



2021-22 Comprehensive Anti-Racism Plan

IN the Fall of 2020, we announced that “the community of faculty, staff and students of the USC Division of Biokinesiology & Physical Therapy recognize that we cannot excel in the practice of physical therapy while ignoring the racism that permeates the system in which we practice. We intend to enhance our curriculum and practice, and broaden our research agenda in order to be a positive force for change.”

In order to begin this process and with the input of our faculty, staff, and students, we developed our Division’s 2020-2021 Comprehensive Anti-Racism Plan. This plan identified a set of 12 objectives to guide us towards being a more equitable, diverse, inclusive and anti-racist organization. Over the course of the 2020-2021 academic year, we accomplished or made significant progress on each of these 12 objectives. We take pride in these accomplishments, while also recognizing that they are only a beginning.

Over the same time period that we have been addressing deficiencies within our own organization, we have also seen positive changes made within our professional and academic communities:

- In October 2020, the American Council of Academic Physical Therapy formed the National Equity, Diversity, and Inclusion Commission to address the lack of representation of Black, Latinx and Native Americans in the field of physical therapy.
- In March 2021, the University of Southern California published the Racial Equity, Diversity, and Inclusion (REDI) Report, which identifies 10 areas for the University to focus on.
- In September 2021, the American Physical Therapy Association passed a motion to adopt a commitment to being an anti-racist organization.

These actions from our guiding organizations reinforce our belief that it is essential for our community to continue the work we have begun. The pervasive injustices that inhabit higher education and our health care system require us to be consistent and tenacious. Therefore, we choose to continue to guide our work with objective and measurable goals through this next year. In our set of goals for the 2021-2022 academic year, we have adopted the framework of the University’s REDI report which was developed by thought leaders who have long championed social justice, equity, diversity, inclusion and anti-racism across a variety of disciplines, including — but not limited to — health professions. This new set of objectives will guide us through our second year of work towards being a more equitable, diverse, inclusive and anti-racist community.



Recruitment & Retention

2021-2022
DIVISION GOALS

UNIVERSITY IDENTIFIED FOCUS AREAS

USC REDI Charge

- Identify/develop strategies to hire diverse faculty (including research faculty), Masters, Doctoral and Postdoctoral students.
- Identify/develop strategies for recruitment of diverse staff.

OUR FOCUS DURING 2020- 2021 ACADEMIC SCHOOL YEAR

USC BKN/PT Accomplishments to Date

- Development of a Diversity and Anti-Racism webpage to promote our commitment to EDI to prospective and current students, staff and faculty.
- Outreach to all prospective students from underrepresented racial/ethnic groups in physical therapy/sciences for the 2021-2022 academic cycle.
- Accepted one student via our Xavier University of Louisiana Early Assurance Program.
- Establishment of a new Biokinesiology Research Assistantship for Diversity, awarded to an incoming PhD student.
- Several BKN faculty volunteered time as mentors for rising scientists from historically underrepresented groups.

USC BKN/PT Specific Objectives for 2021-2022

STUDENTS

- Review retention of students in DPT, MS (research and sports science) and PhD programs across racial/ethnic/gender groups to determine if students from particular backgrounds are at increased risk for not graduating on time.
- Revise admissions presentation to include the Division's mission for equity, diversity and inclusion and desire to diversify research and clinical practice related to physical therapy.
- Develop informational sessions with follow-up mechanisms in place for tracking prospective students in connection with HBCU/HSI partners.
- Develop and Implement training in the holistic review process for new and ongoing application reviewers.

FACULTY AND STAFF

- Collect, disaggregate and analyze hiring, promotion and leadership within the Division for all faculty (Tenure Track, RTPC, & Adjunct) and staff across racial/ethnic/gender groups.
- Perform a review of Faculty Search Committee processes and guidelines to identify and implement effective strategies to advance equity and improve racial and ethnic diversity within hiring.
- Perform a review of Staff hiring processes and guidelines to identify and implement effective strategies to advance equity and improve racial and ethnic diversity within hiring.



Programs & Curriculum

USC REDI Charge

- Identify/categorize current infrastructure and all existing diversity programs and initiatives
- Identify/categorize curricular and pedagogical concerns, including GE requirements and the possibility of new courses.

USC BKN/PT Specific Objectives for 2021-2022

- Provide guidance to student/affinity groups in identifying, organizing and planning events.

CURRICULUM

- Establish EDI curricular thread with representation on the Curriculum Committee.
- Assemble shared resources/ definitions to support EDI in our DPT and BKN curriculum.
- Create and implement a case template that incorporates EDI elements across ≥50 percent of courses that use case studies for instruction.
- Explore (in collaboration with Clinical Education) a student project requiring them to learn about disparities/inequities encountered in clinical care, prior to starting their clinical, and afterwards to observe, analyze and share their experiences.

