



# Public Affairs Council Virtual Workshop: Advancing DEI at Associations

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American Physical Therapy Association



## About Me...

- APTA staff for 16+ years
- Executive Director, PT Fund
- VP, Diversity, Equity, and Inclusion
- ASAE Diversity Executive Leadership Program Scholar; Board of Directors
- Certified in Diversity Management, DEI in the Workplace, Ethical Leadership
- BS, Biology; MS, Healthcare Admin; Doctoral candidate, Human Services



# Quick Facts

APTA is a voluntary individual membership professional organization representing more than 100,000 member physical therapists, physical therapist assistants, and students of physical therapy.

Founded	Headquarters	Nonprofit Status	Membership
1921	3030 Potomac Ave. Alexandria, Virginia	501(c)(6)	100,000 Members



# The Physical Therapy Profession

## 238,000+ Physical Therapists

There are more than **238,000** licensed physical therapists nationwide, with approximately **72** physical therapists per **100,000** people.

## 111,000+ Physical Therapist Assistants

There are more than **111,000** licensed physical therapist assistants nationwide working under the direction and supervision of a physical therapist, with approximately **34** physical therapist assistants per **100,000** people.

## 47,000+ PT and PTA Students

There are more than **285** accredited and candidacy physical therapist student programs, with more than **37,000** students enrolled in 2021-2022. Programs are typically three years in length (following undergraduate education), with graduates receiving a doctor of physical therapy degree. There are **396** accredited and candidacy physical therapist assistant student programs, with more than **10,000** students enrolled in 2021. Programs are typically two years in length, with graduates receiving a physical therapist assistant associate degree.

## 27,000+ Board-Certified Specialists

More than **27,000** physical therapists maintain American Board of Physical Therapy Specialties certification in one or more of 10 areas: cardiovascular and pulmonary; clinical electrophysiology; geriatrics; neurology; oncology; orthopaedics; pediatrics; sports; women's health; and wound management.

# Vision Statement for the Physical Therapy Profession

Transforming society by optimizing movement to improve the human experience.



# APTA Mission Statement

Building a community that advances the profession of physical therapy to improve the health of society.



# APTA DEI Commitment Statement

APTA is committed to increasing diversity, equity, and inclusion in the association, profession, and society.





# APTA Strategic Plan 2022-2025

Member Value	Sustainable Profession	Quality of Care	Demand and Access
<b>GOALS</b>			
Increase member value by ensuring that APTA's community delivers unmatched opportunities to belong, engage, and contribute.	Improve the long-term sustainability of the profession by leading efforts to increase payment, reduce the cost of education, and strengthen provider health and well-being.	Elevate the quality of care provided by PTs and PTAs to improve health outcomes for populations, communities, and individuals.	Drive demand for and access to physical therapy as a proven pathway to improve the human experience.
<b>OUTCOMES</b>			
APTA will grow membership market share to extend the reach and impact of the APTA community.	APTA resources on financial literacy and published program comparisons will drive decision making to lower individual education costs.	A portfolio of new APTA evidence-based resources will drive quality of care evolutions to impact health at all levels.	Use of and demand for physical therapist services as a primary entry point of care for consumers will increase.
The profession will realize improvement in diversity and representation.	Physical therapists and physical therapist assistants will be paid fairly and will spend more time with patients than with paperwork.	A record number of members will seek career advancement through specialization, residency, fellowship, continuing education, and/or certifications.	The APTA community will collaborate to reach more consumers, drive demand for physical therapy, and expand the markets and venues that promote the profession.
<b>APTA CONNECTED OPERATIONAL PLANS</b>			
Diversity, Equity, and Inclusion Action Plan (Publication: 2022)	APTA Public Policy Priorities  A Vision for Excellence in Physical Therapy Education	APTA Scientific Research Priorities for the Physical Therapy Profession	Physical Therapy Value Project (Publication: 2022)

# Framing DEI: Yesterday, Today and Tomorrow

## Past:

- Program effort (eg, Minority Affairs & Women's Initiatives)

