

APMA Diversity, Equity, and Inclusion Task Force

Conference Call

Zoom Link: <https://us02web.zoom.us/j/83294182668?pwd=M0pESXI3T3cyNIBNa0hpcIFxaVZGUT09>

August 10, 2021

8 pm EDT

- A. Call to order – 8:06 pm EDT
- B. Roll call and review of COI
 - a. New member introduction – Denise Peraza-Martinez – APMSA Liaison
- C. Welcome from the Chair
 - a. A reminder of 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

- 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. Goals
 - i. Review internal APMA documents (Dr. Rubenstein and Ms. Simmons)
 - 1. Review of process for consideration of changes to APMA Governance Documents
 - a. Code of Ethics
 - i. Gray sections – Bylaws Committee is already recommended these edits
 - ii. Red text – Language recommended by the Governance Work Group of the DEI TF
 - 1. This is the focus of this evening’s call
 - iii. Yellow highlighted sections – DEI Task Force recommends adding or adjusting because of this evening’s discussion
 - iv. Italicized sections – Areas where the DEI TF was not in full agreement; will be reviewed by the Bylaws Committee
 - e. 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. Adjournment – 9:28 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

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 (unavailable)

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 (unavailable); Stephanie Simmons;**

Dyane Tower, DPM, MPH, MS; Ben Wallner

Guest Staff: **Julia Jacobson**

Heather Keith – APMSA ED