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 healthcare-workforce patients faculty staff administration productivity ethnicity

# Preparing for the Future: Diversity in Chiropractic Education

Engage in conversations about diversity, equity, and inclusion with these experts



Sumaya Ahmed  
 United Kingdom

- Admissions tutor and lecturer in Chiropractic at London South Bank University




Beau Foshee  
 United States

- Chair, ACA Committee on Equity, Diversity, and Inclusion
- PFF Scholar for leadership and service to the LGBTQ+ community



Chick Herbert  
 United States

- Chief Experience Officer for NCMIC Group Inc
- Special Olympics Iowa Board
- Iowa Women Lead Change



Kelley Humphries  
 United States

- Executive Director of Paralympic Operations
- TeamUSA Council for Racial and Social Justice



L David Peeace  
 Canada

- Chair, Canadian Chiropractic Guideline Initiative
- First Indigenous Chiropractor in Saskatchewan

## SESSION 1 Begins 0500 (shown in Pacific Time Zone)

### Welcome to CERF Conference *Preparing for the Future: Diversity in Chiropractic Education*

Workshop tutorial: **Demystifying Diversity, Equity, and Inclusion - How can we make others feel more included?**

Discussant: **Sumaya Ahmed**

Contributors: Sumaya Ahmed (United Kingdom); Beau Foshee (USA); Chick Herbert (USA); Kelley Humphries (USA); L David Peeace (Canada)

Moderated live discussion with attendee Q and A to tutorial presenter

### Abstract Presentations: Scholarship of Discovery

Assessing diversity in education: Developing an access and participation plan

**Christina Cunliffe, Matthew Green, Christopher Maguire, Adrian Hunnisett**

Using the access and participation plan: Assessing the diversity of chiropractic students compared with national demographics in the United Kingdom

**Christina Cunliffe, Matthew Green, Adrian Hunnisett**

Chiropractic student diversity at the University of Johannesburg from 2017 to 2021: A descriptive analysis

**Fatima Ismail, Christopher James Yelverton**

Differences in practice characteristics between chiropractors in South Africa using sex as a diversity trait: A secondary analysis

**Christopher Yelverton, Alison Zietsman, Cynthia Peterson**

Moderated Q and A to research presenters

### Panel: Solutions for Chiropractic Diversity, Equity, and Inclusion Position Paper: Scholarship of Application

This part of the session focuses on problem solving. Panel discussions will focus on Diversity, Equity, and Inclusion, information will be collated and developed into a position paper, co-authored by all panelists, and will be published in the *Journal of Chiropractic Education*. Participants: **Christina Cunliffe, Adrian Hunnisett, Fatima Ismail, Christopher Yelverton, Sumaya Ahmed** Moderators: **Claire Johnson and Bart Green**

## SESSION 2 Begins 0700 (shown in Pacific Time Zone)

### Welcome to CERF Conference *Preparing for the Future: Diversity in Chiropractic Education*

Workshop tutorial: **Demystifying Diversity, Equity, and Inclusion - How can we improve our skills?**

Discussant: **Beau Foshee**

Contributors: Sumaya Ahmed (United Kingdom); Beau Foshee (USA); Chick Herbert (USA); Kelley Humphries (USA); L David Peeace (Canada)

Moderated live discussion with attendee Q and A to tutorial presenter

### Abstract Presentations: Scholarship of Discovery

Development of a recommendations document to increase the number of African Americans in US Doctor of Chiropractic programs

**Winston Carhee, Micheala Edwards**

Curricular optimization through mapping the nature, diversity, and complexity of simulated clinical cases

**Scott Dunham, David Starmer, Vanessa Petrini, Cirene D'Monte, Grand Choi**

Incorporation of a cultural competence module into a course in a chiropractic college

**Karin Hammerich**

Student attitudes about incorporating diverse patients with associated health disparities in unfolding lab cases in a head and neck clinical case integration course

**Charmaine Herman**

Equity, diversity, and inclusion (EDI) initiatives at the Canadian Memorial Chiropractic College: Products of an EDI Committee

**Jacquelyn Wingrove, Sharanya Varatharajan**

Moderated Q and A to research presenters

### Panel: Solutions for Chiropractic Diversity, Equity, and Inclusion Position Paper: Scholarship of Application

This part of the session focuses on problem solving. Panel discussions will focus on Diversity, Equity, and Inclusion, information will be collated and developed into a position paper, co-authored by all panelists, and will be published in the *Journal of Chiropractic Education*. Participants: **Winston Carhee, Scott Dunham, Karin Hammerich, Charmaine Herman, Jacquelyn Wingrove, Sharanya Varatharajan, David Byfield, Beau Foshee** Moderators: **Claire Johnson and Bart Green**

## SESSION 3 Begins 0900 (shown in Pacific Time Zone)

### Welcome to CERF Conference *Preparing for the Future: Diversity in Chiropractic Education*

Workshop tutorial: **Demystifying Diversity, Equity, and Inclusion - How can we create a more inclusive environment?**

Discussant: **Chick Herbert**

Contributors: Sumaya Ahmed (United Kingdom); Beau Foshee (USA); Chick Herbert (USA); Kelley Humphries (USA); L David Peeace (Canada)

Moderated live discussion with attendee Q and A to tutorial presenter

### Abstract Presentations: Scholarship of Discovery

Retaining racially, ethnically, and nationally diverse students: A survey of US chiropractic colleges