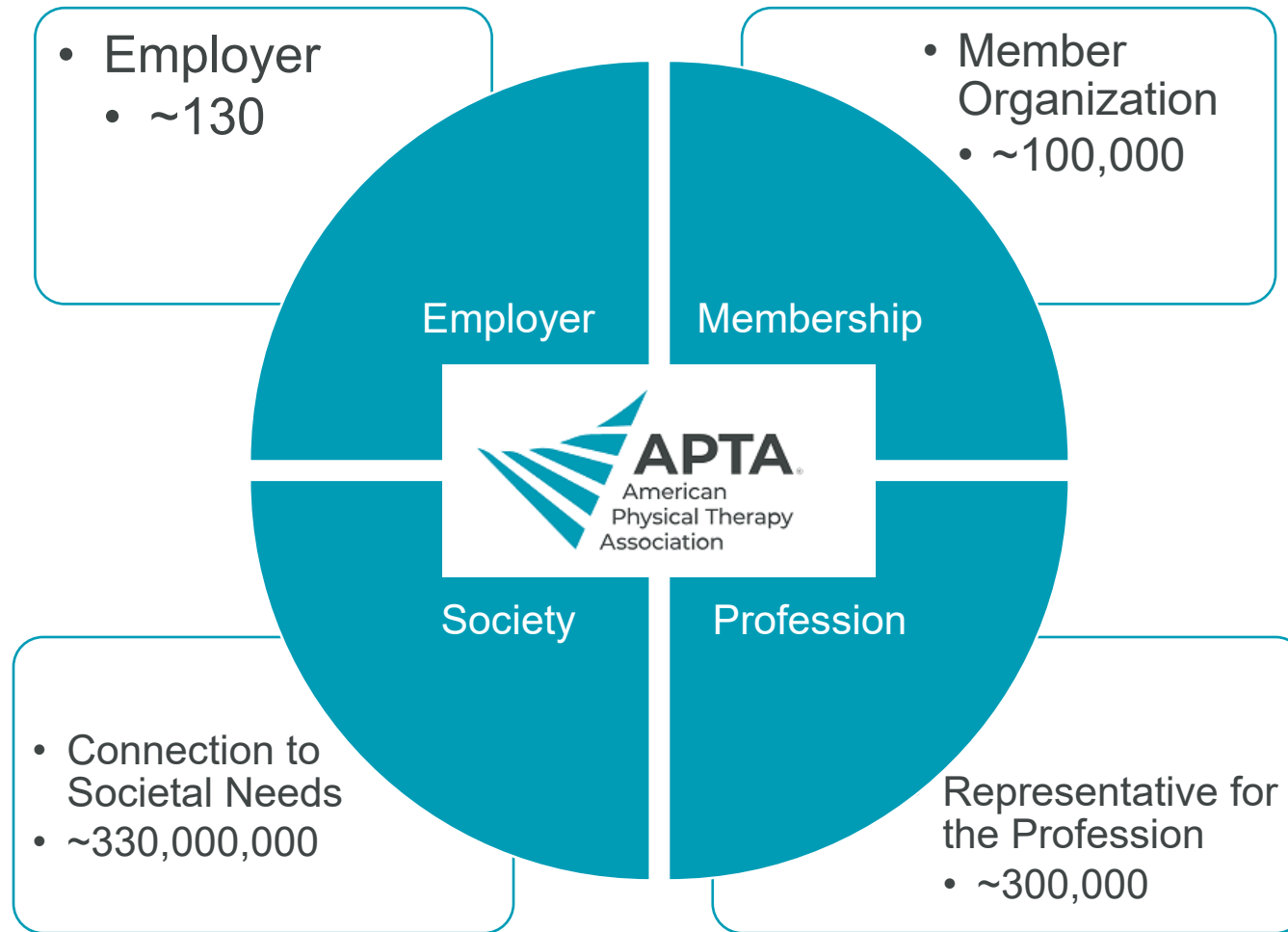
## Current:

- APTA staff effort (eg, all budget programs and staff)