USC BKN/PT Accomplishments to Date

PROGRAMS

- The discussion of anti-racism and health justice among faculty and staff occurred throughout the year:
 - Developed and offered Exploring Anti-Racism 6-week Workshop
 - Monthly Diversity, Equity and Inclusion (DEI) Book Club
 - Monthly Inclusion, Diversity, Equity Accountability Group
 - USC Race & Equity Center's Equity Now 4-part Series
 - 2U Equity & Social Justice 8-part Workshop
 - Faculty/Staff Speaker Series

PROGRAMS (continued)

- The discussion of anti-racism and health justice among students occurred throughout the year:
 - Community Conversations
 - DPT and BKN students EDI orientation
 - Clinical Ed meeting with students
 - PTMLA Fall Speaker
 - Story Slam
- Development of eight student affinity groups
- Created a shared document containing links to university-level, regional, and national programs for recruiting researchers from underrepresented backgrounds

CURRICULUM

- Held four faculty-wide meetings, which focused on assessing and updating the current curriculum to include a health justice perspective.
- Establishment of the EDI Curriculum Committee Task Force
- Sent article regarding handling of microaggressions in the clinic to all clinical instructors working with DPT II USC students in July and October 2020.
- Collaboration with IACCC to provide resources to clinical instructors
- Three faculty chats held related to EDI topics.

Clinical Services

USC REDI Charge

- Inclusive of all aspects of the REDI Charge

USC BKN/PT Accomplishments to Date

- All clinical faculty and staff were given supported time to participate in USC Equity Now training.
- Transgender inservices and health training completed for office staff, residents and faculty.
- Initiated and led a pilot project focused on communication and education in patients' preferred language. The project is now a system-wide health equity initiative within the Keck Medical Center of USC.
- Modified and implemented use of patient forms to promote inclusivity.

USC BKN/PT Specific Objectives for 2021-2022

- Physical therapy services will be provided across all clinic sites in patients' preferred language using interpretive services within evaluation/treatment sessions.
- Improve accessibility to physical therapy services and community programs for uninsured and underinsured individuals within Keck Medicine of USC.
- Continued physical therapy representation, participation and collaboration in University and Keck Medical Center Gender Affirming Health committees and programs.



Research & Evaluation

USC REDI Charge

- Identify/categorize research on issues of racial equity, diversity and inclusion, as well as new research topics and initiatives, if needed.
- Identify/categorize evidence-based metrics to measure outcomes.

USC BKN/PT Accomplishments to Date

- Individual lab meetings focused on the impact of racism in research.
- Two seminars focused on racism (differential impact of interventions/impact of underrepresentation of certain groups in research and historical background of the Black Lives Matters Movement).
- Sykes seminar: Inequity in early childhood rehabilitation services
- Resource list developed for mentoring and funding opportunities to increase diversity in research training and research faculty retention.

USC BKN/PT Specific Objectives for 2021-2022

- Provide training to assist faculty in mentoring underrepresented research faculty, research staff (research assistants, research therapists, post-doctoral fellows) and students (PhD, MS and research focused DPT and undergraduates).
- Consistently collect and report in Division presentations the race, ethnicity, sex and socioeconomic status, at a minimum, of research subjects in new and when possible existing research.
- Share current methods used and identify new recruitment strategies to recruit diverse populations into research



Culture & Values

USC REDI Charge

- Identify/categorize work of the USC Culture Commission and incorporate it to change behaviors around transparency and trust to align with the DEI mission.
- Shape our collective vision of a racially-just campus community, including adopting an anti-racist mission and culture.

USC BKN/PT Specific Objectives for 2021-2022

- Highlight the work of individual faculty, staff and students who have gained knowledge and embedded EDI and anti-racism into their daily work to illustrate the many ways that this can present.
- Assemble an inventory of resources for Division members in one centralized location for accessing available EDI and anti-racism courses and recorded sessions.
- Update current merit review documents to assess how Division members are upholding EDI and anti-racism within their work as well as provide recognition and merit for this work.
- Review and re-publish our Strategic Plan, Mission and Vision to include anti-racism, equity, diversity and inclusion.
- Revise 2020-2021 faculty, staff and student culture surveys to collect additional data regarding inclusion and belonging and devise strategies to address our deficiencies.

