A message from the AOTF Board of Trustees:

We condemn the brutal and senseless killings of George Floyd, Rayshard Brooks, Breonna Taylor, Ahmaud Arbery, and all of the Black men and women who have violently lost their lives. We join in solidarity with the #BlackLivesMatter movement to end racial injustice, racial trauma, systemic racism, structural violence, health inequities, oppression, and police brutality. We know members of our community are personally and deeply impacted by these events.

We recognize expressions of support are not enough and are taking actions to demonstrate our commitment and initiate changes in our practices and programs that will be impactful and enduring. While some of these actions build on existing initiatives within AOTF, others represent new steps that the Foundation will be enacting in direct response to recent events. Over three years ago AOTF committed to increasing our diversity on our Board of Trustees and our current membership reflects this commitment. Our Volunteer Development and Nominating Committee has recently reaffirmed this stance and is determined to continue to build on their efforts. The AOTF Board of Trustees has been both individually and collectively reflecting on our past and current actions, implementing changes, developing plans for future actions, and creating a sustainable process to ensure we exercise our talents and resources to promote transformative changes. We are reviewing and rewriting our research priorities so that our funding programs reflect the importance we place on social and racial justice. We are identifying educational and reflective programs for our research community to directly engage in addressing systemic racism, structural violence, and disparities. We are also asking all our strategic planning work groups to reappraise our objectives and tactics so that all our AOTF programs and resources are directed toward enacting needed change. We have provided descriptions below of selected changes enacted as well as future initiatives we are developing.

This is just the beginning. We will continue to build on these actions this summer and develop a definitive set of action plans and benchmarks to be considered for adoption at our September Board meeting. We recognize that changes will need to occur on multiple levels including individual, interpersonal, local community, institutional and organizational, and national and global levels. The Action List below summarizes current and planned activities.

**Action List:**

1. We are revising language in our research priorities and grant application materials to reflect our commitment to supporting research programs that examine racial, social, and health inequities and injustices and promote social justice. We are particularly concerned that our programs reflect our intent to support research that involves participants from underrepresented populations, examines topics that are particularly salient to issues of inequities, and promotes opportunities for minority researchers.

2. We are working with our scientific review committee to revise procedures to require that researchers address their consideration of underrepresented groups and that scoring criteria reflect the appraisal of their efforts.

3. We are reviewing job postings to ensure that our marketing and descriptions maximize the opportunities to hire individuals from underrepresented groups.

4. We are reviewing and strengthening our research capacity initiatives and expanding opportunities for people of color to enter and thrive in their research careers. Specifically, we are:
• Reviewing screening procedures for candidates for the Future Scientists Program conducted in collaboration with AOTA.
• Developing a multi-tiered mentoring system which will cross from student and Phi Theta Epsilon programs through midcareer and senior scientist programs.
• Designing ways to identify, support, and create mechanisms for facilitating mentoring and networking among researchers of color.
• Exploring development of a special session at AOTA conference or a AOTF symposium to feature the scholarship of underrepresented researchers.
• Initiating efforts to fund a fellowship for an individual from an underrepresented group.

5. We plan to establish a standing committee of the Board of Trustees to develop, direct, and evaluate AOTF initiatives to promote diversity, combat racism, heal trauma, achieve equity, and social justice. In addition, we want to identify and address any barriers in our community to full inclusion and learn more from our members about experiences that could inform us about how to do better and promote the kinds of reflections and insights that fuel change.

We ask all of you to work with us on how AOTF can act in ways that demonstrate our determination to combat racism, promote equity, heal trauma, and contribute to social transformation. Please engage with us in these efforts by contacting (aotf@aotf.org) or reaching out to the Board through their contact information below.

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