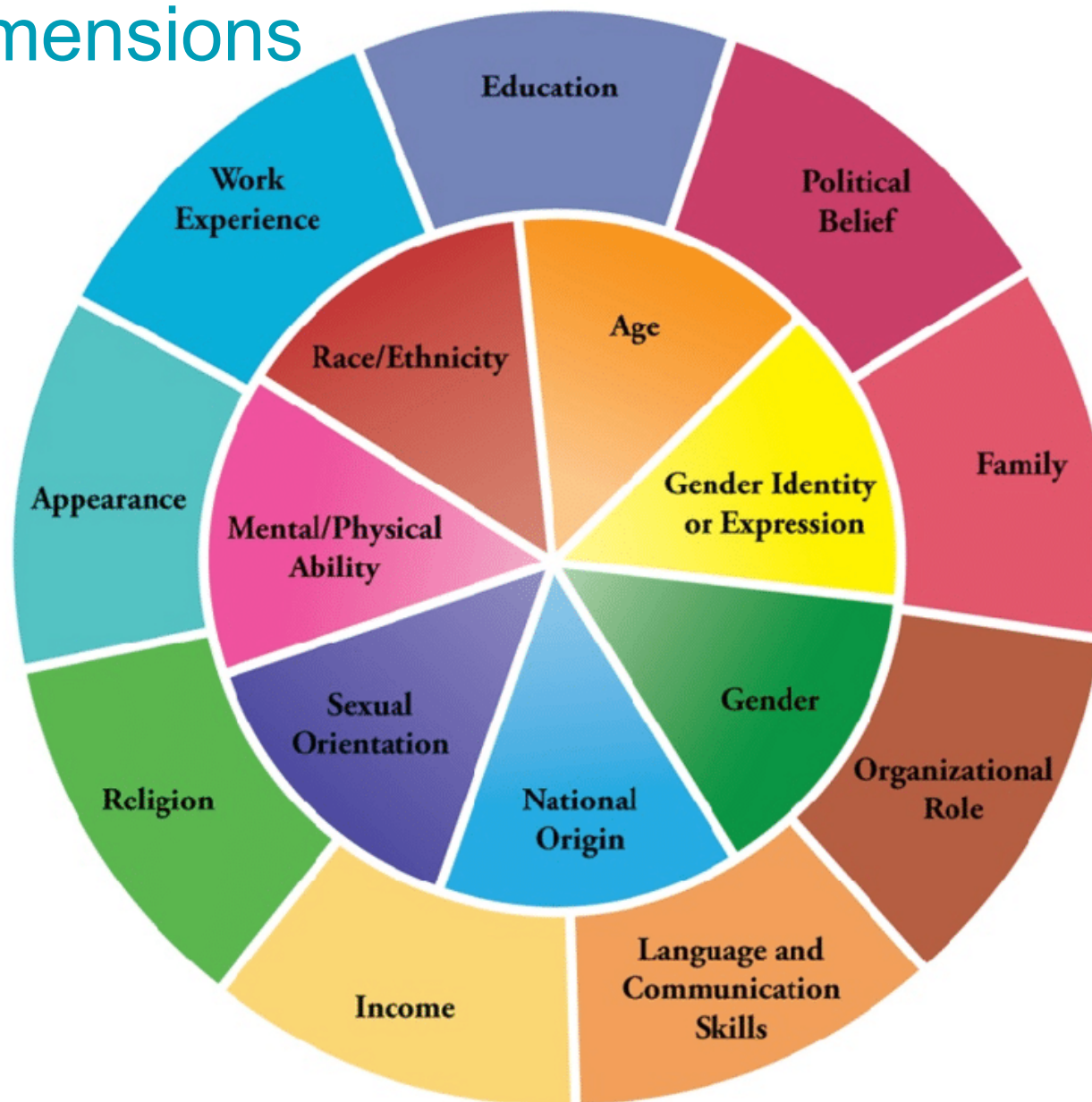
## Future:

- APTA staff and members

# Framing DEI: APTA



# Framing DEI: Dimensions



# Board of Directors and House of Delegates Policies

## Diversity, Equity, and Inclusion —

### **Affirmative Action**

House position: APTA is committed to serving the needs of all people who require physical therapy and to meeting the needs of all its members.

### **APTA Commitment to Being an Anti-racist Organization**

House position: Declares APTA's commitment to being an anti-racist organization.

