

1 **Resolution Number:** 304-2014

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3 **Title:** *Amendment to E-4 Sensitivity to Diversity*

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5 **Reference Committee Assignment:** Membership and Professional Issues

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7 **Sponsor(s):** Mike Mayr (Boston); Jessica Metcalfe (Boston), delegate; Danielle Fernandez (Boston),
8 delegate; Kristin D'Adamo (Penn), delegate; Elizabeth Freund (Penn), delegate; Edward Davis (Southern
9 California), delegate; Lauren Kuhn (Harvard); Lalita Nekkanti (Tufts)

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11 **Financial Impact:** None

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13 **Board of Trustees Comments:**

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15 **Reference Committee Comments:** ASDA agrees with the intent of this resolution and recognizes the
16 unique challenges and needs of the LGBT community. We felt the policy needed to have stronger
17 language, but we included general terminology to remain consistent with the other language in the
18 policy. The reference committee encourages the author to continue to find ways to inform members of
19 the needs of this population, such as articles, sessions at national meetings and blog posts.

20
21 **Background:** To date, ASDA nor the ADA have recognized dental students or practitioners that self-
22 identify as Lesbian, Gay, Bisexual or Transgender (LGBT) as a present and growing community, as other
23 dental organizations have. A 2009 study showed that only one-fifth of dental students thought there
24 was a supportive environment in their school for LGBT-identified students, and those students that did
25 identify as LGBT felt significantly less comfortable working in their schools and fitting in.¹ Additionally, it
26 is suggested that schools and organizations that do foster the inclusion of LGBT students, still lack
27 tangible means of providing support.² As a national organization that serves to protect and advance the
28 rights, interests and welfare of all dental students, the recognition and collaboration ASDA
29 members who identify as lesbian, gay, bisexual as well as allies of the LGBT community will better
30 prepare chapters to meet the needs of an increasingly diverse population of students and
31 future practitioners, therefore be it

32
33 **RESOLUTION**

34
35 **Resolved,** that E-4 Sensitivity to Diversity clause include an additional section as follows:
36 E-4 Sensitivity to Diversity (1993, revised 2002)

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38 It is the position of the American Student Dental Association that each dental school should assure that
39 its faculty and administration are sensitive to the cultural diversity and changing demographics of
40 today's dental students.

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42 Care must be taken to ensure that the dental school provides a safe and humane environment for all
43 students and all members of the dental team, both physically and psychologically. Sexist, discriminatory,
44 or other similarly insensitive language and practices are totally unacceptable.

45

46 Faculty members should review their course content and styles to use inclusive language, to eliminate
47 all potentially offensive language and graphics, and to present information in an objective manner which
48 is sensitive to differences in gender, ethnicity, age, religion, politics, and physical abilities.
49

50 The American Student Dental Association defines diversity as: differences and variations among and
51 between individual characteristics, demographics and professional choices, including, but not limited to,
52 race, religion, ethnic background, gender, socioeconomic status and sexual orientation, including and
53 not limited to those of the Lesbian, Gay, Bisexual and Transgender (LGBT) community. ASDA recognizes
54 the unique challenges faced by these diverse populations of students.
55

56 **Action:** The Chair moves substitution of 304RC-2014 for of 304-2014 with a recommendation to adopt
57 304RC-2014 with a Yes vote.
58

59 **House Action:**

SAMPLE