

# DEIA: A ROADMAP FOR ATHLETIC TRAINERS

Rebecca M. Lopez, PhD, ATC, CSCS

- Associate Professor and Asst. Director of DEI, School of Physical Therapy and Rehabilitation Sciences  
University of South Florida
- Past Chair, NATA LGBTQ+ Advisory Committee
- Co-Chair, NATA DEIA Task Force

Trevor M. Bates, DHSc, AT, ATC

- President and Professor of Sport Sciences  
Wilmington College (Ohio)
- Co-Chair, NATA DEIA Task Force
- Founding Member, OATA Diversity and Inclusion Committee
- VP of Strategy and Innovation, TRUE Empowering LLC.



*NASEBY RHINEHART*

# OBJECTIVES

At the end of this presentation, the attendees will be able to:

1. Recognize the NATA's Commitments to DEIA.
2. Identify and explain the need for inclusive practices in the athletic training profession.
3. Identify barriers to implementing DEIA commitments in their current setting.
4. Develop and apply DEIA initiatives and strategies to their current work setting.

# CONFLICT OF INTEREST

- Views and ideas expressed are mine alone and do not reflect the views of my employer.
- Not selling a product or service.
- Serve as an unpaid VP for Strategy and Innovation for TRUE Empowering® – DEI consulting firm owned by my Dr. Tyrone M. Bates Jr. (older brother)
- Attendees are encouraged to use what you learn with reasonable discretion.

# NATA'S COMMITMENTS TO DIVERSITY, EQUITY, INCLUSION, & ACCESS





# NATA DEIA RESPONSE PLAN

Go online to:  
[nata.org](https://nata.org) → About  
→ Diversity, Equity,  
Inclusion, and Access



## DIVERSITY, EQUITY, INCLUSION & ACCESS RESPONSE PLAN

### 1. LISTEN FIRST

In response to the global racial awakening to systemic racism brought to light by the death of Mr. George Floyd, NATA created a virtual safe space for members and leaders to share concerns, feedback and to identify potential systemic blind spots within the organization.

### 3. ESTABLISH COMMITMENTS

The NATA Board of Directors contracted with a DEI consultant in association management to facilitate discussion around organization commitments to enhance efforts in this area, as well as to ensure comprehensive consideration necessary to achieve long-term systematic and sustainable impact. The consultant began the work by assessing the overall readiness and alignment of the board. This also helped to inform and encourage conversation in a safe and intentional way.

The board, along with at-large appointments from the NATA Ethnic Diversity Advisory Committee, worked with our DEI consultant to develop and align around organizational commitments. In addition, the focus based on member feedback was expanded beyond race and ethnicity to all forms of diversity.

The NATA guiding commitments – approved unanimously by the NATA Board of Directors – provide a foundation for enhanced infusion of diversity, equity, inclusion and access throughout NATA. In addition, the board appointed a task force to develop and recommend efforts to ensure the implementation and integration of the diversity, equity, inclusion and access commitments. The task force – which consists of NATA board members, leaders, members and staff – is co-chaired by Rebecca M. Lopez, PhD, ATC, CSCS, and Trevor M. Bates, DHSc, AT, ATC, with support from NATA's DEIA consultant.

### 5. DEIA TASK FORCE RECOMMENDATIONS

Strategies from the task force will be advanced to the NATA Board of Directors for deliberation, modification (if applicable) and vote. A distribution plan will be developed upon the completion and outcome of this phase as well, including national, district and state awareness of work and outcomes.

**NATA.ORG**

\*AS OF MAY 2021

#### PHASE



#### PHASE



#### PHASE



#### PHASE



#### CURRENT\* PHASE



#### PHASE



### 2. ASSESSMENT

This phase entailed reviewing, assessing and organizing member feedback for impact. There were six themes identified based on member feedback: providing appropriate medical care for all; committing to equitable representation within the association; researching diversity, equity and inclusion within athletic training; providing career and community support; and combating racial injustice.

An internal audit was conducted to assess NATA's efforts that directly or indirectly addressed the identified themes. In addition, NATA conducted a communication audit to assess diversity efforts in our communications and establish a baseline by which we can measure progress.

One key area of opportunity received from "Listen First" was related to the lack of ethnic diversity within the profession and NATA leadership. NATA commissioned a perception study to persons of color within NATA's membership to identify barriers to increasing ethnic diversity in NATA leadership.

### 4. DISTRIBUTION OF COMMITMENTS & NATA DEIA TASK FORCE

The NATA Board of Directors released an official member update sharing the approved NATA DEIA commitments and next steps, as well as to introduce the task force that will advance the work. NATA will also provide a deep dive for members into the process and journey thus far, in addition to continuing the monthly updates in *NATA News*.