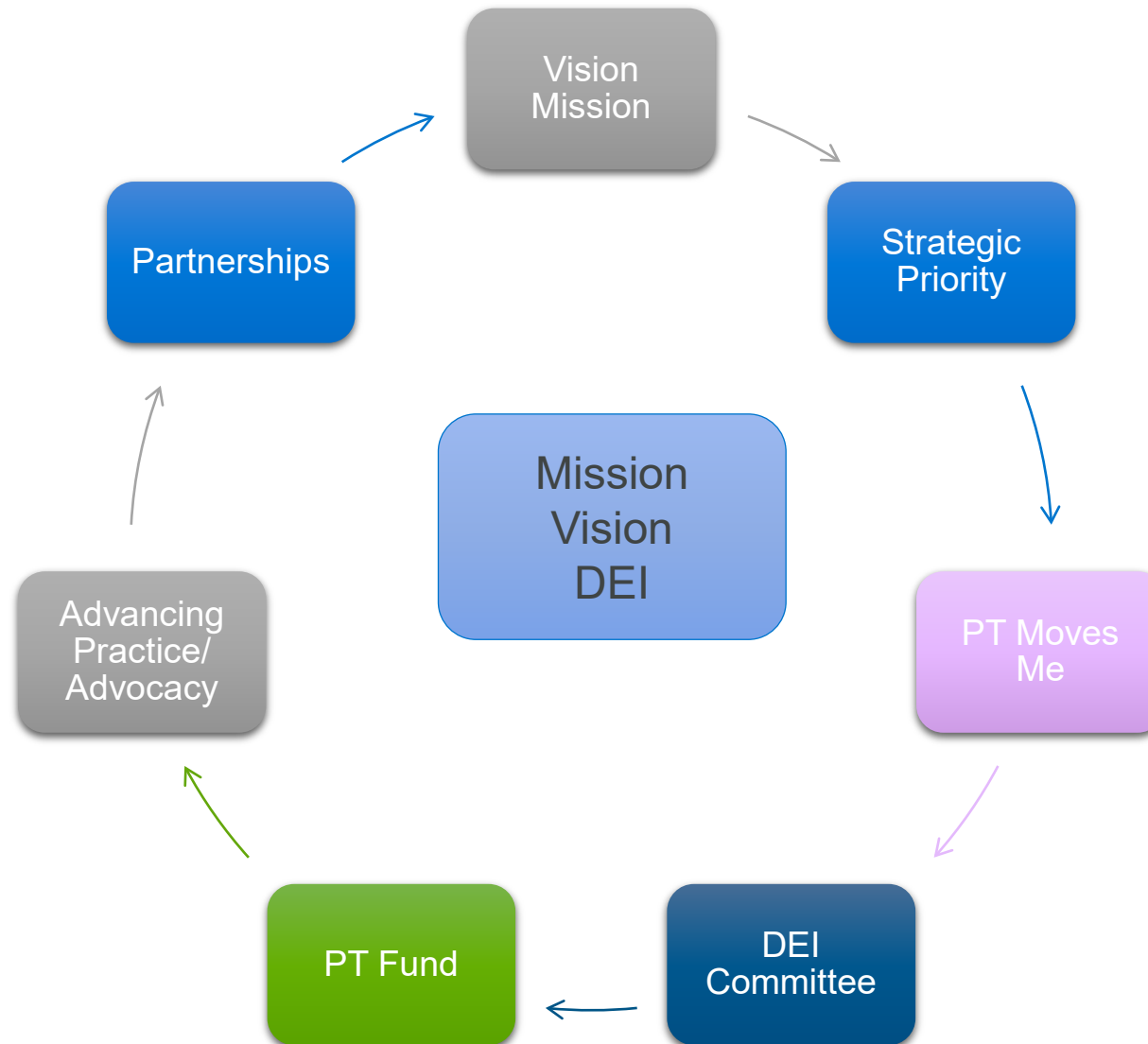
### **APTA Commitment to DEI**

House position: The American Physical Therapy Association (APTA) supports efforts to increase diversity, equity, and inclusion to better serve the association, the profession, and society.