USC BKN/PT Accomplishments to Date

- Vice chair of EDI position established
- Dr. Didi Matthews appointed as Vice Chair of Equity, Diversity, and Inclusion effective July 1, 2020.
- Development of Comprehensive anti-racism plan, published on the Division website.
- Reports of enrollment listed on Diversity and Anti-racism webpage.
- Culture and environment assessments completed of Faculty and Staff (November 2020) and Students (January 2021)
- DARIC council membership has expanded, adding one staff member, three BKN student members, five DPT student members and one BKN faculty member.
- Development of a bias reporting form (available on updated website), where students, staff and faculty can report and seek support when they are confronted with biased attitudes and behaviors, including microaggressions. Anonymized Bias reports were presented to faculty and staff at end of Fall 2020 and Spring 2021 for education and training.
- Revised faculty merit reviews to include faculty engagement in work related to diversity
- Motion submitted and established the National Equity, Diversity, and Inclusion Commission (NEDIC) within the American Council of Academic Physical Therapy at October Educational Leadership Conference.

Support & Resources

USC REDI Charge

- Identify/categorize wellness, mental health and community care opportunities for students, staff and faculty.
- Identify resources needed to support staff, students and faculty, including scholarship support for students and student recruitment.

USC BKN/PT Accomplishments to Date

- Established the DARIC Faculty/Staff Support Subcommittee to develop speakers, provide resources and support to faculty and staff
- Established the DARIC Student Support Subcommittee to support newly formed affinity groups and develop BKN & DPT orientation.

USC BKN/PT Specific Objectives for 2021-2022

- Provide quarterly communication of University and Division resources to faculty, staff and students through the use of the USC PT Hub
- Provide regularly scheduled seminars with a focus on unique issues that faculty, staff and students from underrepresented identities face.



Glossary of Terms (adapted from RC 9-21 AMERICAN PHYSICAL THERAPY ASSOCIATION'S COMMITMENT TO BEING AN ANTI-RACIST ORGANIZATION)

- **Social Justice:** justice in terms of the distribution of wealth, opportunities and privileges within a society
- **Diversity:** Diversity includes all the ways in which people differ, and it encompasses all the different characteristics that make one individual or group different from another. It is all-inclusive and recognizes everyone and every group as part of the diversity that should be valued. A broad definition includes not only race, ethnicity and gender — the groups that most often come to mind when the term “diversity” is used — but also age, national origin, religion, disability, sexual orientation, socioeconomic status, education, marital status, language and physical appearance. It also involves different ideas, perspectives and values.¹
- **Equity:** Equity is defined as “the state, quality or ideal of being just, impartial and fair.” The concept of equity is synonymous with fairness and justice. To be achieved and sustained, equity needs to be thought of as a structural and systemic concept.²
- **Inclusion:** Authentically bringing traditionally excluded individuals and/or groups into processes, activities and decision/policy making in a way that shares power.¹
- **Race:** Race is a socially constructed system of categorizing humans largely based on observable physical features (phenotypes) such as skin color and on ancestry. There is no scientific basis for or discernible distinction between racial categories. The ideology of race has become embedded in our identities, institutions and culture and is used as a basis for discrimination and domination.²
- **Racism:** Racism is different from racial prejudice, hatred or discrimination. Racism involves one group having the power to carry out systematic discrimination through the institutional policies and practices of the society and by shaping the cultural beliefs and values that support those racist policies and practices.¹
- **Structural Racism:** Structural racism (or structural racialization) is the racial bias across institutions and society. It describes the cumulative and compounding effects of an array of factors that systematically privilege white people while disadvantaging people of color.²
- **Systemic Racism:** Complex interactions of culture, policy and institutions that create and maintain racial inequality in nearly every facet of life for people of color.³
- **Racist:** One who is supporting a racist policy through their actions or interaction or expressing a racist idea.
- **Not Racist:** denying that one is a racist
- **Anti-Racist:** An anti-racist is someone who supports an anti-racist policy through their actions or expressing anti-racist ideas. This includes the expression of ideas that racial groups are equals and do not need developing. And also supporting policies that reduce racial inequity.¹
- **Anti-racism:** Anti-Racism is defined as the work of actively opposing racism by advocating for changes in political, economic and social life. Anti-racism tends to be an individualized approach, and set up in opposition to individual racist behaviors and impacts.¹

1. Racial Equity Tools Glossary. Accessed October 5, 2021. www.racialequitytools.org/glossary
2. Race Equity and Inclusion Action Guide. Published online January 8, 2015. Accessed October 5, 2021. www.aecf.org/resources/race-equity-and-inclusion-action-guide/
3. Equity, Diversity & Inclusion Glossary of Terms. Accessed October 5, 2021. www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/edi-resources/glossary-terms



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