

Diversity, Equity, and Inclusion (DEI) - Candidate Bio and Statement – 2022

The information below was provided by each candidate in response to a request to provide a brief bio and statement of interest and qualifications for the position.

Name: Bernadette Williams-York PT, DSc

Title: Associate Professor and Director

Position: Consortium - Chair

| Brief Bio | Candidate Statement |
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| Dr. Bernadette Williams-York has been an educator in professional physical therapist programs for more than 20 years. In her current role at the University of Washington in Seattle, she is an Associate Professor and Director of the Division of Physical Therapy in the Department of Rehabilitation Medicine. She has previously held faculty and administrative appointments at the University of North Carolina at Chapel Hill and three HBCUs- Howard University, Hampton University and Alabama State University. Dr. Williams-York's teaching, research and service are in the areas of health disparities, healthcare workforce diversity, health promotion and aging. Since the onset of the COVID pandemic and civil unrest this year, Dr. Williams-York has been an invited panelist on multiple social media platforms to discuss these pressing societal issues and their impact on the physical therapy profession. She was recently appointed as the Chief Diversity Officer for the Department of Rehabilitation Medicine at the University of Washington. | I am a program director and faculty member of an ACAPT Institution – University of Washington. Throughout my 20+ year academic career in physical therapist education, I have been a strong advocate on the local and national level for healthcare equity and increased racial/ethnic diversity within the physical therapist profession. I was the chair of the ACAPT Diversity Task Force that was instrumental in defining underrepresented minorities (URM) in the PT profession and I am currently serving as the inaugural Vice-Chair of the ACAPT DEI Consortium. I feel my experience as the Vice-Chair has prepared me to now serve as the Chair of the DEI Consortium. |

Name: Write-in

Position: Consortium - Chair

Name: Alicia K Rabena-Amen PT, DPT

Title: Assistant Professor and Director of Clinical Education

Position: Consortium - Director-at-Large

| Brief Bio | Candidate Statement |
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| <p>Alicia Rabena-Amen, PT, DPT earned both her Bachelor of Science Degree in Biology in 1995 and her master's degree in Physical Therapy in 1997 at Mount St. Mary's College in Los Angeles. In 2017, Alicia earned her Doctor of Physical Therapy from Arcadia University in Pennsylvania. She is currently employed in the PT Department at University of the Pacific as Assistant Professor and Director of Clinical Education. She also works in the home health setting.</p> <p>In 2014, Dr. Rabena-Amen was appointed by Governor Jerry Brown to serve as a board member on the Physical Therapy Board of California. She was reappointed in 2016 and again in 2020 by Governor Gavin Newsom. She currently serves as Board President. Alicia is an active member of the Northern California Clinical Education Consortium and is an APTA CCIP Level 1 Certified Trainer. She volunteered in various capacities for the FSBPT from 2014 to 2018 and was awarded the Outstanding Service Award for 2018. She currently chairs her PT department's Service-Learning Committee and serves as the Secretary of her parish council.</p> <p>Dr. Rabena-Amen lives in Stockton, California and enjoys spending time with her husband and three sons travelling and watching all levels of basketball.</p> | <p>Empathy, leadership, and openness to listen and learn are all qualities of a good director that I would bring to this position. My experience collaborating on various academic, religious, and governmental bodies has prepared me well. As a board member on the Physical Therapy Board of California since 2014 and president for the past three years, I am aware and capable of the tuning and balancing that needs to occur between necessary work and the value of relationships. Yet, please consider my passion to grow the underrepresented minority groups of both student and faculty populations of our profession as my number one driver for being elected to this position.</p> <p>Consistent with ACAPT's strategic plan, there are three pressing issues I believe ACAPT should address. First, we must look to the future by constructing effective and reliable standards for recruitment and retainment of underrepresented minority students. Second, it is imperative that we grow underrepresented minorities in our profession as leaders with concerted mentorship efforts. Third, providing programs examples of frameworks to thread DEI throughout the curriculum is both ethical and vital for all PT and PTA students, as well as all faculty. Thank you for your time and consideration.</p> |

Name: Alison Kreger PT, DPT, Ed.D.

Title: Program Director, Clinical Associate Professor

Position: Consortium - Director-at-Large

| Brief Bio | Candidate Statement |
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| Dr. Kreger has been a core faculty member at Wheeling University for 13 years, recently being appointed as program director in February 2021. She is board certified as a clinical specialist in pediatric physical therapy. She is an active member of the WV Interagency Coordinating Council and WVPTA. She is an advocate for diversity within the university and program. She believes in incorporating education regarding diversity into DPT programs, guiding students to develop into practitioners prepared to work in our every changing and diversifying world. | <p>I grew up in Europe in a family working for the US Civil Service, thus I grew up as a minority representation in a foreign country. I treasure and value my time in Europe, realizing we are all similar in some aspects but that our differences make us unique and who we truly are.</p> <p>I do think PT education and practice should ensure professionals are sensitive to diversity and prepared to work with those of various and differing groups.</p> |

