

# DIVERSITY, EQUITY, AND INCLUSION

## Minutes

**Date:** Wednesday, April 8, 2019

**Time:** 12:00 noon (eastern)

**Location:** Phone meeting: 605-313-4477, code: 140095#

**Attendees:** S. Crawford, D. Brown, B. York, L. Millar, V. Jackson

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### I. APPROVAL OF PREVIOUS MINUTES - approved

### II. AGENDA ITEMS

#### A. Old Business

- a. Proposed budget submitted
- b. Website launch

#### B. New Business

- a. Review Mission, Vision, Objectives
  - i. A mission and vision were not included in the proposal for the consortium. Dawn sent the following and the wording was discussed and revised :
- b. **Vision**
  - i. The consortium envisions a diverse, equitable, and inclusive physical therapy community where all members are respected and valued for their unique differences and inherent worth, in an atmosphere of mutual respect, trust, and civility.
- c. **Mission**
  - i. The consortium seeks to examine biases, assumptions, and world views in effort to nurture a progressive community that will promote the importance of diversity, equity, and inclusion in the pursuit of excellence in the education and profession of physical therapy.

Modified to make the last part to the core values.

- d. Core Values: The DEI Consortium is committed to informing and empowering its members and the physical therapy profession to be agents of real change who are committed to being responsive to improving the health and well-being of diverse populations, communities, and individuals, and all stakeholders.

### III. REPORTS

#### A. ELC

- a. Abstract
  - i. Senobia – found more references for recruiting and diversity, equity issues. We will look through and find which are good to add to list of references.

Lynn asked if we should focus on PT, then perhaps focus on students – recruitment into PT school, admissions, and recruitment. Perhaps do a separate session another year on faculty, or clinician.

Discussion regarding different components.

**Key point** – bring back the excitement / joy of diversity rather than a chore. Maybe electronic survey – barriers, the creative way to address barriers (idea map)

IV. ACTION ITEMS

Lynn will send revised ELC submission with comments. Everyone type in ideas, etc and send by Monday morning so that the group can discuss.

VI. NEXT MEETING

Monday, April 15 noon (EST)