

## APMA Diversity, Equity, and Inclusion Task Force

Conference Call

Zoom Link: <https://us02web.zoom.us/j/82613832524?pwd=YIBZWUR4Rk1vVyt1VHBMR1dHN2RhUT09>

October 25, 2021

8 pm EDT

- A. Call to order – 6:02 pm EDT
- B. Roll call and review of COI
- C. Welcome from the Chair
  - a. Brian Smedley, PhD webinar presented October 13
    - i. Preventing Racial and Ethnic Disparities: How Non-Medical Factors Impact Your Patient Care
  - b. Additional Resources added to [www.apma.org/dei](http://www.apma.org/dei)
    - i. [CDC: Health Equity Guiding Principles for Inclusive Communication](#)
    - ii. [NAM: An Equity Agenda for the Field of Health Care Quality Improvement](#)
  - c. Parking Lot
    - i. Proposal Presentations
      - 1. Karen Langone, DPM
      - 2. Janet Simon, DPM
    - ii. Other Items
      - 1. *Residency issues – people forced out of residency programs due to racism*
      - 2. *Mentorship program for students and residents*
        - a. [STRIVE article](#)
        - b. *Assign mentor to student*
          - i. *Schools may have student buddy systems (DMU and Temple as example)*
      - 3. *Retention strategies rather than just recruitment*
      - 4. *Military and/or recruiters*
      - 5. *\*Student loan forgiveness (consider additional burdens due to COVID) (HRSA, NMF)*
        - a. *Focus for the Health Profession loan programs since late 1980s have been on primary care. In the late 1970s DPMs were involved in this program but with the defunding of this program in the early 1980s DPMs were dropped.*
        - b. <https://studentaid.gov/manage-loans/forgiveness-cancellation/public-service#qualifying-employment>
        - c. <https://nhsc.hrsa.gov/loan-repayment/index.htm>
        - d. *PSLF*
      - 6. *Podiatric organizations (colleges, certifying boards, affiliated organizations, educational affiliates, etc.)*