### **APTA Commitment to Increasing Diversity, Equity, and Inclusion**

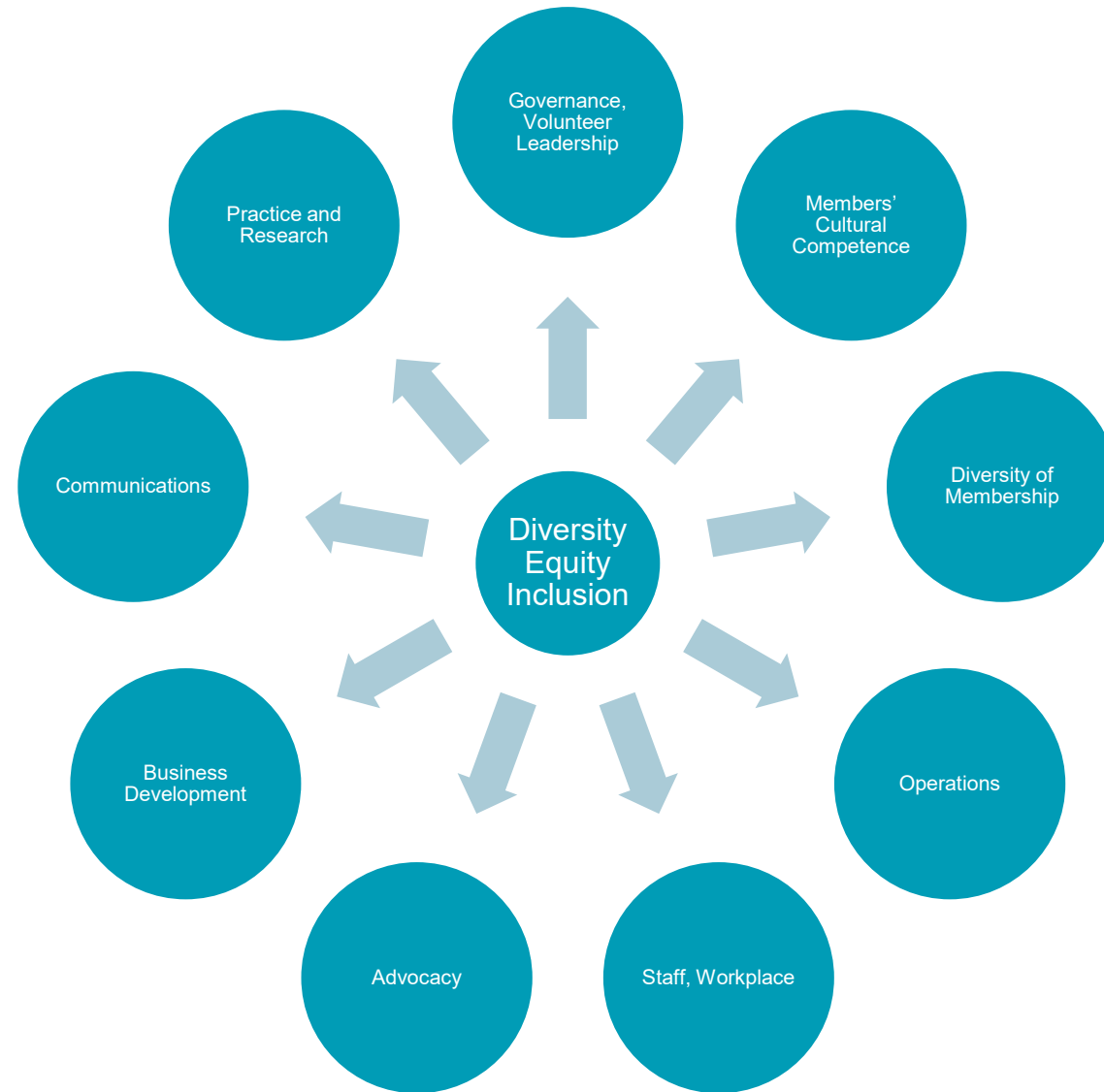
Board policy: States APTA's commitment to increasing DEI in the association, profession, and society.

