



Statement on Developing New Accreditation Standards Regarding Diversity, Equity, Inclusion, and Social Justice

The CAATE values equality of opportunity, human dignity, gender, age, race, sexual orientation, and cultural and ethnic diversity in all aspects related to the accreditation process. While the 2020 Standards do not explicitly require educators to add cultural competency to their athletic training curricula, the CAATE believes this is inherent in the notion of “patient-centered care.” The Commission’s intent regarding the five Standards pertaining to the core competency of patient-centered care (Standards 56-60) was to ensure that future clinicians would be well educated to provide culturally competent care. However, it has become clear that the lack of an explicit reference to cultural competence within the Standards has led to some confusion and our intent, which was to elevate the importance of this concept within the 2020 Standards, has been hampered based on a lack of clarity. Therefore, the Board has charged the Standards Committee and Residency-Fellowship Committee, working collaboratively with our Diversity, Equity, Inclusion, and Leadership Development Committee, to examine our accreditation Standards to ensure that the concepts of diversity, equity, inclusion (DEI), and social justice (SJ) are adequately represented within our curricular content and administrative Standards. This process, which is part of a broader Commission wide DEI initiative, should be completed during the first six-months of 2021.

The CAATE Standards Committee created a process and timeline for the development, review, and implementation of proposed new DEI and SJ standard(s) within the professional and post-professional residency & fellowship Standards (described below). This iterative process will use content experts in developing the DEI and SJ Standards and will allow for stakeholder feedback through an open comment period. Stakeholder feedback is vital to Standards development and the CAATE encourages all stakeholders to participate in the open comment process.

Development of the Proposed DEI & SJ Standards

Anticipated Date	Action
September 2020	<p>A CAATE DEI Work Group was established to review the DEI & SJ goals to respond to and to identify the scope of the new DEI and SJ standard(s). The group includes a:</p> <ul style="list-style-type: none"> ● subgroup of content experts using targeted recruitment based on established expertise (n=3) ● representative from the CAATE Standards Committee (n=1) ● representative from the CAATE Diversity, Equity and Inclusion and Leadership Development Committee (DEI & LDC) (n=1) ● representative from the Residency-Fellowship Committee (n=1) ● CAATE staff member (n=1)

September & October 2020	The CAATE DEI Work Group met twice to identify the DEI & SJ standard(s) content and submitted content recommendations to the CAATE Standards Committee to draft the new/edited Standards
November 2020	The CAATE Standards Committee and Residency-Fellowship Committee draft the new/edited Standards based on the CAATE DEI Work Group recommendations
November 2020	The draft DEI & SJ Standards were submitted from the Standards Committee back to the CAATE DEI Work Group for review
December 2020	The CAATE DEI Work Group met to discuss feedback regarding the new DEI & SJ Standards
December 2020	The new DEI & SJ Standards are submitted to the CAATE Commission for review and approval
January & February 2021	The new Standards are distributed for a 4-week open comment period; results are collated; The Standards Committee reviews and revises the DEI & SJ Standards based on actionable feedback
February 2021	The CAATE Commission is provided with the DEI & SJ Standards for review and approval

Until the new DEI and SJ Standards are approved and disseminated publicly, programs are strongly encouraged to fully incorporate the *intent* of the “Core Competencies: Patient-Centered Care” Standards (56-60). The Commission wants to be clear that the intent of the patient-centered care curricular content requires that programs develop students who can practice cultural competency in patient/client care. The CAATE will offer programming and other avenues to help program stakeholders to gain fluency in teaching within these content areas.

The CAATE is deeply committed to enhancing DEI and SJ and believes that this process of improving our Standards will further support educational programs in driving such enhancements across the athletic training profession.