RHEDI THEORY OF CHANGE (February 2020)

Resources & Inputs

Objectives

Activities

(to achieve objectives)

Short-term Long-term Outcomes

Existing team of dedicated RHEDI employees

- RHEDI directors and residents
- Medical students and residents interested in abortion training in
 FM
- Existing collaborations with other organizations
- External Funding

- Expand the abortiontrained workforce in FM
- Diversify the abortion provider workforce in FM
- Develop leadership among pro-choice and abortion-providing family physicians
- Mainstream curricula and practices within FM training that are informed by reproductive justice, equity, and inclusion

Expand

- Establish models of training adaptable to various US regions, including those with restricted access
- Prioritize medication abortion training, education, and TA for FM residencies

Diversify:

- ➤ Increase outreach to URM students and residents
- Promote diversity, equity and inclusion in residency recruitment, education, and career planning

Develop leadership:

- Host workshops for FM residency faculty around abortion training, access, and RJ
- Prepare abortion-trained residents for job negotiation and alliance-building

Mainstream curricula:

- Collaborate w/ RJ scholars and community organizations and FM abortion training sites
- Develop curricula and tools with priority on MAB training
- Conduct evaluation and research on RJ-informed abortion training

Expand

- ➤ Increased # of FM residencies with abortion training
- Increased # of FM residents trained in abortions, particularly MAB

Diversify

- Increased # of URMs and other POC in FM trained to provide abortion
- ➤ Diverse FM abortion workforce and leadership informed by broader range of experiences

Develop leadership

- Increased # of pro-choice leaders within FM education
- ➤ Increased # of RHEDI graduates with leadership roles in FM professional organizations

Mainstream curricula

- Increased # of providers trained to provide comprehensive, RJinformed reproductive care
- Influential publications and presentations on impact of RJinformed abortion care

- Expanded reproductive health services within primary care practices
- Increased provision of medication abortion by FM physicians across varied communities and regional settings
- Recruitment and retention of diverse abortion providers and leaders who are reflective of the communities they serve
- ❖ Inclusion of abortion care modules on FM ABFM board exams.
- ACGME inclusion of an abortion care requirement for FM residency training
- Standard, mandatory, and RJ-informed abortion curricula within FM residencies

Overall Impact:

- ♦ Improved access to just, equitable abortion care, particularly for marginalized communities
- Mainstreamed and destigmatized abortion care within family medicine