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. 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](http://www.apma.org/dei)

g. Goals  
   i. Review internal APMA documents:  
         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 disadvantaged 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 Rubenstei, 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