

APMA Diversity, Equity, and Inclusion Task Force

Conference Call

Zoom Link: <https://us02web.zoom.us/j/84832204275?pwd=RG1pMWJqc2hGbml0MjFIQUxqM1FuQT09>

December 8, 2021

8 pm EDT

- A. Call to order – 8:04 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
 - 1. *Coming Soon* in APMA Online Learning Center On-Demand for 1 CECH for free.
 - b. APMA Document Review Oral Reports (Rubenstein)
 - i. Governance Documents (Bylaws, Code of Ethics, House of Delegates Operations Manual, Administrative Procedures, Board Policies and Procedures) (Rubenstein)
 - 1. Recommendations will go to APMA Bylaws, Procedures, and Rules Committee and APMA BOT for review and comment and then onto the HOD
 - 2. Code of Ethics – will go to HOD 2022
 - 3. Non-discrimination in membership and leadership selection
 - a. For example, APMA BOT selection of APMA Young Physician of the Board nominee – strive for diversity in the identification of candidates
 - 4. Board Policies and Procedures – will only go to the APMA BOT
 - ii. APMA Employee Manual (Reese)
 - 1. The manual currently makes regular reference to inclusivity and nondiscrimination.
 - 2. The work group identified a few areas where more robust statements could be made.
 - a. Including a statement in the first section stating that APMA promotes diversity, equity, and inclusion.
 - b. In the rules and expectations section, there could be another bullet about tolerance for other religions, sexual orientations, gender identities, etc.
 - c. There could be more room for APMA to acknowledge various holidays throughout the year in things like staff emails, etc.

- d. Parental leave should be made readily available to employees regardless of how much time they've spent with the organization.
 - e. In terms of email etiquette, a standard practice of acknowledging proper pronouns in email signature lines may be worth considering.
 - f. The vagueness of the dress code, grooming, and personal appearance section, as well as the discretion with which it may be applied, could allow for it to be unfairly applied to some individuals (e.g., people of color, women, etc.).
 - iii. APMAPAC (Long)
 - 1. Ensuring that we consider other religious holidays besides the Christian holidays that are often recognized.
 - 2. For the Board of Directors, allowing the general membership or the HOD to elect a member-at-large for APMAPAC Directors to allow for more diversity and inclusion.
 - 3. Putting in place accommodations for people to attend meetings to allow everyone to participate.
 - 4. This document will go to the PAC Board of Directors for approval.
 - iv. APMA Educational Foundation (Barrett)
 - 1. This group added inclusion language about who board members and committee members can be.
 - 2. Added a clause saying that grants can be given to promote the values of diversity, equity, and inclusion.
 - 3. Would like to recommend that a gift acceptance policy be put in place.
 - a. Gives the ability to ensure that funding is ethically obtained, and values are replicated in the funds that are received.
- c. Subcommittee Updates
 - i. Ombudsman-like advisory group
 - 1. Drafting language
 - ii. Board certification
 - 1. To meet December 21 at 8pm ET
- D. Upcoming call
 - a. January
 - i. We will review the draft report to the APMA Board of Trustees for their February 12, 2022 meeting
- E. Adjournment – 8:31 pm EDT

Diversity, Equity, and Inclusion Task Force (DEI TF) Roster 2021-2022

William Long, DPM – Chair/APMA Trustee

Janet Simon, DPM – Chair, Public Health and Preventive Podiatric Medicine Committee

Kevin Jefferson, DPM – Chair, National Medical Association, Podiatric Medicine & Surgery Section

Denise Peraza-Martinez – APMSA Liaison

Kush Patel – SNPMA Liaison

Rebecca Sundling, DPM, MPH – Young Physician Member

Jondelle Jenkins, DPM – Liaison, APMA

Alton Johnson, DPM – Liaison, Public Health and Preventive Podiatric Medicine Committee

Adrienne Atkinson-Sneed, DPM – Advisor

Joaquin Balaguer, DPM - Advisor

G. Javier Cavazos, DPM - Advisor

Larry Harkless, DPM – Advisor

William Harris, IV, DPM – Advisor

Pamela Hong, DPM - Advisor

Karen Langone, DPM – Advisor

Christopher Lotufo, DPM - Advisor

Kieran Mahan, DPM – Advisor

Mori North - Advisor

Rene Settle-Robinson, DPM – Advisor

Jeffrey DeSantis, DPM – President, APMA/Ex Officio

Seth Rubenstein, DPM – Immediate Past President, APMA/Ex Officio

Staff Liaisons: James Christina, DPM; **Kayla Fuller**; **Gail Reese, JD**; Stephanie Simmons; **Dyane Tower, DPM, MPH, MS**; Ben Wallner

Guest staff: **Kathy Balderson**; **Kenna Barrett, PhD**; **Julia Jacobson**

Marit Sivertson – APMSA ED