Leadership to offer guidance on JEDI best practices
- Committee members should be prepared to serve as JEDI Champions internally and externally

## **Committee Structure**

### ***Members, Terms and Election Process***

The JEDI Committee shall consist of seven (7) to eleven (11) members and represent a broad demographic of members, with training or a strong interest in DEI. Specifically, committee representation should include representatives from multiple practice settings and include a diverse and representative cross section of demographics and member constituencies including but not limited to: New Physician, LGBTQ+, IMG, Women, Minority and generally representative of CAFP membership (gender, age, member type, urbanization code, etc.). At least one (1) member of the Committee shall be a medical resident or medical student.

JEDI members may serve up to (two) three-year terms. Student and resident members' service on JEDI will not count towards term limits. Founding member initial terms will be staggered to ensure continuity, and thus may be extended for up to one year.

With the exception of the founding committee members, committee members shall be elected in accordance with the annual CAFP committee nominations cycle and process.

### ***Committee Member Requirements***

Committee members must have knowledge, interest and commitment to JEDI principles and best practices, including willingness to be open and self-reflective. To be eligible, members must be in good standing with AAFP and CAFP. Committee members must attend all meetings unless an absence is approved in advance by the Chair. Committee members may be called upon in their capacity as JEDI Champions to represent CAFP in media, advocacy and member events.

### ***Decision Making***

The Committee serves in an advisory capacity to the Board. All recommendations from the Committee require a majority (no less than 50%) vote of the entire committee (whether present or not).

### ***Meetings***

The Committee will meet at least four times annually by phone, video conference or in-person, to review and discuss ongoing JEDI efforts. The Committee will be expected to respond to email requests for input and additional feedback, and review materials in advance of calls and meetings. Other meetings may be

called by the Chair to discuss specific issues.

***Statement on Equity***

The JEDI Committee is committed to promoting diversity and inclusion and striving for health equity.