

1 **Resolution Number:** 404-2024

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3 **Title:** Amendment to ASDA’s Current Statement Statements of Position or Policy E-4 Sensitivity
4 to Diversity

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6 **Reference Committee Assignment:** Professional Issues

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8 **Sponsor(s):** Tareina Rogers

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10 **Financial Impact:** None

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12 **Board of Trustees Comments:** The Board recommends a yes vote.

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14 **Reference Committee Comments:** The Reference Committee recommends a yes vote and that
15 it be placed on the Consent Calendar.

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17 **Background:** Whereas the American Student Dental Association (ASDA) is dedicated to
18 advocating for the rights and well-being of dental students across the nation. We should
19 recognize the crucial importance of diversity, equity, and inclusion in fostering a vibrant and
20 inclusive dental community. Starting with acknowledging the recent changes with laws in the
21 United States, which poses challenges to achieving equal opportunities for underrepresented
22 students. The first way this could be done by revising our statements of position or policy
23 concerning diversity. There are more that could be attributed to this resolution to remain
24 continuously evolving with the generations; therefore be it

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RESOLUTION:

27 **Resolved,** that ASDA’s Current Statement Statements of Position or Policy E-4 Sensitivity to
28 Diversity be amended as follows:

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30 The American Student Dental Association believes dental schools should ensure all students,
31 faculty, staff and administration are sensitive to the diversity of their colleagues and patients.

32 ASDA defines diversity through numerous, intersecting dimensions including but not limited to
33 race, ethnicity, nationality, gender identify, age, physical abilities/qualities, sexual orientation,
34 religious and ideological beliefs, veteran status, citizenship status and personal lifestyle
35 preferences. ASDA recognizes the unique challenges faced by these diverse populations.

36 ASDA believes dental schools should provide a safe and inclusive environment for all students,
37 faculty, staff and administration. Sexist, discriminatory or insensitive language and practices are
38 unacceptable. Practices that systematically exclude and oppress others should be examined
39 and addressed accordingly.

40 ASDA supports and encourages the incorporation of diversity training and professional learning
41 regarding cultural competence and cultural humility as part of dental education. ASDA also

42 encourages the recruitment and retention of diverse dental student populations otherwise
43 underrepresented in organized dentistry.

44 ASDA supports and encourages equity for all students within dental education. ASDA promotes
45 impartiality, fairness and justice to overcome biases within ASDA procedures and policies,
46 educational programming and leadership development. This includes representation,
47 involvement, benefits and access for those underrepresented in the field of dentistry.
48 Availability of equipment and facility accommodations where appropriate to ensure student
49 safety and comfort should also exist.

50 ASDA supports reasonable academic accommodations for individual disabilities, religious and
51 cultural observances.

52 ASDA is committed to identifying, challenging, and dismantling barriers to involvement for
53 underrepresented students as listed in the dimensions of diversity, while concurrently working
54 to elevate the perspectives of aforementioned students and to educate the membership body
55 on topics related to diversity, equity and inclusion to further the ASDA mission to protect and
56 advance the rights, interests and welfare of dental students. ASDA supports efforts to reduce
57 barriers to care for underrepresented and diverse populations.

58

59 **ASDA will advocate for policies that aim to develop alternative methods that promote equal**
60 **opportunities for underrepresented students in dental schools such as but not limited to**
61 **programs that increase applicant readiness for those populations.**

62

63 **ASDA will support and encourage collaborations with organizations that prioritize promoting**
64 **diversity, equity, and inclusion in the dental field, aiming to create a network of support for**
65 **underrepresented students.**

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67 **ASDA will support by promoting initiatives geared toward scholarship programs and**
68 **mentorship opportunities, for underrepresented students in pursuing dental education and**
69 **presence at dental conferences to ensure their success throughout their dental careers.**

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71 **ASDA will develop and implement educational programs and resources that raise awareness**
72 **about unconscious bias, cultural competency, and the benefits of diversity in the dental**
73 **profession. The implementation and development can be completed by colleagues who**
74 **actively research these issues and would volunteer time to educate dental students.**

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76 **ASDA will actively communicate and collaborate with dental schools, dental associations, and**
77 **policymakers to advocate for the implementation of these resolutions and foster an inclusive**
78 **environment within the dental profession.**

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80 **Action:** The Chair moves 404-2024 with a recommendation of a yes vote and to be placed on the
81 Consent Calendar.

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