

1 **2024- NY- - Inclusivity in PA Education**

2
3 2024- _ - Resolved

4
5 *AAPA believes that PA education programs must be open to applicants and students who*
6 *are qualified to attend. AAPA strongly opposes PA educational institutional admissions or*
7 *attendance criteria which require attendees to ascribe to a religious or philosophical belief,*
8 *identify as a particular race, ethnicity, gender, sexual orientation/expression or any other*
9 *exclusionary policies that may prevent access to PA training.*

10
11 *Be it further resolved*

12
13 *AAPA strongly encourages ARC-PA to refrain from granting accreditation to any PA*
14 *educational program who participates in exclusionary practices as described above.*

15
16 **Rationale/Justification**

17 *PA education has always centered around the ability for any PA student to enter any program*
18 *regardless of race, religion, or sexual orientation. The PA profession prides itself on the fact*
19 *that it delivers medical care to all patients regardless of religion, lack of religion, sexual*
20 *orientation, or race.*

21
22 *Recently, PA programs have been provisionally accredited by ARC-PA that require prospective*
23 *students to believe in one religion or they will not be admitted*

24 [https://www.cedarville.edu/academic-schools-and-departments/allied-health-and-](https://www.cedarville.edu/academic-schools-and-departments/allied-health-and-psychology/physician-assistant-pa-program/pa-admission/admission-requirements)
25 [psychology/physician-assistant-pa-program/pa-admission/admission-requirements.](https://www.cedarville.edu/academic-schools-and-departments/allied-health-and-psychology/physician-assistant-pa-program/pa-admission/admission-requirements)

26
27 <https://www.cedarville.edu/admissions/undergraduate/admission-requirements>

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29
30 *The professors who teach in these programs are also required to sign annual attestations that*
31 *they believe in one religion. <https://www.cedarville.edu/why-cedarville/doctrinal-statement>*

32
33 *There is evidence that such programs require beliefs that are anti-science, anti-evolution, and*
34 *promote gender inequality, including beliefs that must be adhered to such as: “from creation,*
35 *marriage is a covenant between a man and a woman that should be marked by sexual purity, by*
36 *sacrificial male leadership, and by recognizing the divine blessing of children, including preborn*
37 *children”; and “consequently, all human beings are born with a sinful nature, and are sinners in*
38 *thought, word, and deed.”*

39
40 *Based on the policies of these programs, those who believe or do not believe in different*
41 *religions or who are members of the LGBTQIA community or are people who believe in gender*
42 *equality, are excluded from admittance and access to the PA education of their choosing despite*
43 *being otherwise qualified for admittance.*

44
45 *PAs have always believed that the diversity of the students in PA school adds to the ability of*
46 *each one of them to learn about each other’s social, sexual, religious, and other beliefs they*

47 *bring to their program has made each of them better able to treat patients of differing beliefs,*
48 *And,*

49
50 *PA programs have always been sponsored by institutions of religion, but NONE have required*
51 *the applicants to believe only in the sponsoring religion until last year,*

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53 **Related AAPA Policy**

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55 *AAPA Bylaws*

56 *ARTICLE II Purpose and Mission.*

57 *The Academy is organized and shall be operated exclusively to ensure the professional growth,*
58 *personal excellence, and recognition of PAs, and to support their efforts to enable them to*
59 *improve the quality, accessibility, and cost-effectiveness of patient-centered healthcare. To*
60 *represent PAs and PA students so as to maximize the benefit of their services to the public, the*
61 *Academy shall:*

62
63 *a. Encourage its membership to render quality service to the health professions and to the*
64 *public;*

65 *b. Develop, sponsor, and evaluate continuing medical or medically related education programs*
66 *for*
67 *the PA;*

68 *c. Assist in the development of role definition for the PA;*

69 ***d. Assist with the coordination and standardization of curricula for the PA;***

70 ***e. Participate in the accreditation of PA training programs;***

71 *f. Participate in the development of criteria leading to board certification of the PA;*

72 *g. Develop, coordinate, and participate in studies having an impact either directly or indirectly*
73 *on*