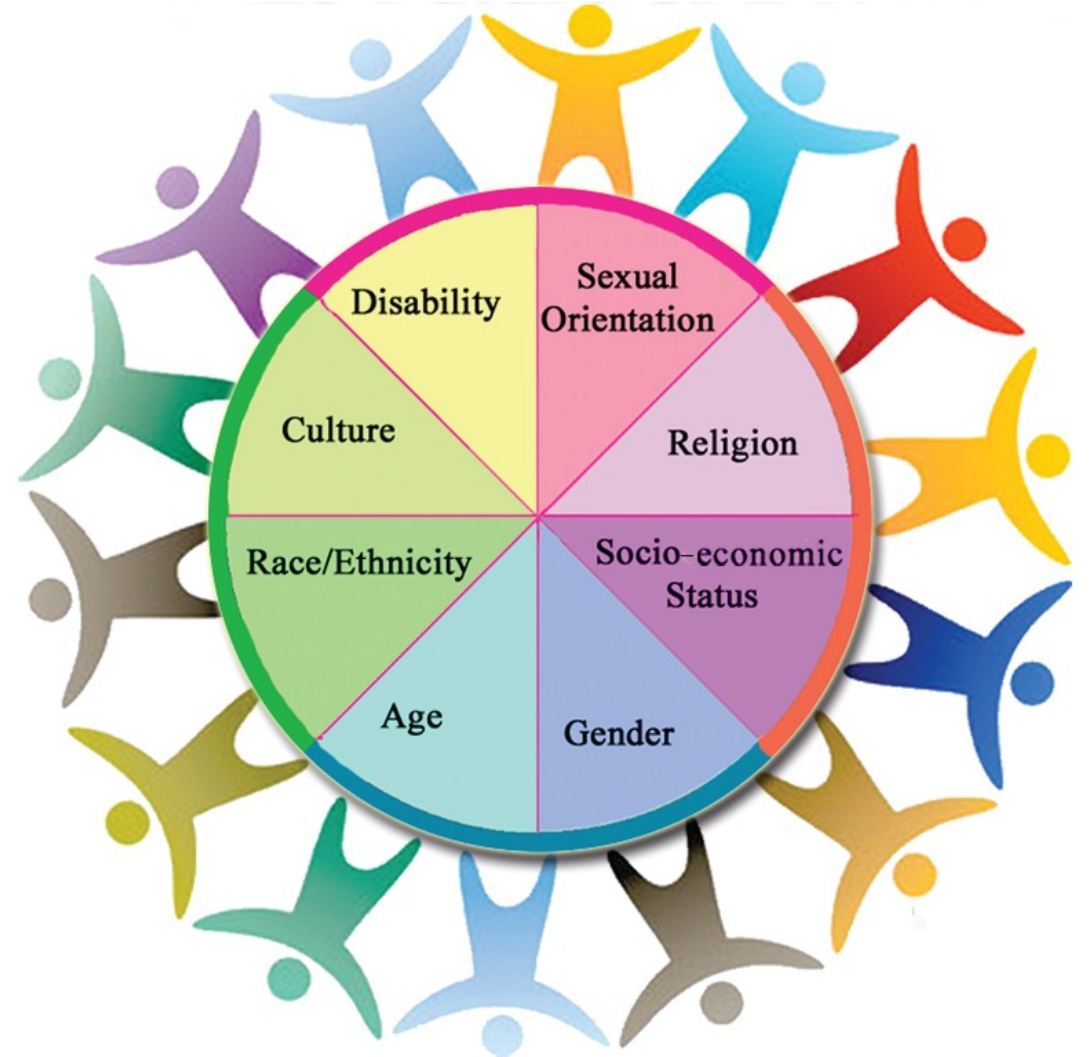
### 6. COMMITTEE INFUSION & OPERATIONALIZATION

We will inform and engage NATA committees on the outcomes to identify infusion given their board-approved purpose. This process, and the work within, will be led by the NATA president and evaluated through annual committee reports.

In addition to committee leadership, upon approval, strategy will also transition to staff to be infused and operationalized through plan development. Action items at this level should also include a process by which we measure outcomes. This process, and the work within, will be led by the NATA executive director as well as the respective department leadership.