Name: Arvie Vitente PT, DPT, PhD, MPH, GCS, PNAP, CDP

Title: Campus Director & Assistant Professor

Position: Consortium - Director-at-Large

| Brief Bio | Candidate Statement |
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| Dr. Vitente is a Board-Certified Geriatric Clinical Specialist and serves as the Campus Director of the Miami, Florida Campus. He also serves as the Academic Coordinator of Clinical Education and Assistant Professor at the Doctor of Physical Therapy program at the same campus. He joined the University as a core faculty in November 2018. He received his Doctor of Physical Therapy degree in 2017 from the Dominican College of Blauvelt in Orangeburg, New York. He completed his Bachelor of Science in Physical Therapy in 2003, Master of Public Health in 2006, and Doctor of Philosophy in Education major in Education Management in 2021 from Angeles University Foundation, the Philippines. At the same University, he also served as an Associate Professor for more than 9 years and taught Anatomy, Physiology, Kinesiology, Research Methodology, Physical Agents, Clinical Education, and Neuroanatomy before immigrating to the United States. His clinical practice has been focused on Neurologic and Geriatric Physical therapy in acute and post-acute settings. | Dr. Vitente is passionate about serving the profession and increasing awareness about the importance of DEI in his state and institution. Dr. Vitente is one of the founding members of the standing committee of the Florida Physical Therapy Association's DEI committee, which was named ACCESS committee. He is also passionate about leading. He graduated from the distinguished American Physical Therapy Association's (APTA) Fellowship in Education Leadership (previously known as ELI) in 2019. |

Name: Tobey DeMott Yeates PT, DPT

Title: Assistant Professor and Director of Clinical Education

Position: Consortium - Nominating Committee Member

| Brief Bio | Candidate Statement |
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| <p>As a Black woman and an individual with one arm, I have a unique perspective on the intersectionality of identities. As a physical therapist for over 26 years I have dedicated my career to excellence in the field. I spent 13 years at The Rehabilitation Institute of Chicago (now Shirley Ryan Ability Lab) working both in clinical practice and research and spent 7 years in private orthopedic practice where I dedicated my time to excellence in the treatment of musculoskeletal dysfunction and completed my OCS. I currently serve fulltime as Assistant Professor and Director of Clinical Education in the Department of Physical Therapy and Human Movement Sciences (PTHMS) at Northwestern University (NU). I serve as the co-chair of the</p> <p>Diversity Committee and the Associate Chair of Diversity, Equity and Inclusion. In these roles I have</p> <p>facilitated department wide changes and helped to create a culture of inclusion that is evolving and dynamic.</p> <p>For these efforts my colleagues and I were awarded the Daniel I Linzer Award for Faculty Excellence in Diversity and Equity in 2021. I am a member of the APTA-Illinois Chapter DEI committee and my teaching on bias can be found in the APTA Learning Center: Cultural Competency and You: How Diversity, Inclusion, and Allyship Lead to a Better Clinical Environment. I serve on the Admissions Committee at NUPTHMS where we focus on holistic admissions practices, and my research agenda includes investigating student experiences of microaggressions in clinical education.</p> | <p>My role as Associate Chair of DEI as well as my role as the co-chair of the Diversity Committee in PTHMS at NU and as a member of the APTA – ILL Chapter have given me the opportunity to collaborate and connect with a wide array of students and colleagues that center diversity, equity, and inclusion in the planning and execution of our initiatives. My experience with inclusive teaching practices in STEM, bias training, and cultural competence training help to form my perspectives on increasing equitable and</p> <p>inclusive teaching practices in PT/PTA education. My experience in holistic admissions practices and my research in the area of microaggressions in clinical education directly speak to the goal of increasing diversity in faculty, students, and clinical educators and demonstrate the urgency of creating welcoming, diverse learning environments where every student is expected to succeed and thrive. My work to support the creation of and connection to groups of students with similar self-identified backgrounds and social identities strongly aligns with the goal of supporting student enrollment and retention and helps to increase and maintain the number of URM students enrolled in and graduating from DPT programs. My priority is to help create and support safe, engaging learning environments that encourage the progression of URM DPT students into excellent clinicians, effective leaders and strong faculty.</p> |

