



# AMERICAN COUNCIL OF ACADEMIC PHYSICAL THERAPY

## AMENDMENT TO MOTION AC-2-20

Move to amend Motion AC-2-20 by substitution so that it would read

**TITLE:** National Equity, Diversity, and Inclusion Council for Academic Physical Therapy  
That the American Council of Academic Physical Therapy (ACAPT) commit to the establishment of a National Equity, Diversity, and Inclusion ~~Council~~ Commission for Academic Physical Therapy (NEDIC) in order to increase enrollment, retention and graduation of racial/ethnic minority students (Black, Indigenous, Latinx) in physical therapist professional education programs and increase the number of racial/ethnic minorities among faculty and leadership in professional education. The purpose of the proposed ~~Council~~ Commission shall be to lead ACAPT in (1) developing effective programs to increase the representation of racial/ethnic minority students and faculty in physical therapist education programs and (2) creating new anti-racist policies and programming that will stimulate academic programs to strive for equity, diversity, and inclusion and support them in that effort.

~~The proposed Council shall be made up of five faculty members from ACAPT member programs who will be elected by the ACAPT member institutions. Two of the proposed Council's members shall be selected by the Council to serve as voting members of the ACAPT Board of Directors. The proposed council shall have dedicated funding which will be equivalent to 20% of the annual dues revenue. This funding shall be raised by adding a 20% diversity supplement to annual dues for ACAPT member programs. In furtherance of this motion, the ACAPT Board of Directors shall, in partnership with the Diversity, Equity, and Inclusion (DEI) Consortium, develop a plan for implementation, with a progress report to the membership by March 15, 2021. The implementation plan shall lead to presentation of appropriate by-law amendments to the membership for a vote at the next ACAPT annual meeting. These by-law amendments should include, but not necessarily be limited to, adding a new amendment to Article V (Board of Directors) increasing membership to eleven, an amendment to Article VIII (Dues), a new Article X (Councils) which will allow for the creation of a Council, and also an amendment to Article II (Purpose) to include promotion of equity, diversity, and inclusion in academic physical therapy.~~

The proposed Commission shall be co-chaired by the Chair of the ACAPT Diversity, Equity, and Inclusion Consortium and one member of the ACAPT Board of Directors. Three additional members will be elected by the ACAPT membership through a special election to be held by no later than January 15, 2021. Those elected shall assume office by February 2021. The charge to the Commission will be:

1. Review and prioritize the recommendations from the 2016 Final Report from the Diversity Task Force,
2. Provide budget estimates to fund the 2016 recommendations,
3. Suggest new recommendations for action beyond the 2016 recommendations with associated budget estimates,
4. Submit a report by June 2021 to the ACAPT Board of Directors that includes the Commission's 5-year plan to address the identified priorities with associated budget requests, and
5. Submit a report to the ACAPT membership at the Annual Business Meeting at ELC in 2021 detailing the Commission's approved 5-year plan, budget, and progress to date.

The priorities should include those that can be accomplished within a 1-2 year timeframe (short-term activities and initiatives) and those that will take 3-5+ years (longer-term activities and initiatives).



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### **SUPPORT STATEMENT:**

It is the fiduciary responsibility of any Board of Directors to decide how resources are best allocated and how revenue is generated. Lines 16-28 of this motion prevent the Board from fulfilling this responsibility. The ACAPT was incorporated in 2014. Since 2015, the Board has budgeted nearly \$65,000 toward Diversity, Equity, and Inclusion, and has already set aside \$35,000 in its 2021 budget.

Lines 21-24 request a very quick plan (March 2021) for implementation and prescribe very specific structural changes in the ACAPT organization; however, ACAPT has already begun expanding dialogue with the ACAPT DEI consortium in addition to having established a collaborative partnership with the American Academy of Physical Therapy and the National Association of Black Physical Therapists.

The ACAPT Board of Directors current strategic plan goal 3:3 is to “Increase the diversity of students and faculty in academic physical therapy”. A strategy for this goal has been to “Ask the Diversity, Equity, and Inclusion Consortium for recommendations on how to achieve diversity in faculty and students in academic physical therapy.”

In 2021, the Board will convene with key stakeholders in its development of a new strategic plan that will be implemented from 2022-2027. We have committed to making D, E, and I among the goals in this plan. In addition to this meeting, the Board will convene at its retreat in April to review its current structure and assess the role of consortia.

The first paragraph Lines 6-14 have been retained to emphasize the clear call to elevate the profile and explicit commitment to this initiative without constraining the Board to exercise its responsibilities for fiduciary decision making and strategic planning for structure and function of the organization.

By reframing this as a Commission instead of a Council, the Board can take action immediately on developing the Commission. If this motion to establish a Council were passed, it would require a bylaw change before any action could be taken eliminating the ability for the Council to take any action for almost two years.

Thus, by establishing a Commission of ACAPT, it would reinforce to all stakeholders the serious, ongoing commitment of this important work and investment that could begin immediately.