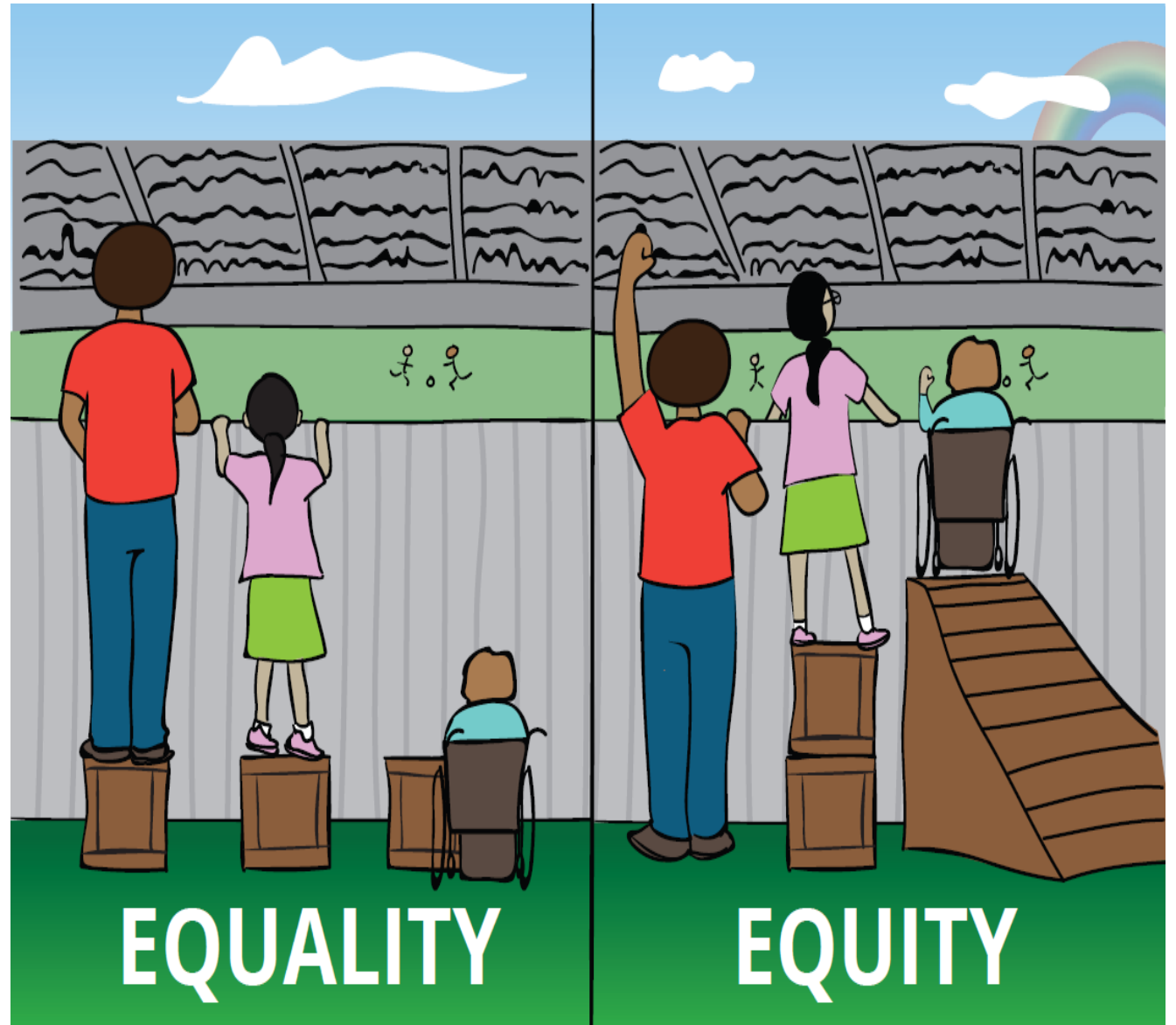
# DIVERSITY

- 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.
- “The art of thinking independently together.”
- Malcolm Forbes



# EQUITY

The fair treatment, access, opportunity, and advancement for all people, while at the same time striving to identify and eliminate barriers that have prevented the full participation of some groups.





# INCLUSION

The act of creating environments in which any individual or group can be and feel welcomed, respected, supported, and valued to fully participate.





# ACCESS

Access to [the] athletic training profession (i.e. patient-centered care, education, opportunities for all athletic trainers)



# NATA'S 6 DEIA COMMITMENTS

1. Cultivating an inclusive and welcoming environment.
2. Providing programming, research and resources to support cultural competency and ensure athletic trainers are equipped with the knowledge and skills to better serve diverse populations.
3. Ensuring that the values of diversity, equity, inclusion and access are embedded in continuing education, conferences, communications, and the work of the association.

# NATA'S 6 DEIA COMMITMENTS

4. Examining processes, policies, practices, communications, structures and barriers with an equity lens to promote authentic engagement, access, and inclusion of diverse individuals.
5. Increasing transparency and accountability on diversity, equity, inclusion and access by sharing data and information about our journey and commitments.
6. Supporting and intentionally promoting a diverse athletic training profession.