# APTA's Journey to Building a CommUnity



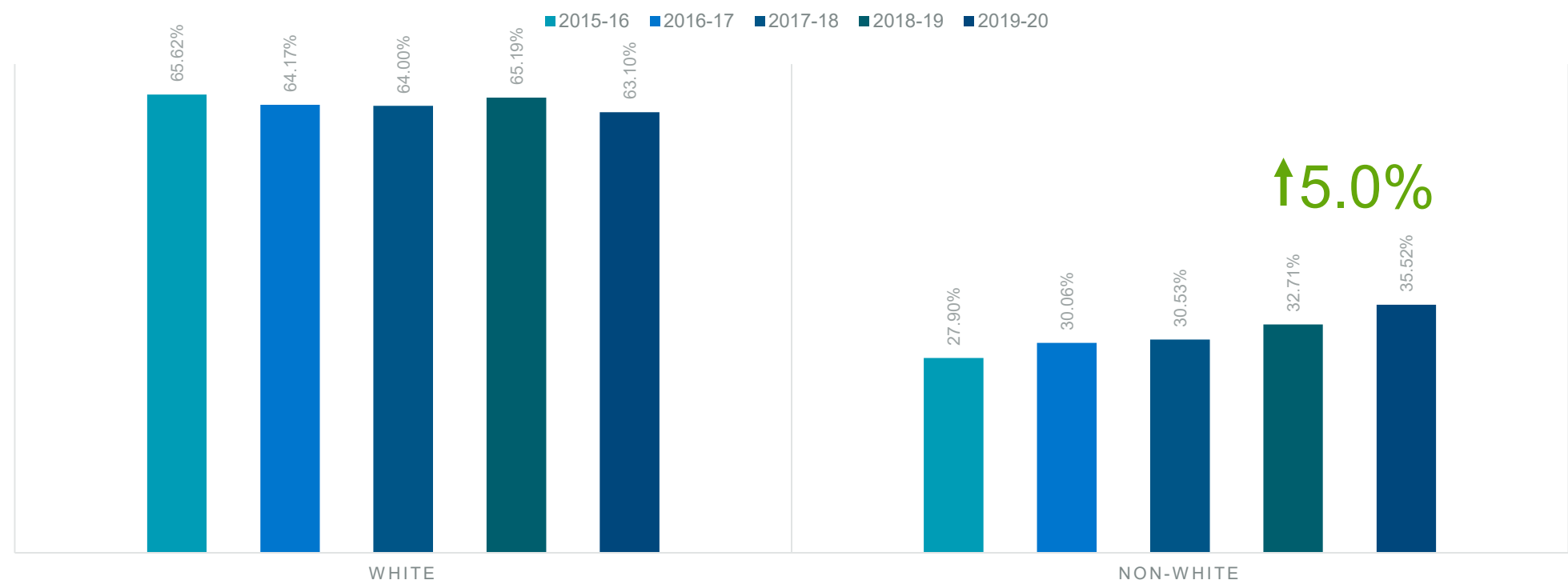


# The Centrality of DEI within APTA



# Example: Applicant Pool Diversity

Increase diversity of the applicant pool for physical therapy programs by 4.5% by December 31, 2021.



# From Learning to Doing to Action...

Dedicated webpage to DEI

Expanded cultural competence resources

Launched a series of live online roundtable discussions; Launched DEI certificate series

Expanding the PT Moves Me ambassador program

Launched the annual Lynda D. Woodruff Lecture on DEI in PT

Called for the profession to take action against racism and systemic inequality

Urged change in formal recommendations to CAPTE regarding accreditation standards and required elements that would improve diversity in PT/PTA education programs

Created a DEI Committee

Created DEI Action Plan

Published climate scan resources

Implemented inclusive meeting criteria in our meetings/conferences

Increase the endowment of the PT Fund (Minority Scholarship Fund and Dimensions of Diversity)

# Recommendations



Approach with cultural humility.



Be curious. Inform yourself; do research.



Start slow.



Brave mistakes lead to progress.



Give each other the grace and space.

If you want to go fast,  
**GO ALONE.**

If you want to go far,  
**GO TOGETHER.**

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# Questions & Answers





# Thank You

