



## PRACTITIONER CASE STUDY #2

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

### BACKGROUND

Demographic information: Practitioners

Themes: Anti-racism and DEI

### PRIMARY SCENARIO

Megan is a Rehab Director at a skilled nursing facility. One of her staff members, Debra, agreed to take a fieldwork student. In preparation for the student, Debra reviewed the facility's current fieldwork plan and timeline and noticed an absence of diversity, equity, and inclusion topics in the onboarding documents.

Debra asks Megan if there is a plan to include DEI topics in the materials, and Megan responds that the facility requires the 1 hour cultural sensitivity course during onboarding, is sufficient to meet the academic requirements for fieldwork set by the Accreditation Council for Occupational Therapy Education (ACOTE®).

Debra also inquires if more diversity will be present in future cohorts, as their current cohorts are 90% White. Megan shares she is not opposed to more diversity, yet the students must meet the requirements for selection and that the program is very competitive.

### CONNECTIONS

#### Themes Presented in Case Study

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

### AT A GLANCE

#### Recommended Actions

##### Employer:

- Engage in hard conversations with work colleagues about the need for diversity and representation of all races.
- Hire guest speakers from diverse backgrounds to present to faculty/practitioners.
- Advocate for the hiring and promotion of practitioner of color.
- Seek opportunities for complimentary DEI webinars that OT and OTA students can conveniently view.

##### 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?



**Areas of diversity, equity, and inclusion are not covered or integrated into the curriculum.**