Name: Gilaine Nettles PT, PhD, DPT, MHA

Title: Associate Professor and Chair/Program Director

Position: Consortium - Nominating Committee Member

| Brief Bio | Candidate Statement |
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| <p>Dr. Gilaine Nettles, Associate Professor, is currently the Chair and Program Director of the Department of Physical Therapy at Alabama State University. Before joining the</p> <p>faculty at ASU in August 2021, she served as Chair of the Department of Physical Therapy at Howard University. Her unique areas of experience include program</p> <p>accreditation and department management. She holds a Master of Health Administration and a Ph.D. in Educational Leadership, Policy, and Law. In clinical practice, she has</p> <p>practiced in various settings as a primary care physical therapist and treated patients across the lifespan, primarily in medically underserved communities. She has opened and provided PT services in three outpatient clinical practices, including Walton County Hospital Outpatient Department in Georgia, J.R. Thomas Rehab and Wellness Center for Franklin Primary Health Center, and the Program of All-Inclusive Care for the Elderly, in Mobile, Alabama. Lastly, her work experience includes serving the Los Angeles Unified School District and the Mobile County Public School District. Her health and educational research interests involve reducing health disparities in African Americans with hypertension. Dr. Nettles is a member of the Alabama Chapter and has served as the By-Laws Committee chairperson for three years.</p> | <p>I consent to serve ACAPT on the nominating committee to support the efforts to engage a community of researchers, grant writers, mentors, and other stakeholders that will help to equip institutions with adequate support to increase Diversity, Equity, and Inclusion in PT education, the workforce, and in research efforts to reduce health disparities. I am a dedicated educator, administrator, researcher, and physical therapist with over 30 years of experience and an active network of colleagues and associates. Furthermore, I am a visionary, a change agent, an enthusiastic team player who is self-motivated and goal-directed. My qualifications include serving two established doctoral PT programs as Program Director, experience in developing a new DPT program, understanding the accreditation standards with the Commission on Accreditation in</p> <p>Physical Therapy Education, serving as Academic Coordinator of Clinical Education for PTA Program, managing networks of clinical educators, and serving numerous university committees and various committees within the Alabama Chapter of the APTA including chair of the Bylaws Committee and a Minority affairs committee. These experiences have allowed me to collaborate with teams for strategic planning, program development, implementation, and evaluation in education and health care to accomplish goals and objectives successfully.</p> |

Name: Kathleen Sutton PT, DPT, PhD, MPH

Title: Assistant Professor

Position: Consortium - Nominating Committee Member

| Brief Bio | Candidate Statement |
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| <p>Dr. Sutton has been an Assistant Professor in the Department of Physical Therapy at Creighton University since 2020 and teaches courses in cardiovascular and pulmonary rehab, health conditions, and behavioral and social health. She received her Doctorate in Physical Therapy from Bellarmine University in Louisville, KY, as well as a Masters in Public Health from the University of South Florida and PhD in Rehabilitation Sciences from the University of Kentucky. She has worked as a hospital-based physical therapist in the US and abroad, serving patients of all ages across the care continuum with a special interest in working with individuals with multiple chronic health conditions. Her research interests include addressing health disparities for persons with disabilities and complex health needs in local and international community-based settings.</p> | <p>As the US continues to experience a demographic shift toward a more diverse population, it's important that physical therapists better reflect the communities we serve. ACAPT's goal of increasing student and faculty diversity emphasizes the importance of academic institutions in creating an inclusive and accessible profession. Targeted, multipronged efforts in admissions, curriculum, research, faculty/staff development, and student success are needed to reach this goal. My background in community-based research and work with under-served communities has informed my world view in ways that I think will contribute meaningfully on the DEI nominating committee. At Creighton, I currently serve on the School of Pharmacy and Health Professions Diversity and Inclusion Taskforce as well as on the Office of Equity and Inclusion's Title IX Hearing Board. Additionally, I am a member of the DEI Committee for the Academy of Physical Therapy Research. As a member of the LGBTQIA+ community, I believe that I would bring a unique perspective to the committee based on my lived experience as a research-clinician, educator, and member of a marginalized group who is committed to making all of our professional spaces inclusive and representative.</p> |

Name: Briana Partee DPT

Title: Assistant Professor

Position: Consortium - Nominating Committee Member

| Brief Bio | Candidate Statement |
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| <p>I write to express my interest in the Nominating Committee for ACAPT. As an ethnic minority, I have a passion for academic excellence, mentoring, diversifying the workforce, and developing strong professional relationships, which bolster my application for this important role. I am a dynamic clinician and assistant professor focusing on diversity, equity, and inclusion (DEI) with a patient care background. I have demonstrated experience developing, operationalizing, and evaluating DEI initiatives, policies, and programs. I am dedicated to positively impacting organizations and individuals by focusing on intersectionality, cultivating a workplace culture of inclusion and belonging, and facilitating equitable and sustainable change. I recognize that DEI issues and social activism are essential, and the work that goes into it cannot be neglected. I often ask if my teaching and service are intentionally antiracist and challenge the institutions' I work for to do the same.</p> | <p>My role focuses on promoting diversity and inclusion in admissions, curricular innovation, fostering diversity in teaching and research, leading initiatives to improve recruitment and retention, and mentoring students to support and promote equal opportunity, which matches the strategic plan of ACAPT. I build strong relationships with leadership and faculty members at many Universities to create awareness and accountability for the DEI curricular and admissions structure. I believe ACAPT should have or create a program to assist minorities into academic roles much like a pipeline would bring DPT students into a program.</p> |