# PROCESS AND PROGRESS

- 18 Members
- 6 Subgroups
- Develop initiatives to support actions items that bring the commitments to life in collaboration with membership volunteers
- Task Force co-chairs submit to NATA BOD for review & feedback
- NATA BOD determines approval of implementation process



# NATA DEIA – TASK FORCE MEMBERS

## Task Force members

**Trevor Bates, DHSc, AT, ATC**  
Co-Chair

**Rebecca Lopez, PhD, ATC, CSCS**  
Co-Chair

**Craig A. Voll, Jr., PhD, LAT, ATC, PT**  
Board of Directors, District 4

**Scott Galloway, MBA, ATC, LAT**  
Board of Directors, District 6

**David Gallegos, MA, ATC, Cert. MDT**  
Board of Directors, District 7

**Lyn Nakagawa, MS, ATC, CSCS**  
Board of Directors, District 8

**Darryl Conway, MA, AT, ATC**  
NATA Leader

**Brian Vesci, DAT, ATC**  
NATA Leader

**Destinee Grove, MS, LAT, ATC**  
At-Large Member

**Tamerah Hunt, PhD, ATC, ATL**  
At-Large Member

**Em Munson, MS, AT, ATC**  
At-Large Member

**Jeffrey Williams, PhD, LAT, ATC**  
At-Large Member

**Michael Anto, PHR, SHRM-CP**  
NATA Staff

**Amy Callendar**  
NATA Staff

**Anita James, CMP**  
NATA Staff

**Tamesha Logan, MBA**  
NATA Staff

**Jessica McCabe**  
NATA Staff

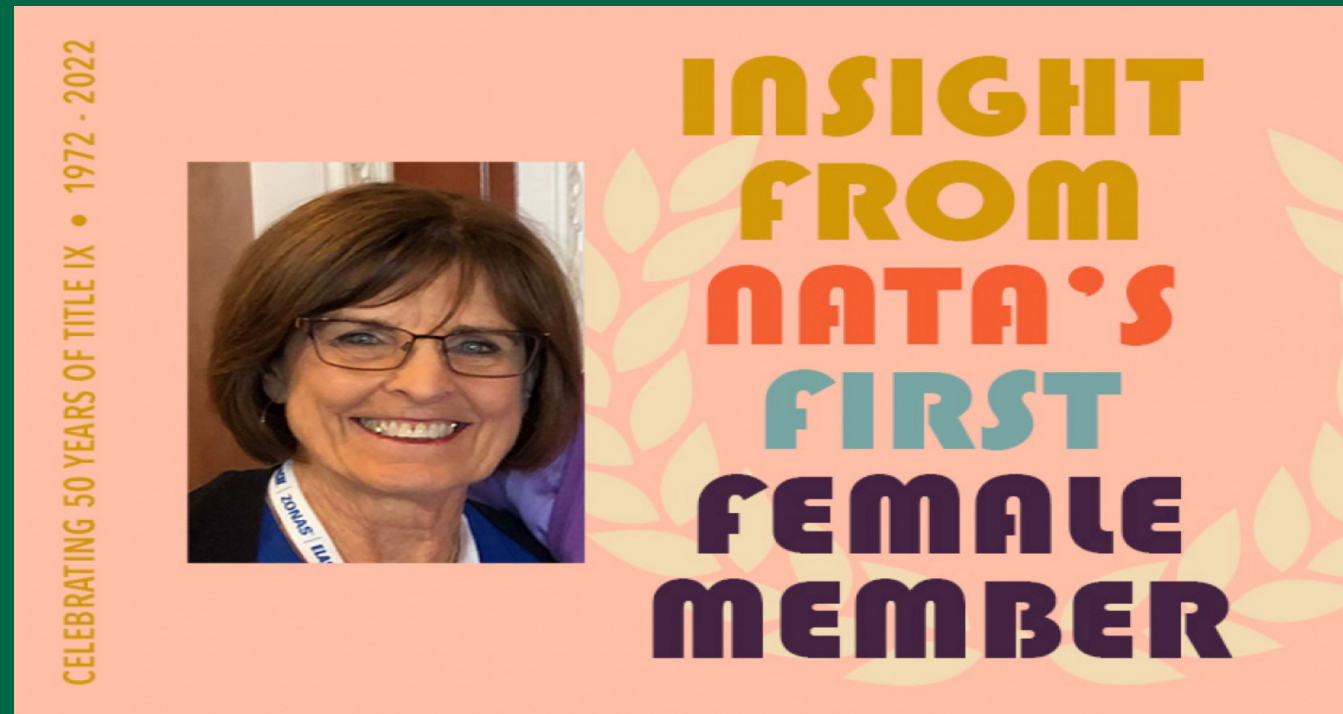
**Katie Scott, MS, ATC**  
NATA Staff



# THE NEED FOR INCLUSIVE PRACTICES IN ATHLETIC TRAINING

# WHY DEIA?

## First Female Member & AT, 1970



Sherry Kosek Babagian, AT Ret

<https://www.nata.org/blog/beth-sitzler/insight-nata%E2%80%99s-first-female-member>

