

2018

Expanded data collection from volunteers to include race & ethnicity



Created a task force to develop a plan to increase racial, ethnic & gender diversity on the Board of Directors

2019



Launched unconscious bias training for Board of Directors & staff

2020

Developed DEI task force



Deployed staff DEI survey



Revised MOCA Content Outline to include new sections on healthcare disparities & DEI

2021

Partnered with GOODSTOCK Consulting, LLC



Approved expansion of demographic data collection of candidates & diplomates



Published DEI Guiding Principles



Administered DEI-related survey to volunteers, diplomates, candidates & staff



Established task force to include DEI & healthcare disparity topics in ABA Content Outlines

2022

Produced items of transparency and enacted communications plan, including DEI webpage, survey results and blog post



GOODSTOCK Consulting hosted a DEI workshop at the Fall 2022 Board Meeting



Added 56 assessment questions as a result of differential item functioning (DIF) analyses for our assessments



Audited OSCE scenarios and consulted with scenario development teams



ABA staff participated in Bystander Intervention Training conducted by GOODSTOCK Consulting

COMING 2023

Adding patient and setting details that require consideration for a patient's culture, social determinants of health and/or lived experience



Performing a demographic gap analysis of the BOD and volunteer demographics to determine alignment with the broader community



Adding "non-binary" or "not listed" to all organizational applications that request gender



Using demographic data to assess exam pass/fail rates by diversity dimensions and trends by volunteer, using targeted approaches to address disparities