**National Equity, Diversity, and Inclusion Commission**

**Background**: In the Fall of 2020, members of ACAPT identified an urgent need to establish an entity charged with establishing a more diverse, equitable, and inclusive community within our educational programs to answer the charge of the Institute of Medicine, NIH, and CDC to provide equitable health care to our patients. The formation of a Commission was proposed and approved by the majority of the ACAPT membership at its Annual Business Meeting on October 16, 2020. The following outlines the responsibilities and structure of this Commission.

**Purpose**: The purpose of the Commission shall be to lead ACAPT in developing effective initiatives to support member institutions with efforts to increase the representation of students and faculty from underrepresented and historically marginalized racial and ethnic backgrounds.

**The charge to the Commission will be:** In accordance with the objectives outlined in the approved motion mentioned above, the following outline the key charges to the Commission:

1. Create new anti-racist and anti-bias policies and programming that will stimulate academic programs to strive for equity, diversity, and inclusion and support them in that effort; and
2. Define, promote and implement strategies and activities which aim to increase student/faculty and leadership recruitment and retention.
3. Develop and implement metrics and strategies to assess both process and outcomes.

**Objectives**: To increase enrollment, retention, and graduation of students and the number of faculty from underrepresented and historically marginalized racial and ethnic backgrounds in physical therapist professional education programs.

The Commission shall develop clear goals that will foster the emergence of historically marginalized leaders and will give them the resources they need to move our profession forward.

**References**: The Commission will be guided by the recommendations of [ACAPT’s Diversity Task Force Report](https://acapt.org/docs/default-source/reports/diversity-task-force-final-report.pdf?sfvrsn=6249b3d8_2). The Commission may refer to other resources such as [the Black Rehab Manifesto](http://www.ujimainstitute.com/black-rehabilitation-manifesto.html) or other external documents deemed relevant to the work.

**Composition**: The Commission shall be comprised of the following:

1. One member of the ACAPT Board of Directors, appointed by the President of the Board
2. One member of core faculty of a DPT education program
3. One Director of Clinical Education of a DPT education program
4. One Academic Administrator affiliated with a physical therapist education program\*
5. One clinician (CI, SCCE) from a clinical education site

*\* An academic administrator may be a director, chair, vice-dean, assistant dean, dean, etc.*

**Appointment:**  The Commission members will be appointed by the Board of Directors. The majority of the members must each be an “Individual Member” of an ACAPT member institution, as defined in the ACAPT bylaws. Exceptions shall be approved by the Board.

**Term:**

1. Members of the Commission shall assume office at the ACAPT Annual Business Meeting in the year in which they are appointed unless other considerations are necessary.
2. The term of office of each member of the Commission shall be for three years or until a successor is appointed.
3. No person shall serve more than two complete consecutive terms on the Commission.

**Vacancies:** The Board of Directors shall fill any vacancy by appointing a person to serve for the remainder of the term. The appointed individual shall be eligible to be appointed to two additional terms.

**Timeline and Reporting Requirements:** Present a quarterly progress report to the Board that shall include references and collaborations.

**Ongoing Responsibilities**: The Commission shall:

* Meet not less than every-other month virtually for 60 minutes to review tasks completed and next steps to meet deadlines and objectives
* Utilize online project management tools provided by ACAPT to keep one another apprised of progress and challenges or invite answers to questions between meetings
* Report progress/updates to the Board of Directors quarterly
* Seek input and collaboration from other ACAPT commissions and committees.

**Guiding Principles**: Members of the Commission shall

* Remain in compliance with ACAPT’s antitrust guidelines
* Avoid any conflicts of interest and notify other members of the Commission should any conflicts develop
* Not involve any commercial interests
* Engage multiple individuals in physical therapy education (e.g., those who contribute and benefit therefrom)
* Address issues within identified timelines
* Endeavor to work toward a positive impact for all parties involved

**Resources**: The following resources will be made available

* Support of ACAPT Staff
* Use of ACAPT’s Basecamp for dialogue, document sharing, and project management
* Use of an ACAPT conference call line
* Use of ACAPT’s SurveyMonkey account
* Dedicated funding within the ACAPT budget as determined by the Board of Directors
* Additional resources as may be requested and upon approval of the Board of Directors

**Copyright Assignment**: Applicants seeking appointment to the Commission will be asked to complete an assignment of copyright to ACAPT along with their consent to serve. Any publication that refers to the work of this Commission shall be reviewed first by the ACAPT Executive Committee in advance and shall site ACAPT and the Commission as the source of the work.