# WHY DEIA?

First Woman Inducted into the NATA HOF, 1995



## **Gail Weldon – 1995**

**1951–1991**

Gail Weldon was the second woman to join NATA and one of the first 10 women ever certified. Her other “firsts” include being the first female athletic trainer hired by the U.S. Olympic Committee, first female head athletic trainer for the 1979 Pan American Games and first female chief athletic trainer for the 1980 U.S. Olympic Team. She was director of athletic training and physical therapy for the 1984 Olympic Games and was the first woman inducted to the NATA Hall of Fame.



# WHY DEIA?

Naseby Rhinehart, NATA HOF 1967

- “Six Trainers inducted into the Helms Hall of Fame at the annual awards banquet of the National Athletic Trainers Association in Columbus, Ohio, last June” [1967]



## New Hall Of Fame Members



Six Trainers are inducted into the Helms Hall of Fame at the annual awards banquet of the National Athletic Trainers Association in Columbus, Ohio, last June.

# WHY DEIA?

René Revis Shingles, NATA HOF 2018



[Become a member](#) [For the Public](#) [Login](#) [Q](#)

[About](#) [Membership](#) [Career & Education](#) [Professional Interests](#) [Practice & Patient Care](#) [Advocacy](#) [News & Publications](#)

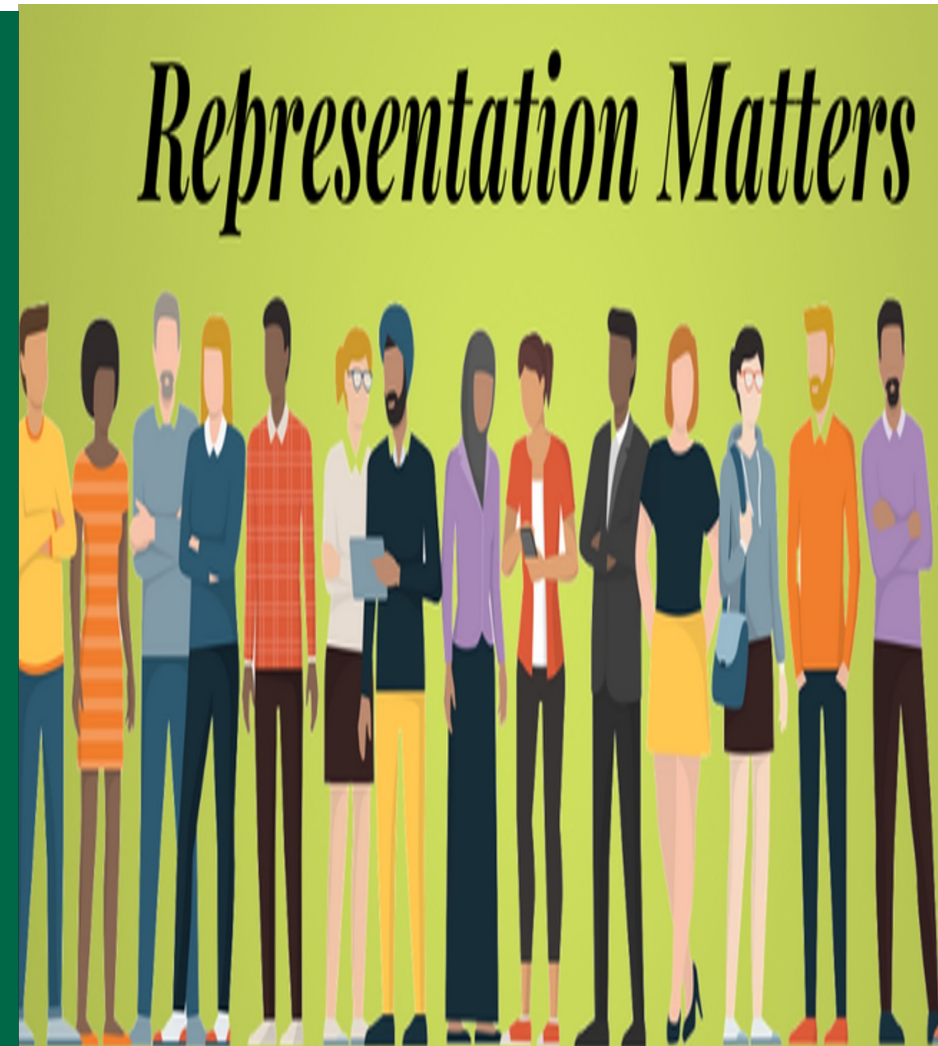
## NATA Inducts First African American Woman into the Athletic Trainers Hall of Fame

Thursday, July 5, 2018



# WHY DEIA?

- Representation matters in all spaces.
- Athletic trainers and our patients should feel included and represented.
- We are bigger than ourselves; we are more than our comfort zone.
- The NATA is a member-organization. WE are the NATA. We are the profession.



