

DOCTOR of PHYSICAL THERAPY PROGRAM Statement on Equity, Diversity and Justice

Equity, Diversity and Justice (EDJ) is important to the Doctor of Physical Therapy Program as it aligns with and strengthens our program mission and values. EDJ have been understood as foundational values in the Doctor of Physical Program since its inception. We embrace a heightened emphasis to better serve both our student and patient populations and make them explicit in our mission and value statements.

We are dedicated to creating an environment that supports EDJ in all aspects of the program. Each individual should feel that their unique experiences, ideas, opinions, beliefs, goals, strengths and passions are welcome and respected. In pursuit of that, all members of our community are responsible for creating an environment inclusive of diversity so that it may be truly systemic in all aspects of the education process and patient care.

It is the responsibility of the program and all its members to treat each other with respect and to self-examine and expand our vision of who ~~they~~ we are personally and professionally. Implementation requires that all members ~~to~~ address inequities as they are identified in the campus and clinic environment. Passivity will be construed as tacit approval and not in keeping with our mission and values.

Personal and professional growth are enriched by diverse perspectives and experiences in the classroom and clinic. To assist in the personal and professional growth required to embrace EDJ, the program and its members will participate in:

Outreach –

- Educate the public about the comprehensive, high-quality care provided by physical therapists as members in our diverse communities and respectful of DEI in its many forms.
- Educate students in high school, community college and university about the intrinsic and extrinsic value of our profession to help diversify future generations of physical therapists.

Patient care –

- Provide high-quality care for individuals with limited access to health services through pro-bono services targeting unserved and under-served populations.
- Seek diversity in clinical education experience placements to expand knowledge of patient care and the healthcare needs and disparities for diverse populations.

Training –

- Seek and participate in training related to DEI to enhance understanding and application of the tenets of DEI and strategies to foster a more diverse, inclusive and equitable community
- *Professional Organizations* – be active members of our professional associations: American Physical Therapy Association (APTA) and California Physical Therapy Association (CPTA) and others as appropriate; to bring about systemic change within the profession, healthcare organizations and public health policy
- *University and Department Service* – be an active member of the Mount Saint Mary's University Community by participating in, initiating, and promoting activities that contribute to a campus climate that supports DEI.

A collaboration between the MSMU Bernadette Gonzaque Robert Center for Diversity, Equity and Justice, Faculty, Students, and Staff will create, support and promote the activities above.