

- Increase diversity as a profession: emphasizing cultural and religious makeups
- Creating a safe space to feel comfortable discussing white privilege and how it predominates in OT
 - What does safe space mean? Who is the safe space for?
 - Preventing re-traumatization and not pushing minoritized population
 - Being comfortable with being uncomfortable for white individuals to promote growth
- Attending in-person seminars to promote
- Contributing to a fund to individuals to assist individuals struggling to pay dues to promote equity
- Virtual events
 - Promoting continuing education
- **Implicit bias training/test with a facilitated discussion**
 - What type of implicit bias test?
 - Cultural, LGBTQIA+
 - AOTA toolkit
 - Race: <https://implicit.harvard.edu/implicit/user/agg/blindspot/indexrk.htm>
 - All options: <https://implicit.harvard.edu/implicit/selectatest.html>
 - Creating a template for what questions and what tests we will use
 - Separating it into districts
 - Virtual vs. in person vs. hybrid
- **Training from Dr. DeRolf - Breea**
- Creating affinity groups and a place for practitioners
 - Discussion board or Group?
 - Group chat within IOTA ie: groupme
 - Promoting different groups
- Advocacy at state level
 - Looking at AOTA level
 - Contacting Lauren Tom
- Ask Laura to include or adapt demographic info so we know who we are addressing - Cierra
 - Ensuring consent
 - Pronouns
 - Identifying w/ a group
 - LGBTQ, Pronouns, first gen, demographics, etc.
- Figuring out how to incorporate individuals who aren't IOTA members
 - PLA? Continuing ed to supervisors w/ OT companies
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