

Res. A-04-19

**TITLE: Requiring Gender Pronouns on Nametags at all AAFP Events**

**Introduced by:** Montida Fleming, MD and Anjana Sharma, MD, MAS

**WHEREAS**, transgender and gender non-conforming individuals are more likely to experience both explicit and implicit discrimination and abuse resulting in severe psychological stress and worse health outcomes due to their gender identity<sup>1</sup>, and

**WHEREAS**, medical students, residents, and physicians who identify along the gender spectrum identify family medicine as one of the most inclusive specialties<sup>2</sup>, and

**WHEREAS**, individuals who identify as transgender, gender non-conforming, or non-binary may have specific pronoun(s) to be used upon referencing their person that may or may not be readily assumed or known on presentation, and

**WHEREAS**, we as family physicians should strive to create a safe space for learning and collaboration among our community of diverse family doctors across the country without gender diverse individuals being subjected to marginalizing language, and

**WHEREAS**, having transgender and gender non-conforming individuals be the only participants to include their preferred pronoun is marginalizing, and

**WHEREAS**, in 2018, policy was created to ensure that at the National Conference of Constituency Leaders, the American Academy of Family Physicians (AAFP) will begin including preferred pronouns upon badges starting in 2019, and

**WHEREAS**, a resolution to allow registrants for all AAFP-sponsored events and conferences to select their own preferred pronouns of address to be visible on registrant badges appears to be an optional selection and therefore risks singling out trans or gender non-conforming individuals, and therefore, be it

**RESOLVED:** That CAFP propose to the AAFP that they require all individuals to identify their preferred pronouns upon event registration to be printed on name badges at all AAFP-sponsored events and conferences starting in 2020.

**Citations:**

1. James SE, Herman JL, Rankin S, Keisling M, Mottet L, Anafi M. The report of the 2015 U.S. Transgender Survey. Washington, DC: National Center for Transgender Equality, 2016.
2. Sitkin NA, Pachankis JE. Specialty choice among sexual and gender minorities in medicine: the role of specialty prestige, perceived inclusion, and medical school climate. *LGBT Health*. 2016;3(6):451–460.

**Speaker's Notes:**

This resolution does not represent an amendment or addition to existing CAFP or AAFP policy, in

that it is not connected to legislative or policy efforts.

**Fiscal Note:**

The resource implications of this resolution are minimal, consisting of communication between CAFP and AAFP staff.

**No additional information provided by author**