

APMA Diversity, Equity, and Inclusion Task Force

Conference Call

April 20, 2021

8 pm EDT

- A. Call to order – 8:03 pm EDT
- B. Roll call and review of COI
- C. Welcome from the Chair
 - a. Introductions
 - b. Housekeeping/Rules of Engagement/Ground Rules
 - i. [Brave Space](#)

AN INVITATION TO BRAVE SPACE

Together we will create *brave space*.

Because there is no such thing as a “safe space”
— We exist in the real world.

We all carry scars and we have all caused
wounds. In this space

We seek to turn down the volume of the outside
world, We amplify voices that fight to be heard
elsewhere, We call each other to more truth and love.

We have the right to start somewhere and continue to
grow. We have the responsibility to examine what we think
we know. We will not be perfect.

This space will not be perfect.

It will not always be what we wish it to be.

But

It will be *our brave space together*,
and

We will work on it side by side.

by Micky ScottBey Jones

- ii.
- c. [Mission of the Task Force](#)
 - i. To explore and identify potential diversity, equity, and inclusion gaps in APMA practices, policies, and procedures that have resulted from historic inaction and silence.
- d. [Purpose of the Task Force](#)
 - i. To ensure diverse and inclusive perspectives within APMA staff and membership.

- e. [Example Areas of Focus](#)
 - i. Age, culture, disability, race, religion, sex/gender, sexual orientation, gender identity
- f. Diversity Training for TF members
 - i. [Developing a Road Map for Creating a Diversity and Inclusion Strategy](#)
 - ii. Review Additional Resources at www.apma.org/dei
- g. Goals
 - i. Review internal APMA documents:
 - 1. Governance Documents (Bylaws, Code of Ethics, House of Delegates Operations Manual, Administrative Procedures, Board Policies and Procedures)
 - a. Atkinson-Sneed
 - b. Harkless
 - c. Jefferson
 - d. Jenkins
 - e. Johnson
 - f. Mahan
 - g. Rubenstein
 - h. Settle-Robinson
 - i. Christina - staff
 - j. Fuller - staff
 - k. Simmons - staff
 - 2. APMA Employee Manual
 - a. Sundling
 - b. Christina - staff
 - c. Reese - staff
 - 3. APMAPAC
 - a. Long
 - b. Simon
 - c. Reese - staff
 - d. Wallner - staff
 - 4. APMA Educational Foundation
 - a. Amin
 - b. Booth
 - c. Langone
 - d. Barrett - staff
 - e. Tower – staff

- ii. Review [A Statement from APMA on Current Events](#) – statement from June 2, 2020
- iii. Review [APMA Announces New Efforts to Address Racism and Disparities](#) – statement from June 29, 2020
 - 1. Explore recruiting methods to attract prospective students who are in a socially disadvantageous position as well as students enrolled in Historically Black Colleges and Universities.
 - a. Black Student Unions at colleges
 - b. AAPI groups at colleges
 - c. Underrepresented minority groups at colleges
 - d. Sororities and fraternities – Divine Nine
 - e. Historically Hispanic Colleges
 - f. Tribal Colleges
 - 2. Provide additional educational opportunities for members on topics such as racism, implicit bias, and health-care disparities.
 - a. Planning in progress through PHPPMC for implicit bias and cultural competency webinar
 - b. Track at The National on racial and implicit bias in 2022
 - c. Develop PPT for state components to have at their local/state/regional meetings
 - d. Health disparities speaker – [Lisa Cooper, MD, MPH](#)
 - 3. Extend previously conducted research on diversity within the podiatric medical profession including among our applicants, students, residents, fellows, and established members.
 - a. [STRIVE article](#)
 - b. Demographic data
 - c. Preliminary discussions on collecting better data on APMA members with new membership database
 - d. [Demographics of enrolled students from the colleges](#)
 - 4. Continue to extend invitations to a diverse group of speakers at our Annual Scientific Meeting.
 - 5. Investigate opportunities to collaborate with like-minded organizations to address racism and health-care disparities.
 - a. NMA – Podiatric Medicine and Surgery Section
 - b. AMA
 - c. ACGME
- h. Updates
 - i. [House of Delegates Town Hall on DEI](#)
 - ii. APMA News article on DEI – May/June

- i. Parking Lot
 - i. Residency issues – people forced out of residency programs due to racism
 - ii. Mentorship program for students and residents
 - 1. [STRIVE article](#)
 - 2. Assign mentor to student
 - a. Schools may have student buddy systems (DMU and Temple as example)
 - iii. Retention strategies rather than just recruitment
 - iv. Military and/or recruiters
 - v. Student loan forgiveness
 - vi. Podiatric organizations (colleges, certifying boards, affiliated organizations, educational affiliates, etc.)
 - 1. Report cards for commitment to diversity
 - vii. Video required for residency programs (during orientation)
 - j. Additional Members
 - i. Potential outreach to identify other perspectives
 - 1. AACPM
 - 2. ACFAS
- D. Adjournment – 9:43 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

Mitchell Booth – APMSA Liaison

Suril Amin – 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

Larry Harkless, DPM – Advisor

Karen Langone, DPM – Advisor

Kieran Mahan, DPM – Advisor

Rene Settle-Robinson, DPM – Advisor

Adrienne Atkinson-Sneed, 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; Emma Levrio

Heather Keith – APMSA ED