

ASAHP statement on Diversity, Equity, and Inclusion –

We Are All One

As the professional member organization for schools of allied health, the Association of Schools Advancing Health Professions (ASAHP) embraces diversity, equity, and inclusion within the various healthcare professions and recognizes these as priorities and ethical imperatives. ASAHP values initiatives that promote diversity, equity, and inclusion because they can improve the quality of allied health education, the healthcare workforce, patient care and the overall health of society. ASAHP values and actively promotes these principles in its leaders, members, and staff because active participation can serve as a catalyst for improved decision making, increased productivity, and provide a competitive advantage.

ASAHP takes its position as the national leader in preparing allied health professionals to deliver quality health care and related services in diverse communities seriously. As such, we actively seek to engage those with different personal experiences, values, and worldviews to enhance our organizations mission and vision. ASAHP supports equity initiatives that promote the creation of opportunities for historically underrepresented populations to have equitable access to professional growth opportunities and resource networks that are capable of closing the demographic disparities that still exist throughout the healthcare industry and in all spheres of institutional societal systems.

Further, ASAHP works to foster inclusive healthcare environments that recognize the contributions and supports the advancement of all, regardless of race, ethnicity, national origin, immigration status, gender, religion, age, sexual and gender identity/expression (LGBTQQIAAP), disability, and socioeconomic status, because inclusive environments enhance the quality of healthcare, improve human relations, and positively impact the health status of society.

ASAHP promotes diversity, equity, and inclusion through:

- Appropriate communication materials that speak to all
- Fostering best practices in hiring processes
- Its annual conference and educational seminars to increase awareness of cultural differences
- Promoting the need to develop a more representative allied healthcare faculty
- A nominating committee that emphasizes diversity in slating elected leaders
- Fostering international experiences and collaborations

ASAHP Values and Beliefs

1. Critical Role

- Allied Health professionals play a vital role in affecting health outcomes, quality of care, and costs.

2. High Quality Education

- Providing the highest quality education for our students is essential in order to prepare each student for his or her practice and career.

3. Interprofessional Collaboration

- We can affect change and transformation by working with other professionals.

4. Safe & Competent Professionals

- Safe and competent health professionals can be prepared through high quality education.

5. Power in a United Approach

- There is benefit in the “the power of n” where whole is better than the sum of separated parts in affecting positive change and transformation in healthcare.

6. Innovative Solutions

- Being creative and innovative in bringing a wide array of valuable solutions and resources to our members.

7. Diversity and Inclusion

- Leveraging the strengths of our schools and professions by bringing and sharing best practices in diversity and inclusion.

8. Equitable Role

- Allied Health professionals play an equitable role in the transformation of healthcare.

9. Leadership

- We believe in developing our faculty and students into leaders.

10. A High Value Destination

- We believe in being a high valued destination for resources in education.

11. International/Intercultural Exchange

- We believe in a rich academic experience enhanced by international and cultural exchanges

ASAHP Diversity, Equity, and Inclusivity terms

- **Ageism** is often described as prejudice or discrimination against a particular age group and often the elderly.
- **Disability Inequity** is defined as treatment of a qualified individual with a disability less favorably than a person without a disability in the same or similar circumstances.
- **Ethnicity inequity** is defined as unequal treatment of a social group based on its common national or cultural traditions.
- **Gender Inequity** refers to unequal treatment solely based on whether one is male or female and perceived abilities by the different sexes. Today's cultural shift is being led by women who demand equal treatment.
- **Immigration status inequity** is defined as unequal treatment based on the movement of people into a destination country of which they are not natives or where they do not possess citizenship in order to settle or reside there, especially as permanent residents or naturalized citizens, or to take up employment as a migrant worker or temporarily as a foreign worker.
- **International Statement:** Commitment to fostering and enabling the exchange of intellectual, clinical, and personal professional experiences with institutions and individuals of other nations.
- **National origin inequity** is broadly defined as discrimination and denial of opportunities because of an individual's, or his or her ancestor's, place of origin; or because an individual has the physical, cultural or linguistic characteristics of a national origin group.
- **Racial inequity** is defined as discrimination based on race in opportunity for socioeconomic advancement or access to goods and services.
- **Religious Inequity** refers to treating a person unfavorably because of his or her religious beliefs or denying a person or group of people the same opportunities that others receive based on their religious identity and beliefs.
- **Sexual and gender identity/expression** is defined as equal treatment for those along the full spectrum.
- **Socioeconomic status inequity** is defined as discrimination based on the social standing or class of an individual or group. This is often measured as a combination of education, income and occupation that can lead to inequities in access to resources, plus issues related to privilege, power and control.