**Natacha Douglas**

A comparative summary of race of the United States population and students in accredited Doctor of Chiropractic programs in the United States

**Micheala Edwards**

Student perceptions of the importance of cultural competency training and self-ratings of cultural competence levels: Before and after a course on diversity and health

**Lisa Killinger**

Assessing baseline perceptions of Doctor of Chiropractic program faculty on diversity, equity, and inclusion

**Kristina Petrocco-Napuli, Herb Caldwell**

Diversity, equity, and inclusion accreditation standards in the US: A content analysis

**Craig Little**

Moderated Q and A to research presenters

### Panel: Solutions for Chiropractic Diversity, Equity, and Inclusion Position Paper: Scholarship of Application

This part of the session focuses on problem solving. Panel discussions will focus on Diversity, Equity, and Inclusion, information will be collated and developed into a position paper, co-authored by all panelists, and will be published in the *Journal of Chiropractic Education*. Participants: **Natacha Douglas, Micheala Edwards, Lisa Killinger, Kristina Petrocco-Napuli, Herb Caldwell, Craig Little, Stacie Salisbury, Chick Herbert** Moderators: **Claire Johnson and Bart Green**

## SESSION 4 Begins 1100 (shown in Pacific Time Zone)

### Welcome to CERF Conference *Preparing for the Future: Diversity in Chiropractic Education*

Workshop tutorials: **Demystifying Diversity, Equity, and Inclusion - How can we be better allies?**

Discussant: **L David Peeace**

Contributors: Sumaya Ahmed (United Kingdom); Beau Foshee (USA); Chick Herbert (USA); Kelley Humphries (USA); L David Peeace (Canada)

Moderated live discussion with attendee Q and A to tutorial presenter

### Abstract Presentations: Scholarship of Discovery

Comparison of diversity and inclusion in Life Chiropractic College West's strategic plans 2013-2018 and 2019-2025

**Ramona Houston, Annette Walker**

Bias in virtual interviews for residency applicants who are underrepresented in healthcare: A narrative review of the recent literature

**Valerie Johnson, Robb Russell, Romeo-Paolo Perfecto, Enya Katz, Paul Barkmeier**

Identifying gaps in understanding of lesbian, gay, bisexual, transgender, and queer healthcare among integrated care physicians

**Suzanne Lady, Kara Burnham**

Implementing an institutional diversity, equity, and inclusion change process using Kotter's 8-step change model: An observational study

**Abolade Majekobaje, Cecelia Martin, Cortny Williams**

Using collaborative methods with stakeholders to develop a preliminary action plan to improve diversity and inclusivity in chiropractic education and the profession

**Ron Oberstein, Anatole Bogatski, Tarsha Addison, Sharon Seto**

Moderated Q and A to research presenters

### Panel: Solutions for Chiropractic Diversity, Equity, and Inclusion Position Paper: Scholarship of Application

This part of the session focuses on problem solving. Panel discussions will focus on Diversity, Equity, and Inclusion, information will be collated and developed into a position paper, co-authored by all panelists, and will be published in the *Journal of Chiropractic Education*. Participants: **Ramona Houston, Valerie Johnson, Suzanne Lady, Kara Burnham, Abolade Majekobaje, Anatole Bogatski, Stephney Whillier, L David Peeace** Moderators: **Claire Johnson and Bart Green**

## CERF members register to attend for **free**.

To register, <https://cerfweb.org/> log in as a CERF member, then click on the "Engage" tab.

**Information about CERF:** The Chiropractic Educators Research Forum is an online forum where chiropractic educators share their insights and learn new information about research and scholarship. Our mission is to build scholarship and research capacity for chiropractic educators throughout the world. Membership is free. <https://cerfweb.org/> CERF supports education research and holds virtual conferences on narrow topics to help build research capacity in these focused areas. In addition to building research capacity, these actions are aimed to support other conferences and education venues in the chiropractic profession.

**Conference proceedings:** Research abstracts will be published in *The Journal of Chiropractic Education*.

**Conference format:** For the December 4, 2021 conference, there are 4 sessions. Each session has 3 parts, which contribute to building chiropractic education research capacity.

### 1. Invited presentations, tutorials, or workshop

These invited presentations focus on knowledge and skill building for the topic of the conference.

### 2. Abstract Presentations: Scholarship of Discovery

The best abstracts are selected through blinded peer review. Each research/abstract presentation focuses on the theme of the conference. Each presenter provides a 6-minute presentation, after this, questions that are submitted through the chat are moderated and answered by the presenters in a live video format. The Research/Abstract part of each session builds capacity in the **scholarship of discovery**. The **scholarship of discovery** expands our current knowledge.

### 3. Panel Discussion: Scholarship of Application

The presenting authors, CERF Board members, and invited speakers participate in a live panel discussion to address issues related to chiropractic education and the conference theme. Attendees provide input through the chat. After the conference, the panel discussions will be combined to generate a position paper. The panel discussion part of each session builds capacity in the **scholarship of application**. The **scholarship of application** is when we translate knowledge and theory into practical interventions to help solve problems.

## Scientific Peer Review Committee CERF Virtual Conference December 2021

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- Fatima Ismail, MTech Chiro University of Johannesburg ; South Africa
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