

APMA Diversity, Equity, and Inclusion Task Force

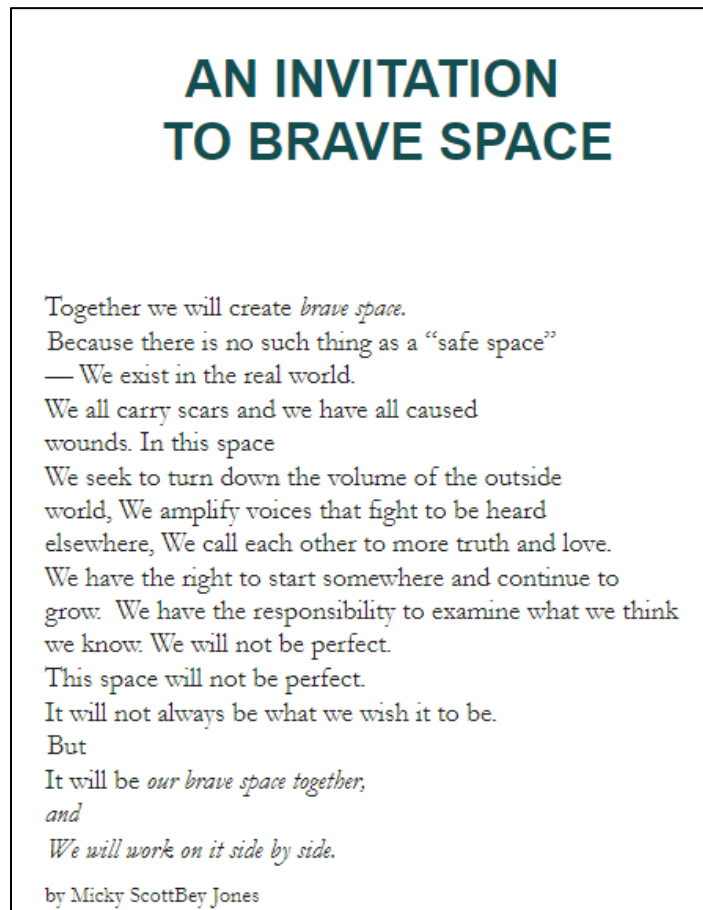
Conference Call

Zoom Link: <https://us02web.zoom.us/j/89829972599?pwd=cXI3V245UkpGbTFPZitQN0gyZVRVUT09>

July 12, 2021

8 pm EDT

- A. Call to order – 8:02 pm EDT
- B. Roll call and review of COI
- C. Welcome from the Chair (especially new TF members)
 - a. A reminder of Housekeeping/Rules of Engagement/Ground Rules
 - i. [Brave Space](#)



- b. [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.
- c. [Purpose of the Task Force](#)
 - i. To ensure diverse and inclusive perspectives within APMA staff and membership.

- d. Diversity Training for TF members
 - i. Review Additional Resources at www.apma.org/dei
- e. Goals
 - i. Review internal APMA documents
 - 1. Comments due August 31 (due date may vary based on small group assignment)
 - 2. Share comments with small group for discussion (if comfortable)
 - 3. Share comments with [Chair and Staff](#) for collation
 - ii. Action Items
 - 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. *AAPJ groups at colleges*
 - c. *Underrepresented minority groups at colleges*
 - d. *Sororities and fraternities – Divine Nine*
 - e. *Historically Hispanic Colleges*
 - f. *Tribal Colleges*
 - g. *Explore DHHS HRSA grant process – reach out to high and middle schools – may be grant funding available for DPM schools*
 - h. *Use our own members to reach out to their own or local schools and counselors to speak with pre-health students*
 - i. *Who are we recruiting and what are their needs? What are their cultural wants and how can those fit into our profession? This can also help with serving these underrepresented populations.*
 - j. *Social media platforms*
 - k. *Have a group of ‘recruiters’ who could help train members to recruit. Counselors need additional information on podiatry.*
 - l. *Need resources for the students we recruit. Financial resources. Students might have more support going in another field or specialty.*
 - 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 health equity, disparities, implicit bias and/or 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*
 - i. *Short video messages to be shared more broadly*
 - d. *Health disparities speaker – [Lisa Cooper, MD, MPH](#)*

- e. Create something that all specialties can use and make it a requirement – all specialties to watch the videos.*
 - f. Encourage state and regional meetings to use the prepared PPT.*
 - g. Engage with the community in the location of the meeting; do an activity in the community surrounding the convention as part of the educational meeting programming*
- 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](#)*
 - e. Where do we get data from residents?*
- 4. Continue to extend invitations to a diverse group of speakers at our Annual Scientific Meeting.
 - a. NMA – Podiatric Medicine and Surgery Section can assist (Dr. Atkinson-Sneed)*
 - b. Reach out to residency directors to find out who they trained and who might be good educators*
- 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 (MD)*
 - d. AAMC*
 - e. Other non-profits (National Urban League, NAACP)*
 - f. National Hispanic Medical Association*

- f. 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 (consider additional burdens due to COVID) (HRSA, NMF)
 - 1. 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.
 - 2. <https://studentaid.gov/manage-loans/forgiveness-cancellation/public-service#qualifying-employment>
 - 3. <https://nhsc.hrsa.gov/loan-repayment/index.htm>
 - 4. PSLF
 - 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)
- D. Upcoming call
 - a. August TBD
 - i. Discuss Code of Ethics
- E. Adjournment – 9:21 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

Adrienne Atkinson-Sneed, DPM – Advisor

Joaquin Balaguer, DPM - Advisor

G. Javier Cavazos, DPM - Advisor

Larry Harkless, 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; Tiffany Kildale

Heather Keith – APMSA ED