

NATA Ethnic Diversity Advisory Committee

History

Background

Throughout the past, there have been many obstacles that minorities have had to face. There has been no exception in the field of athletic training. In 1986, Ronnie Barnes, head athletic trainer of the New York Giants, Billy If of Ohio State University , and Philip Horton of Florida A&M University , identified several concerns pertaining to the field of athletic training. These concerns included:

1. The lack of quality health care available to the black athlete at predominantly black institutions.
2. The lack of minority athletic trainer memberships in the NATA.
3. The lack of educational materials and tools for minority athletic trainers.
4. The low number of certified minority athletic trainers.
5. The extremely low number of minority athletic trainers being employed in the profession.

These concerns were presented to the National Athletic Trainers' Association Board of Directors (NATABOD). As a result of this presentation, in June of 1986, the Minority Athletic Trainers' Committee (MATC) was formed, with the goal being to improve these areas of concern. The committee was also formed to serve as a voice for minorities when concerns are raised by NATA minority members. The development of the MATC was supported financially by Mr. Demetrius Johnson, of Sherwood Medical. Mr. Johnson also provided the first perennial plaque, which is currently housed in the national office. Phillip Horton was appointed as the first committee chair by Otho Davis. At the time, Mr. Davis served as the NATA's Executive Director.

Shortly following the formation of the MATC, a handbook was developed which outlined Mr. Horton's responsibilities as chairman. These responsibilities included:

1. Assemble a committee based on the needs of the committee.
2. The chairman has the final decision on all appointments and decisions concerning the committee.
3. The chairman presides over all meetings and will keep committee members informed of committee events.

The chairman had the option of forming the committee by choosing NATA members from each district or by appointing members, regardless of district. Mr. Horton chose the latter and personally selected members of the committee. These members were often

certified and highly respected from a variety of professional settings, ranging from franchises to city colleges. Those included were Dr. Arnold Bell of Florida A&M University, Ben Carbajal of Pima Community College, Billy Hill of Ohio State University, Ron Medlin of Memphis State University, Karen Middleton of the Alabama Sports Medicine Center, Buddy Taylor of Winston Salem State University, Paul Turbedsky of Southeastern Sports Medicine, Carl Williams of Southern University, Bernard James of Howard University, and Robert Rodriguez of Colorado Springs. In 1990, several additional members were named to the committee. These individuals were Rene Revis of Northern Iowa University, Edward Leach of Queens College, Cheryl Parker of Washington State University, Ricky Hayes of Stanford University, and Miguel Benavides of Newman Smith High School.

One of the primary goals of the MATC was to educate and make students and young adults more aware of the athletic training profession. To accomplish this goal, the committee published a brochure that contained information that included the requirements and education on how to become an athletic trainer, what an athletic trainer does, and the viewpoints and opinions of several minority athletic trainers in the profession. These athletic trainers included Tom Bynum, Wayne Smith, and Patricia Billingslea.

In the winter of 1989, the MATC began the publication of WRAP, a newsletter highlighting issues pertaining to minorities in the field. According to the winter, 1989 issue of WRAP, the purpose of the committee was as follows:

“The MATC will attempt to bring about a new awareness of the minorities in the athletic training profession. Membership, education, and certification will be provided to the minority individual who seeks professional status as an athletic trainer. The MATC believes that the success of the minority athletic trainer lies within the youth and their continued participation in the National Athletic Trainers Association.”

WRAP contained articles, such as “The Bilingual Certified Hispanic Athletic Trainer,” written by Ben Carbajal and “Knee Braces: Do They Work,” by Dave Wilson. Phillip Horton served as the editor and Dr. Arnold T. Bell served as assistant editor. WRAP also profiled several minority athletic trainers who have supported and contributed to the field of athletic training, such as Dr. Arnold Bell and Carl Williams. Additionally, Billy Hill and Buddy Taylor were recognized for establishing the Johnson & Johnson undergraduate and the Swede-O-Universal graduate awards. Four WRAP newsletters were published, with the last being distributed in the spring of 1990.

Between 1986 and 1990, the committee remained active. However, it began to falter because of its lack of direction. Thus, in 1991, the NATABOD formed a task force to analyze the purpose, direction, and goals of the MATC, as well as other committees within the NATA. This task force was comprised of Terry O'Brian of Towson State University, Ben Carbajal, Cheryl Parker, and Ronnie Barnes. Terry O'Brian headed the task force as chairman.

At the 1991 NATA annual meeting in New Orleans , LA , the task force presented its findings. It recommended that the committee be disbanded and that a new council be formed. The task force also recommended that the chair of the Council have direct access to the NATABOD in the belief that the Council would have a greater impact within the NATA. As envisioned by the task force, the role of the council would be to identify professional concerns regarding ethnic minority topics and to advise the BOD on these issues.

