



## FACULTY CASE STUDY #2

# Based on Experiences Shared During the AOTA 2020 Be Heard, We're Listening Sessions

### BACKGROUND

Demographic information: Latinx faculty member

Themes: Microaggression towards students and faculty of color; Bullying of students and faculty of color; Recruitment, retention, graduation for students of color

### PRIMARY SCENARIO

Monica is faculty member in an OT program who believes Black, Indigenous, Latinx, and Asian students feel trapped and do not have a place to discuss incidents of racism. Students and faculty of color experience microaggression all the time and are bullied. Monica indicates that students report being mistreated on fieldwork experiences and by some of their peers.

Monica feels strongly that academic institutions offering occupational therapy programs should develop a recruiting strategy that focuses on the recruitment, retention, and successful graduation rates of students of color.

As a faculty member, she feels it is absolutely necessary for universities to implement protocols that allow students and faculty members to report incidents safely, without fear of repercussions.

### CONNECTIONS

#### Themes Presented in Case Study

- Lack of diversity and representation
  - Admission in OT programs for students of color
  - Recruitment, retention, and graduation for students of color
- Experience of racialized trauma, stress, and fatigue.
  - Microaggression and bullying of students and faculty of color
- Anti-racism
  - Anti-racism in admission policies and procedures

### AT A GLANCE

#### Recommended Actions

##### Academic Programs:

- Set defined outcome measures to track progress of policies and procedures.
- Address and internally monitor microaggressions and bullying within the program.
- Create a safe place for students and faculty of color to report incidents of racism and microaggression (code of ethics).
- Create resources for faculty and students to support diversity, equity, and inclusion.
- Adopt policies and procedures that evaluate and create avenues for changing the organizational culture (e.g., bias training, holistic procedures for admissions and hiring) to eliminate the status quo of racism.

##### Additional Consideration:

- When seeking the assistance of an internal staff subject matter expert (SME), consider compensating for DEI issues and training.

#### Analysis and Strategies

Now that you have reviewed the case, review the AOTA DEI Toolkit evidence-based resources and address the following questions:

- How was the person impacted?
- How does this case impact the field of occupational therapy?
- What are the implications for clients and stakeholders as a result of these experiences?
- What strategies would you employ?



**Students report being mistreated on fieldwork experiences and by some of their peers.**