



After the Seats are Filled: Building a Culture of Equity and Inclusivity for a Diverse Community of Faculty and Learners

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Transforming society by optimizing movement to improve the human experience.

Transform

/tran(t)s'fôrm/

Verb

make a thorough or dramatic change in the form,
appearance, or character of

Individual

Organization

Profession



Education Leadership Partnership



- APTA Strategic Plan: “The profession will realize **improvement in diversity and representation** among program applicants, graduates, and association leaders.”
- Developed NEDIC to address the issue of **increasing racial and ethnic diversity** in physical therapy
- Center for Excellence in Academic Physical Therapy’s 2022 Institutional Profile Survey : Forty-four percent (44%) could improve in acting upon their own data to **increase diversity** in their student body.
- A Vision for Excellence in Physical Therapy. JOPTe, 2021
 - Diversity, Equity, and Inclusion identified as one of six pillars to achieve the vision.



An Ecological Systems Approach to Exploring Facilitators and Barriers to Success for Minority Students Enrolled in a Doctor of Physical Therapy Program

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Microaggressions from peers are commonplace

Minority students are subjected to racist remarks, racial microaggressions, and stereotyping

feeling the need to hide their sexual orientation in professional contexts

stress related to the pressure to conform and direct or indirect discrimination

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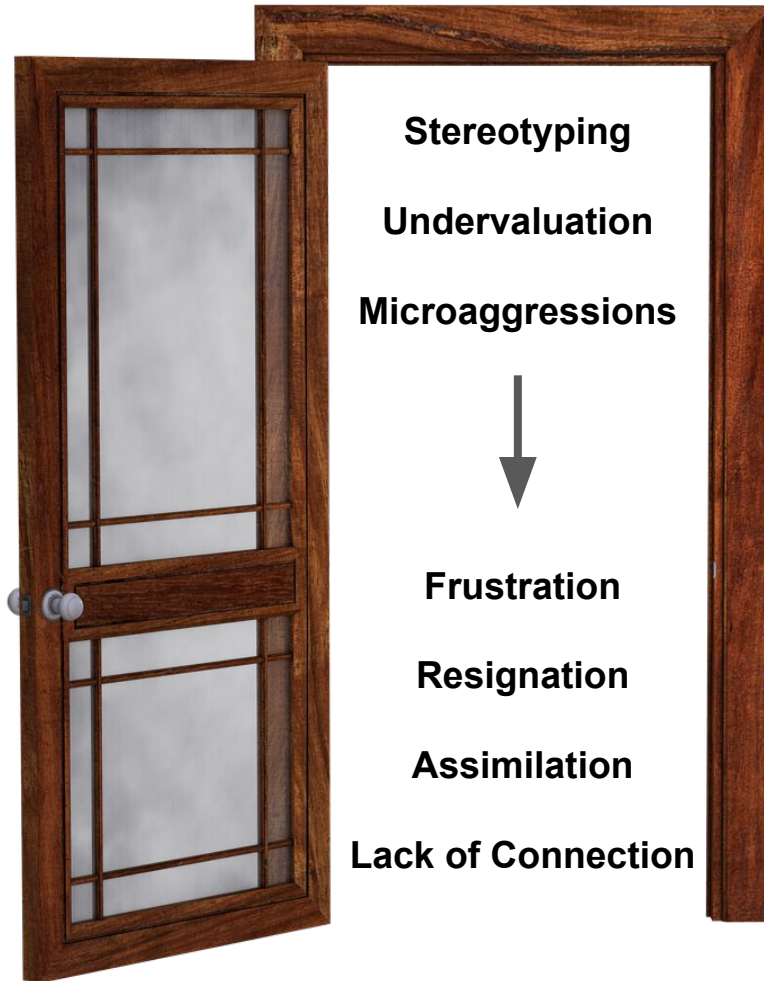
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Original Research



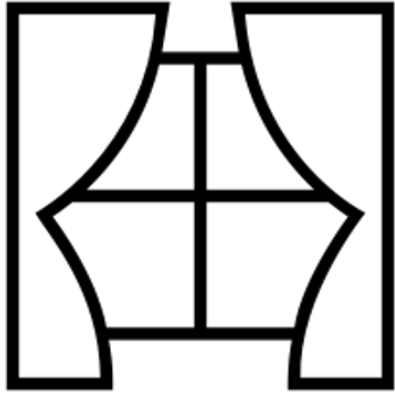
An Exploration of the Experiences of Physical Therapists Who Identify as LGBTQIA+: Navigating Sexual Orientation and Gender Identity in Clinical, Academic, and Professional Roles

Megan H. Ross^{1b}, PT, PhD^{1,*}, John Hammond, PT, PhD², Janet Bezner, PT, DPT, PhD, FAPTA³, Darren Brown^{1b}, BSc, MSc, MRes⁴, Andrea Wright, MCSP, MSc⁵, Lucy Chipchase, M App Science (Physio), PhD⁶, Maxi Miciak, PT, PhD⁷, Jackie L. Whittaker, PT, PhD⁸, Jenny Setchell, PT, PhD¹



Naidoo K et al. Physical Therapy, 2020
Hughes N et al. J Humanities in Rehab, 2021
Ross MH et al. Physical Therapy, 2022

Windows and Mirrors



“If the student is understood as occupying a dwelling of self, education needs to enable the student to look through window frames in order to **see the realities of others and into mirrors in order to **see their own reality reflected**. Knowledge of both types of framing is basic to a balanced education”**

Emily Style, *Listening for All Voices*, Oak Knoll School monograph, Summit, NJ, 1988

Building a Culture of Equity and Inclusivity



Build Understanding

- Listen humbly and intentionally
 - Admit we don't know everything
 - Remain aware of defensive tendencies



- A continuous process

Examples

- Community/Open Conversation
- Climate Survey
- Anonymous bias reporting

Challenges to Building Understanding

- Defensiveness
- Power structures
- Fear of what is unknown



Build Community

- Accept our Interdependence
- Call each other in
- Provide space for those who are not centered



Examples

- Development Opportunities
- Community Building Events
- Affinity Groups

Challenges to building community

- Redistribution of power
- Messiness/Complexity
- Fear of what is unknown



Build Accountability

- Determine shared values and principles
- Collect and disaggregate data
- Set explicit equity goals
- Create sustainable structures



Examples

- Advisory Boards (Community/Student)
- Racial Equity Plan
- Leadership Positions
- Faculty Evaluation/ Annual Merit Review
- Policies and Procedures

Challenges to building accountability

- Financial Cost
- Maintaining Momentum



Building a Culture of Equity and Inclusivity



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Thank you!

<https://www.dismantlingracism.org/>

<https://pt.usc.edu/about/diversity-anti-racism/>