

**Doctor of Physical Therapy Program**  
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To our students, alumni, partners, and community members:

Like many of you, we mourn the loss of more Black lives to racism and hate. The deaths of George Floyd, Breonna Taylor, and Ahmaud Arbery, and too many before them, have led to nationwide and international protests condemning racial injustice.

We want you to know that we recognize that systemic racism is a public health crisis that we must address if we are to prioritize the elimination of discrimination and health disparities (see [message](#) from American Physical Therapy Association President Dunn). Our faculty and staff are reflecting on how we can do better, as individuals, as a program, and as a profession. The events in the recent months serve as a stark reminder that we must continue to listen and learn, and that we must all do better to be agents of *positive* change. The SDSU DPT Program is committed to doing our share. As appropriate, we must help lead efforts in our own community of San Diego.

SDSU DPT Program stands in solidarity with our Black colleagues, students, alumni, and community members along with all marginalized groups. We are ready and committed to addressing institutional racism within and outside our walls by creating more inclusive and equitable policies and practices. Initiatives from the [Division of Diversity and Innovation](#) provide the structure that can facilitate these changes. These include inclusive [hiring practices](#) for new faculty and the development of Diversity and Inclusion Plans to close equity gaps in student success outcomes. Our DPT Program faculty are currently serving on committees to support these initiatives at the University and School levels. Additionally, our faculty are actively engaged in community-based research to improve culturally competent care for medically underserved populations in San Diego and Imperial Valley.

We are creating our own plan to help our DPT faculty and staff identify and overcome our own implicit biases. This plan will include actionable items, such as:

- Participating in courses on inclusive pedagogy hosted by the Center for Teaching and Learning and Center for Inclusive Excellence.
- Ensuring that our curriculum reflects contemporary standards of culturally competent practice to help reduce health disparities by preparing our graduates to serve a diverse population.
- Although we are among the top tier programs nationwide with a highly diverse student body (for which we have received several commendations from our accrediting body), we will continue to re-assess our recruitment, admissions, and student policies and procedures to ensure they are equitable.

Your health and well-being is important to us and we ask that you reach out or check in with us or each other as much as needed. We also want to make sure all students, faculty and staff understand you can always use the [Inclusive SDSU](#) system to anonymously report any instances of bias that you may experience. We have listed some additional resources for you at the end of this letter.

We are inspired by our students' empathy and commitment to changing the status quo. We encourage you, as we will, to continue to reflect, read, listen, connect and get involved in your communities!

### **The Doctor of Physical Therapy Program faculty and staff San Diego State University**

*For more SDSU resources and guidance on responding to racial justice issues please read/visit:*

- Statements from [Adela de la Torre](#), SDSU President and [J. Luke Wood](#), Vice President for Student Affairs and Campus Diversity.
- The SDSU Division of Diversity and Innovation website for information on [Resources in Response to Incidents of Racial Violence](#).
- [SDSU Counseling and Psychological Services](#) continues to serve our students this summer. To schedule a consultation, leave a message at 619-594-5220.