



Alliance for Massage Therapy Education

**Equity, Diversity & Inclusion
Task Force**
Version - 10-14-2020

Overview:

The aim of this document is to establish the purpose, scope, roles and responsibilities for the Task Force, which will focus on Racial, Ethnic, and Cultural Disparities as a first step towards broader equity, diversity, and inclusion in massage therapy education.

Purpose:

The purpose of this Task Force is to advise the AFMTE Board of Directors regarding the following questions:

- How can we better understand racial, ethnic, and cultural disparities in massage education?
- What is known regarding racial, ethnic, and cultural disparities in massage education?
- How can we address these disparities in academic curricula, classrooms, teacher education, and professional development?
- What resources are required?
- How can AFMTE recruit, develop, and maintain healthy lasting relationships with our diverse educator community?
- How can AFMTE develop and maintain healthy lasting relationships with diverse communities?
- How can AFMTE encourage the massage industry to examine diversity, equity, and inclusion in leadership, legislation, and representation?
- How can AFMTE identify other marginalized and under-represented groups for future support?

Scope:

The following shall be considered In Scope for this Task Force:

- Conduct knowledge-gathering on topics related to racial, ethnic, and cultural disparities in massage therapy education and leadership
- Identify opportunities for AFMTE to impact racial, ethnic, and cultural disparities in education and leadership
- Present recommendations for policies, specific goals, and strategies to the AFMTE Board of Directors



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- Recommend implementation strategies, timelines and measurable outcomes

The following shall be considered Out of Scope for the Task Force:

- Final approval of strategies and goals
- Implementation of recommendations

Objective:

- Increase AFMTE awareness of and response to racial, ethnic, and cultural inequities in massage therapy education in meaningful, sustainable, and long-term ways.

Deliverables:

- Identify race, ethnic, and cultural inequities and inequalities in education and leadership
- Identify factors impacting these gaps
- Identify strategies to increase diversity in representation of students, instructors, staff, administrators, and industry leadership
- Identify resources that improve awareness of racial, ethnic, and cultural disparities in education
- Identify opportunities for collaboration with racially, culturally, and ethnically diverse communities
- Create a resource list including scholarships and financial resources for diverse students
- Create opportunities for dialogue around equity, diversity, and inclusion
- Identify other marginalized and under-represented groups for future support of EDI Task Force
- Create a value statement regarding commitment to fostering broader equity, diversity, and inclusion in massage therapy education

Process:

This section outlines key processes that the Task Force follows:

- Task force includes the following members:
 - Terrance Bonner, Lea Brandon, Stan Dawson, Rob Kelly, Timothy Kocher-Hillmer, Sara Newberry, Naomi Oliviae, Lizz



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Pugh, Michele Renee, Sara Rennie, Elena Stoeva, Pete Whitridge

- Subcommittees may be formed as necessary to accomplish deliverables or specific additional tasks, including:
 - Potential: information-gathering design and discussion?
 - Taskforce education/reading suggestions to create a foundational level of shared understanding?
 - Literature search on racial, ethnic, and cultural disparities in education, equity, diversity, and inclusion
 - Experiences
 - Compassionate listening
 - Consciousness raising
 - Create a list of existing resources that support education (scholarships, grants, etc.)
 - Civic engagement in the community
 - Student clinic recruitment—under-served and under-resourced populations
 - Other community engagement (to be continued)
 - Leadership development in under-represented groups
 - Bottom up approach to improving representation in leadership and leadership development
- Meetings
 - The Task Force membership will meet monthly
 - Subcommittees will meet as often as needed to keep the work progressing
- Voting
 - Our work is generally done by consensus
 - All committee members have an equally weighted vote
 - Items requiring a vote may be presented in meetings or email
 - Simple majority vote used for decision making
 - No response votes will be counted as abstention

Roles and Responsibilities:

All Members shall:

- Share experience, advice, and recommendations
- Serve as an advocate for the AFMTE
- Attend all scheduled meetings and indicate if they have a scheduling conflict



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- Participate in sub-committees as assigned
- Read, respond to all committee related emails including meeting minutes, items routed for vote, etc. by the deadline established in the communication
- Share in collaborative functioning emergence of leadership