

Definitions of words commonly encountered in the diversity, equity, and inclusion sphere are often varied, and there is no one standard. Below are some links

1. <https://www.harvardbusiness.org/start-here-a-primer-on-diversity-and-inclusion-part-1-of-2/>
2. <https://www.apa.org/about/apa/equity-diversity-inclusion/language-guidelines.pdf>
3. <https://www.ama-assn.org/system/files/ama-aamc-equity-guide.pdf>

National PA Organizations Stance and Resources for DEI

AAPA

AAPA DEI Resource Center <https://www.aapa.org/about/dei-resource-center/>

Policies

HP-8740 (formerly HX-4100.13.1) AAPA recognizes that racism, in its systemic, structural, institutional, and interpersonal forms, is an ongoing urgent threat to public health, the advancement of health equity, and excellence in the delivery of medical care. AAPA affirms its commitment to anti-racism values, defined as the intent to change institutional culture, policies, practices, and procedures to remove systemic, structural, institutional, and interpersonal racism. AAPA supports the elimination of all forms of racism. [Adopted 2020]

HP-8720 (formerly HX-4100.13) AAPA opposes all forms of racism. [Adopted 2021]

PAEA

DEI Toolkit <https://paeaonline.org/diversity-equity-inclusion>

Project Access <https://paeaonline.org/resources/public-resources/project-access-toolkit> (cross posted under AAPA Project Access “23 in 23 in 23” Goal <https://www.aapa.org/about/dei-resource-center/project-access/>)

ARC-PA

Standards

A1.11 The sponsoring institution must demonstrate its commitment to student, faculty and staff diversity and inclusion by: a) supporting the program in defining its goal(s) for diversity and inclusion, b) supporting the program in implementing recruitment strategies, c) supporting the program in implementing retention strategies, and d) making available, resources which promote diversity and inclusion.

NCCPA

Competencies

5.5 Demonstrate cultural humility and responsiveness to a diverse patient populations, including diversity in sex, gender identity, sexual orientation, age, culture, race, ethnicity, socioeconomic status, religion, and abilities.

Hosted the [Represent Summit](#) 9/2022

Additional Resources and Learning

Ansell DA, James B, De Maio FG. A Call for Antiracist Action. *The New England journal of medicine*. 2022;387(1):e1. doi:10.1056/NEJMp2201950

Came H, Griffith D. Tackling racism as a "wicked" public health problem: Enabling allies in anti-racism praxis. *Social Science & Medicine*. 2018;199:181-188. doi:10.1016/j.socscimed.2017.03.028

Coplan B, Fleming S. The need for greater diversity in the PA profession. *JAAPA: Journal of the American Academy of Physician Assistants (Lippincott Williams & Wilkins)*. 2019;32(5):54-58. doi:10.1097/01.JAA.0000554743.08935.d0

Diversity/Inclusion vs Equity/Justice

infographic <https://www.natcom.org/sites/default/files/DiversityAsksEquityResponds.pdf> references article <https://www.insidehighered.com/views/2017/03/30/colleges-need-language-shift-not-one-you-think-essay>

Fleming S, Coplan B, Najera DB, Dominguez D, Devine PJ. Structural racism, health disparities, and opportunities for PA practice. *JAAPA: Journal of the American Academy of Physician Assistants (Lippincott Williams & Wilkins)*. 2022;35(6):46-51.

doi:10.1097/01.JAA.0000830184.37551.b5. <https://pubmed.ncbi.nlm.nih.gov/35617476/>

Podcast interview regarding this article available at *JAAPA*

Podcast <https://jaapapodcast.libsyn.com/summer-podcast> (starting at minute 22)

Implicit Association Test to discover unconscious

biases <https://implicit.harvard.edu/implicit/takeatest.html>

Kirwan Institute Implicit Bias Module Series: <https://kirwaninstitute.osu.edu/implicit-bias-training>

Microaggression Response: <https://shmabstracts.org/abstract/microaggression-response-training-workshop-for-internal-medicine-residents/>

Obear, K. Recognizing and Interrupting Microaggressions: <https://drkathyobear.com/wp-content/uploads/2018/03/Microaggressions-Handout-Formatted.pdf>

White Privilege: Unpacking the Invisible Knapsack https://psychology.umbc.edu/wp-content/uploads/sites/57/2016/10/White-Privilege_McIntosh-1989.pdf