# BARRIERS TO IMPLEMENTING DEIA COMMITMENTS IN VARIOUS SETTINGS

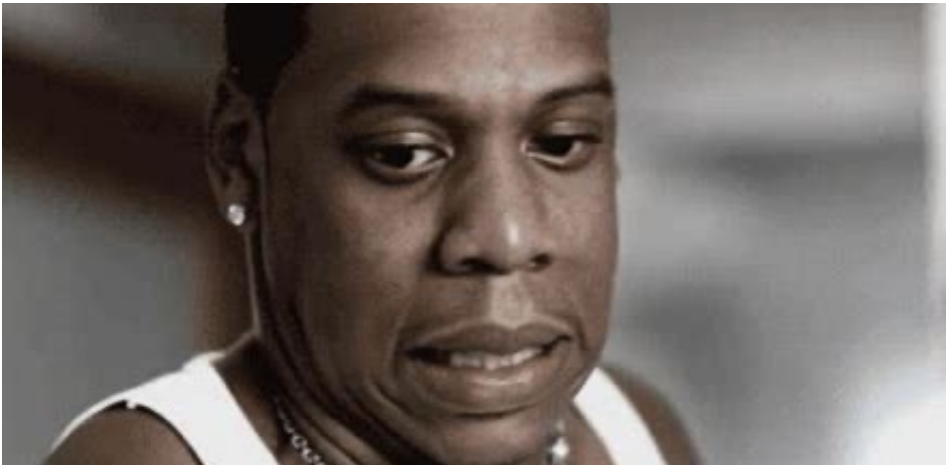
Lack of: Awareness, Comfort, Resources, Commitment  
“They” mentality contributing to excuses that reinforce  
harmful Biases



# BIASES

- **Bias**: negative evaluation of one group and its members relative to another
- **Explicit bias**: person is aware of their evaluation of a group and believes evaluation is accurate
- **Implicit bias**: Does not require individual to be aware of their evaluations; operates in unintentional/unconscious form
- **Affinity bias**: Unconscious tendency to gravitate towards others who are like us





No one enjoys being uncomfortable,  
but it is a common part of the process of  
understanding.

# LACK OF COMFORT



“I don’t want to deal with this.”

“I don’t know where to start.”

“It is not my problem.”

“I don’t want to make a mistake.”

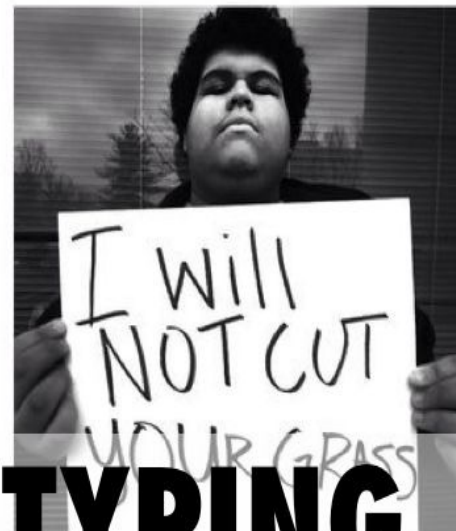
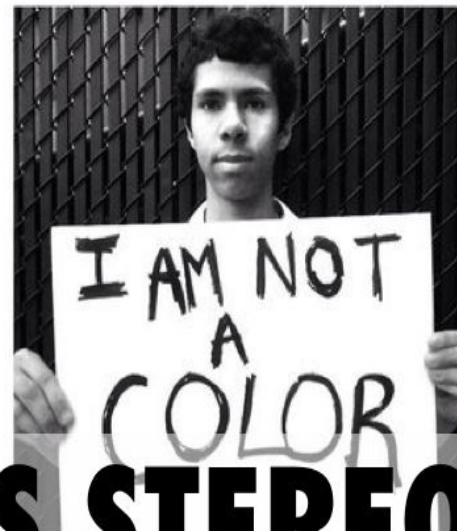
# LACK OF AWARENESS

- Why are applicant pools not diverse?
- Readiness to serve alongside diverse people.
- Recognition of the value of serving alongside diverse people.
- Stereotypes within health professions – Nursing example

