

DIVERSITY, EQUITY, AND INCLUSION Meeting Minutes

Date: Monday, January 13, 2020

Time: 12:00 noon (eastern)

Location: Free conference Call
605 313-4477
140095#

Attendees: S. Crawford, D. Brown, L. Millar, B. York, J. Jordan (guest), M. Maitland (guest)

I. **APPROVAL OF PREVIOUS MINUTES** (Monday, December 2, 2019) – Approved.

II. **AGENDA ITEMS**

1) Old Business

- a) Request for support of initiative put forth to the APTA HOD by the WA state Chief Delegate to broaden the definition of URM to include people with disabilities and gender identity. Following discussion of agenda item recommendation made by executive board for WA Delegate to attend the next board meeting.

Murray Maitland, PT Faculty at UW and Washington State Delegate and Jenny Jordan to APTA joined the meeting as guests. They presented the proposal to expand the definition of Underrepresented Minority. They suggested that DEI is more targeted, and thus limits URM and our consortium goals. Dawn asked what the purpose for the statement is: to change definition of URM, to increase awareness, or both. Murray suggested both. It was noted that the definition of URM is driven by data and is the recognized federal definition, thus LGBTQ+ is not included, as data regarding this is not collected by APTA. Bernadette agreed that this data was not available, thus not included. Murray noted that there are numerous barriers for groups in their expanded definition, thus they hope to change perspectives. Senobia noted that there is a difference between awareness and barriers versus underrepresented minorities. Murray noted importance of addressing ongoing barriers. Jenny asked if this needs to be APTA driven, which may need to go to House of Delegates. Senobia agreed – difference there are differences between underrepresented and barriers, thus this is not within the mission of the DEI. The board of DEI suggested that the group needs to rework any motion to the House, as it needs to be clear and address the desired outcome. Decrease barriers, increase awareness and promote inclusion seems to be the actual goal. At this time, the Board of DEI was not prepared to endorse the current motion that the WA delegate is wishing to advance.

b) DEI Website

- i) Updated by Eleanor Trice 12/17/2019

- (1) www.acapt.org/dei
 - (2) Minutes moved to meetings tab in descending order
 - (3) FAQ moved to “about” tab
 - (4) Added Resources tab
 - (5) Request for DEI consortium to identify a webmaster
 - (6) Lynn emailed Eleanor to report that individuals from her school who had applied for membership were not listed in members. She found out there is an approval process through Sandy, which must have been behind. Unfortunately, when she checked, some of the faculty members were associated with the wrong university. She will follow-up
- 2) New Business
- i) Bernadette has stepped into the Chair position at University of Washington.

III. REPORTS

- A. Nominating Committee
Still need nominations. Dawn and Veronica will try to reach out to some potential candidates. Have had 2 individuals report interest.
- B. Consortium Membership – Has grown, but see comments regarding approval from DEI website. Thus Lynn suggested each committee member ask which faculty have joined and check to see if listed.

IV. ACTION ITEMS

- Lynn – Reach out to Eleanor – problems with membership
Ask if associated faculty can be part of consortium
Lynn – email contact numbers to full committee and get updated list of

V. NEXT MEETING – Tuesday, January 21, 7pm (EST) - **Lynn realized she had a conflict, thus January 28 was identified and she will contact those who were off the call by that time to see if they are available.

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