In November of 1991, the NATABOD accepted the task force's recommendation and formed the Ethnic Minority Advisory Council (EMAC). NATA president Mark Smaha, officially appointed Bill Chisholm, John Harvey, Ben Carbajal, and Rene Revis to serve as members of the Council. Frank Walters was appointed as chairman. The first order of business for the newly formed council was to develop a mission, motto, and objectives and strategies.

Mission

The mission of the Ethnic Minority Advisory Council is to serve in an advisory capacity to the Board of Directors of the National Athletic Trainers' Association. The Ethnic Minority Advisory Council identifies and addresses issues relevant to ethnic minority members and health care concerns affecting physically active ethnic minority individuals. The Council advocates sensitivity toward cultural diversity throughout the profession and the association. The Council with the Board of Directors desires to foster the growth and development of the National Athletic Trainers' Association and its members. Acknowledging the culturally diverse issues impacting our association, the objectives and strategies are presented to strengthen and unify the association.

Motto

Service, Advocacy, and Unity

Objectives and Strategies

In conjunction with the NATA objectives and strategies, the Ethnic Minority Advisory Council will:

1. Increase the body of athletic training care by serving as an advocate for the dissemination of information and research relating to health care issues and conditions that affect the health of physically active, ethnic minority individuals (i.e., sickle cell anemia, lactose intolerance, substance abuse, mental health issues, etc...).

1. Identify and address issues relating to cultural distinctions in health care delivery.

1. Identify and advise the Board of Directors with public positions on issues relating to the health care of the physically active ethnic minority within the association.

2. Identify and advise the Board of Directors with public positions on issues relating to health care for the physically active ethnic minority.

In conjunction with the NATA's affiliates and subsidiaries, the Ethnic Minority Advisory Council seeks to:

1. Obtain data regarding the status of the ethnic minority athletic training applicants and enrolled undergraduate and graduate students to approved curriculums.
2. Obtain data regarding the performance of ethnic minorities on the NATA Board of Certification examination.
3. Advocate the recruitment and retention of student athletic trainers by the establishment of grants and scholarships for ethnic minority student athletic trainers.
4. Identify, develop, and mentor ethnic minority leaders.

Following the development of the goals for the EMAC, guidelines were approved for newly appointed members. These guidelines included:

- The individual should be an ethnic minority.
- The individual should be certified for at least five years.
- The individual must be able to attend the national meeting and other council meetings.
- The individual should be willing to serve the NATA on ethnic minority related issues.
- The individual must be willing to commit to a three-year term of service.

At the 1994 NATA convention in Dallas , TX , the EMAC paid tribute to the late Bill Chisholm by establishing a service award in his name (the Bill Chisholm Professional Service Award). This award is presented to the individual who has significantly advanced the provision of athletic health care services to ethnic minority individuals, or has made significant contribution to the professional development and advancement of ethnic minority athletic trainers. The first recipient of this prestigious award was Philip G. Horton, the original chair of the MATC.

Beginning in 1994, a graduate assistant position was created within the EMAC. This position was added with the goal of developing leadership skills of the selected individual and to obtain a student's perspective and voice when addressing athletic training issues.

In 1995, Rene' Revis Shingles was appointed as the new council chair. Members of the council under Mrs. Shingles leadership were John Harvey, Marsha Grant, Veronica Ampey, Duane Brooks , and Cindi Nagai. During this time, the EMAC made several positive contributions to the field of athletic training. In 1997, the council began the annual compilation of national demographic data concerning athletic trainers. During this time, the annual Town Hall Meeting was also created at the request of the EMAC. The

original intent of the Town Hall Meeting was to provide ethnic minority athletic trainers a forum to make presentations at the annual NATA convention. In addition, it was also intended to make all members of the NATA aware of the special needs and concerns of ethnic minority patients, athletes, and other athletic trainers. It was decided by members of the EMAC to conduct an open meeting for all members of the NATA to attend. The town hall forum provided an excellent opportunity for those who attended to express their opinions and to provide input, feedback, and direction to the EMAC.

The EMAC also initiated the presentation of clinical symposiums, beginning at the 1992 NATA national convention.

In 1999, the council's name was changed to the Ethnic Diversity Advisory Council (EDAC). The goal of revising the word “minority” to “diversity” was to encompass a larger variety of people. However, in 2002, the NATA began funding the EDAC as a committee. Thus, the council became known as the Ethnic Diversity Advisory Committee (EDAC).

The Ethnic Diversity Advisory Committee is dedicated to service, devoted to advocacy and committed to unity. We want to identify and address issues relevant to American Indian/Alaskan Natives, Asian/Pacific Islanders, Blacks (non-Hispanic), and Hispanics both in the health care arena and in the National Athletic Trainers' Association. We advocate sensitivity and understanding towards ethnic and cultural diversity throughout the profession and the association. We strive to enhance the growth and development of the NATA, and our objectives are designed to unify the association. So, join us in our efforts to promote service, advocacy and unity.