



PRACTITIONER CASE STUDY #1

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

BACKGROUND

Demographic information: Occupational therapy assistant, new careerist

Themes: Holistic admissions/employment, funding support, mentoring, advocacy

PRIMARY SCENARIO

Daisy is a new OTA graduate, and her first job is at a large inpatient rehabilitation center. Daisy is the only African American staff member.

On a daily basis, Daisy feels like she has no voice or value when she is with her OT team during their morning meetings. She often feels excluded when her colleagues do not invite her to group social events outside of work.

Daisy does not have a mentor in her current setting and really questions if this is the right setting for her.

She also questions whether OT was the right field for her, as she does not see many who she can identify with as a whole.

CONNECTIONS

Themes Presented in Case Study

- Lack of diversity and representation
- Experienced racialized trauma, stress, and fatigue
- Anti-racism

AT A GLANCE

Recommended Actions

Employer:

- Provide support services for practitioners of color.
- Engage in hard conversations with work colleagues about the need for diversity and representation of all races.
- Hire guest speakers from diverse backgrounds.
- Lead by example; practice what you preach.
- Be all inclusive; a person is more than just a number.
- Advocate for the hiring and promotion of employees of color.
- Take a holistic approach by looking at the whole person when recruiting.
- Be mindful and understand that minorities may have different experiences and perspectives and may not have been afforded the same opportunities as their White counterparts.

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?



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