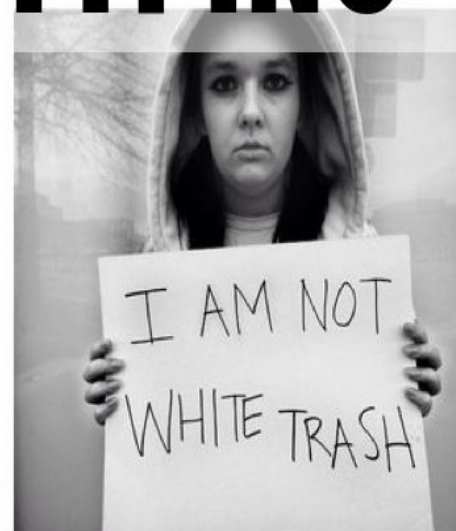
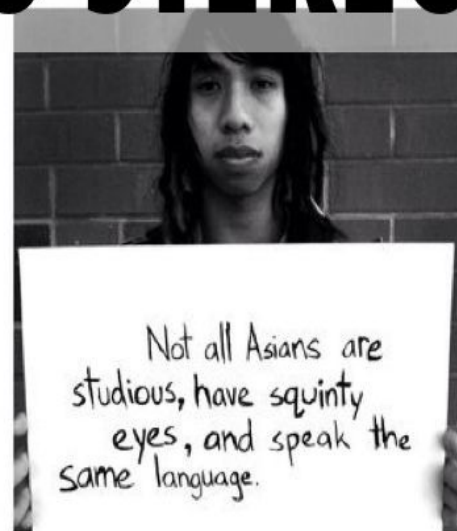


*They*

*they*



**THIS IS STEREOTYPING**

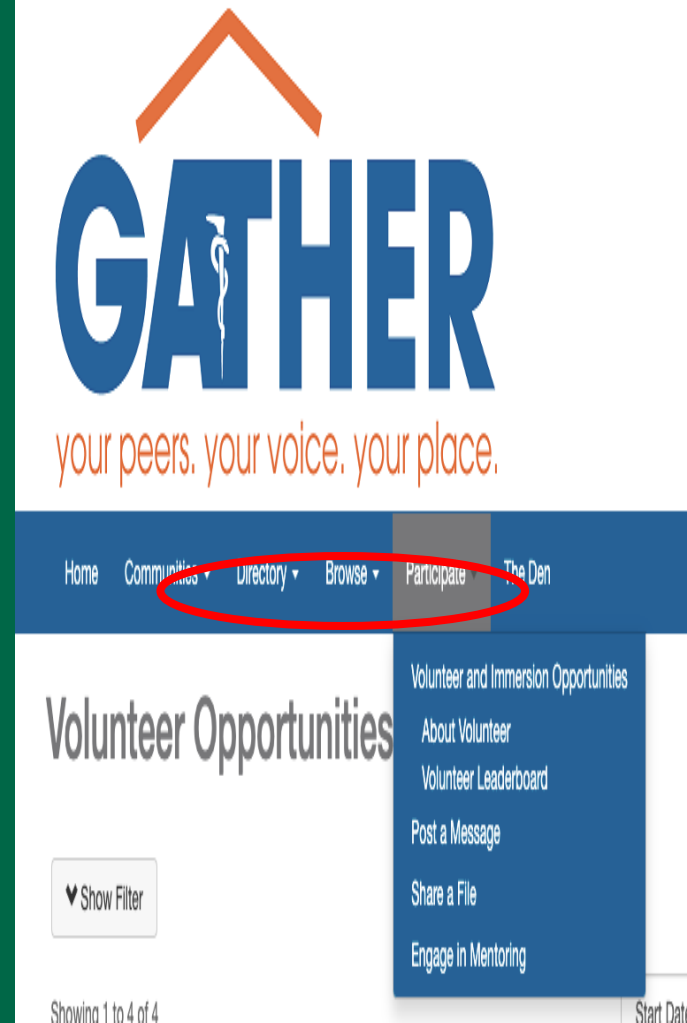




# DEVELOPING & APPLYING DEIA INITIATIVES IN VARIOUS SETTINGS

# APPLYING DEIA COMMITMENTS INTO YOUR SETTING

- DEIA training for staff and volunteers
- Standardizing Pathways to Volunteer & Leadership Roles
- All NATA committees identified three to five DEIA action items
- Increased visibility and access for the EDAC and LGBTQ+ AC special interest quarterly newsletters to members that join or renew.
- Ableism audit



# NATA CODE OF ETHICS

“Members shall render patient care regardless of the patient’s race, religion, age, sex, ethnic or national origin, disability, health status, socioeconomic status, sexual orientation, or gender identity.”

