

PASSED: [AC-1-13](#): URM - PROPOSED BY ACAPT BoD and Diversity Task Force – James Carey

That the following be adopted: "Underrepresented in physical therapy means those racial and ethnic populations that are underrepresented in the PT profession relative to their numbers in the general population, as well as individuals from geographically underrepresented areas, lower economic strata, and educationally disadvantaged backgrounds."

SS:

There is currently no definition of an under-represented minority (URM) for physical therapists. The Commission on Accreditation in Physical Therapy Education (CAPTE) requires that "The enrolled student body is consistent with the mission and goals of the program, the profession's need for qualified, competent practitioners, and the societal need for diversity among physical therapists." As evidence of compliance, programs may describe, "the characteristics of the enrolled students, including the gender, racial, cultural, and economic diversity of the students." The APTA House of Delegates passed a position related to cultural competence (HOD P06-01-26-25) that states, "Members of the American Physical Therapy Association should demonstrate cultural competence."

It is important to the future of the physical therapist profession that students from all racial and ethnic groups be well represented in PT education programs. A diverse student population and workforce are needed to meet the needs of an increasingly diverse patient population, to provide culturally competent care, and to provide greater access to care to individuals in underserved communities. The proposed under-represented minority (URM) definition for the physical therapist profession was developed by the Diversity Task Force in response to the charge established by ACAPT in 2013. The definition will be used to drive changes in what data are collected by ACAPT and APTA, help give credence to arguments for greater diversity in physical therapist (PT) education programs and the profession, focus the limited resources of ACAPT and APTA, and achieve greater racial and ethnic diversity in PT education and the profession. The URM definition extends beyond traditional racial and ethnic categories to also include individuals from educationally disadvantaged backgrounds (eg, first generation college students), low socio-economic status, and geographically under-represented areas (eg, Appalachia). It is not prescriptive and will remain relevant, regardless of changes to demographics at the regional or national level.

The adoption of a URM definition would be consistent with the policies of other health profession education associations, including the

- American Association of Colleges of Osteopathic Medicine (AACOM),
- American Association of Colleges of Pharmacy (AACP),
- American Dental Education Association (ADEA),
- Association of American Medical Colleges (AAMC), and
- Association of Schools and Colleges of Optometry (ASCO).

There are no budget implications related to this motion.