

The CAFP Justice, Equity, Diversity and Inclusion (JEDI) Committee is responsible for guiding CAFP organizational efforts to prioritize Justice through 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.

Leadership

The JEDI Committee will have an appointed Chair and Vice Chair position with the following responsibilities:

Chair: The Chair will work in conjunction with the Vice Chair and CAFP Staff to develop materials in a timely manner for the Committee prior to each meeting. The Chair will conduct meetings of the Committee. The Chair will assist in developing and reviewing the JEDI Report to the CAFP Board. The Chair will serve as principal liaison between the Committee and the BOD, reporting on Committee work to the BOD.

Vice Chair: The Vice Chair will work in concert with the Chair and CAFP Staff to set agendas and assist in facilitation of meetings, and otherwise support the Chair as needed. The Vice Chair will take the place of the Chair in case of any absence, including conducting meetings or reporting to the BOD.

Board Committee Liaison

The CAFP Board President-elect is invited to serve as a non-voting member of the JEDI Committee in order to maximize/support the integration of JEDI principles into Board work.

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.

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.