**I FULLY UNDERSTAND  
AND UPHOLD THE NATA  
CODE OF ETHICS, PROVIDING  
THE BEST  
POSSIBLE  
PATIENT CARE  
AT ALL TIMES.**

# Athletic Training Shared Professional Values (CIRCA)

Established from research conducted by the NATA Professional Responsibility in Athletic Training Committee in 2020

**Caring & Compassion**: an intense concern and desire to help improve the welfare of another.

**Integrity**: a commitment that is internally motivated by an unyielding desire to do what is honest and right.

**Respect**: the act of imparting genuine and unconditional appreciation and value for all persons.

**Competence**: the ability to perform a task effectively with desirable outcomes.

**Accountability**: a willingness to be responsible for and answerable to one's own actions.



# APPLYING DEIA COMMITMENTS INTO YOUR SETTING

**REPRESENTATION  
MATTERS**

**IF YOU CAN SEE IT,  
YOU CAN BE IT**

- Create a welcoming and inclusive environment
- Include DEIA training for all staff
  - Create Safe Spaces
  - Recognize Microaggressions
  - Bystander Training
- Examine current policies and procedures
- Incorporate DEIA commitments into mission, vision, and value statement
- Update signage and form language

# USING PRIVILEGE FOR ADVOCACY

## USING PRIVILEGE TO CREATE CHANGE

**Awareness** - Become aware of the daily exclusions that affect those who are not straight, male, upper/middle class, able-bodied, and/or white<sup>1</sup>

**Knowledge** - Understand how you may be contributing (consciously or unconsciously) to an environment that fosters oppression

**Skills** - Form coalitions with others who are working to end individual and institutional oppression

**Action** - This is the most important and frightening step. Despite the fear, action is the only way to effect change in the society as a whole

**Ally → Actions → Advocacy**

# CONCLUSIONS

- Diversity is not about making exceptions; Diversity is about pursuing Excellence.
- The Future of the AT Profession is tied to our ability attract and serve more people, better, together.
- Economic argument



This Photo by Unknown Author is licensed under [CC BY-ND](#)

# CONCLUSIONS

- Progress is slow and sometimes frustrating but well worth the effort.
- The work is never done, it simply changes as our needs change.

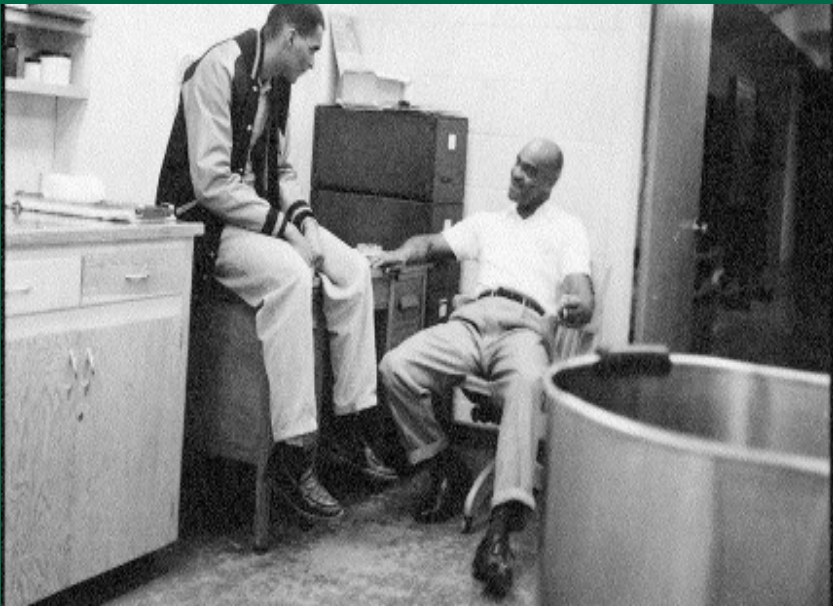




# REFERENCES

1. Adams WM, Terranova AB, Belval L. Addressing diversity, equity, and inclusion in athletic training: shifting the focus to athletic training education. *J Athl Train*. 2021;56(2):129-133.
2. Lopez RM, Long S, Moffit D, Crossway A. Intersectionality: the role of the athletic trainer in providing culturally competent patient-centered care. *Clin Pract Athl Train*. 2021;4(1).
3. Marra J, Covassin T, Shingles RR, Canady RB, Mackowiak T. Assessment of certified athletic trainers' level of cultural competence in the delivery of health care. *J Athl Train*. 2010;45(4):380-385.
4. Sukhera J, Watling CJ, Gonzalez CM. Implicit bias in health professions: from recognition to transformation. *Acad Med*. 2020;95(5):717-723.

# QUESTIONS & COMMENTS



rlopezadc@gmail.com  
trevorbates.tb@gmail.com

<https://www.nata.org/diversity-equity-inclusion-and-access-task-force>