



AMERICAN COUNCIL OF ACADEMIC PHYSICAL THERAPY

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SECONDARY AMENDMENT TO MOTION AC-2-20

University of Southern California DPT Program moves to amend the amendment to Motion AC-2-20 by insertion of lines 45-47 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 Commission for Academic Physical Therapy (NEDIC) in order to increase enrollment, retention and graduation of racial/ethnic minority students (Black, Indigenous, Latinx) in physical therapy professional education programs and increase the number of racial/ethnic minorities among faculty and leadership in professional education. The purpose of the proposed 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
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, and
6. Draft by-law amendment for presentation to the membership at ELC in 2021 that will add one additional elected ACAPT Board member with a 3-year term who will serve as the advocate for equity, diversity, and inclusion. Once elected, this individual would be co-chair of the Commission.



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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).

SUPPORT STATEMENT:

We believe these amendments are essential for the success of this Commission, and are designed to ensure that the Commission has an active role in the ACAPT strategic planning process. As seen in our own history, we are just now, 4 years after the fact, reviewing, prioritizing, and budgeting for the recommendations from the 2016 final report from the Diversity Task Force. If there is a dedicated EDI advocate at the highest leadership level, and we bring EDI to the forefront of our new strategic plan, the possibility for this to fall through the cracks amidst the many other responsibilities of the board is lessened.