74 *the PA profession;*

75 *h. Serve as a public information center with respect to its members, health professions, and the*
76 *public*

77
78 *SR-2250*

79 *Official Observers are representatives from organizations with interests and goals consistent*
80 *with those of AAPA, who desire a relationship with AAPA's House of Delegates. The House*
81 *grants official observer status by approval of a resolution for an organization to become an*
82 *official observer. Official Observers are granted the privilege of the floor. At the discretion of*
83 *the House Officers, official observers may receive some or all of the published materials of the*
84 *House as deemed relevant to their interests.*

85
86 *SR-2255*

87 *The organizations currently granted Official Observer status in the House of Delegates are the*
88 *PA*

89 *Education Association (PAEA), the National Commission on Certification of Physician*
90 *Assistants*

91 *(NCCPA), and the Accreditation Review Commission on the Education for the Physician*
92 *Assistant, Inc. (ARC-PA)*

93
94 *HA-2100.1.1*
95 *AAPA shall provide, support, and promote educational policies and programs that target justice,*
96 *equity,*
97 *diversity and inclusion eliminating health disparities.*
98 *[Adopted 2022]*
99

100 *HP-4010 AAPA promotes equal-opportunity support for aspiring PAs and encourages the efforts*
101 *of PAs who provide free mentorship and/or coaching. [Adopted 2023] HP-4020 AAPA strongly*
102 *encourages equal-opportunity support for aspiring PAs and recognizes the potential negative*
103 *impact of for-profit pre-PA coaching on diversity in the profession. [Adopted 2023]*
104

105 *HP-4242 AAPA believes competency-based professional education at ARC-PA accredited entry-*
106 *level PA programs followed by life-long learning are critical components for competent PA*
107 *practice. [Adopted 2007, amended 2017, reaffirmed 2012, 2022]*
108

109 *HP-4246 AAPA recognizes that PA education exists based on unique mission-driven and*
110 *geographical needs in a variety of educational institutions and models. [Adopted 2006,*
111 *reaffirmed 2011, 2016, 2021]*
112

113 *HP-4252 AAPA believes that it is vital for graduate PAs to be involved in the education of*
114 *student PAs. This involvement may include but is not limited to 1) recruitment of new students 2)*
115 *participation in the selection of new students 3) classroom instruction and 4) clinical*
116 *preceptorship. AAPA will, through its publications, programs and services, encourage its*
117 *members to actively participate in these educational opportunities. [Adopted 1994, amended*
118 *2004, reaffirmed 1999, 2009, 2014, 2019]*
119

120 *HP-4282 In order to ensure diversity of age, gender, racial, cultural, sexual orientation,*
121 *religion, sex, educational background, economic and disability status within the profession;*
122 *AAPA strongly endorses the efforts of PA educational programs to develop partnerships aimed*
123 *at broadening diversity among qualified applicants for PA program admission. **Furthermore,***
124 ***AAPA supports ongoing, systematic and focused efforts to reduce undue barriers to entry for***
125 ***applicants and attract and retain students, faculty, staff and others from demographically***
126 ***diverse backgrounds.** [Adopted 1982, reaffirmed 1990, 1995, 2000, 2015, 2020, amended 2005,*
127 *2010, 2022]*
128

129 *HP-4284 AAPA supports the consideration of race, ethnicity, gender, and other aspects of*
130 *identity and experience in admissions under holistic review to help ensure a diverse workforce*
131 *that includes underrepresented minorities in medicine to address health disparities.*
132

133 *HP-4286 Diversity and Inclusion in PA Education (paper on page 209) [Adopted 2004,*
134 *reaffirmed 2009, 2014, amended 2021]*
135

136 *HP-8244 AAPA shall support legislation and policies that eliminate discrimination against*
137 *patients on the basis of social determinants of health including, but not limited to, economic*
138 *stability, education access and quality, healthcare access and quality, neighborhood and built*

139 *environment, and social and community context. [Adopted 2001, reaffirmed 2021, amended*
140 *2006, 2011, 2016, 2022, 2023]*

141
142 *HP-8246 AAPA supports PA activities to acquire the knowledge, skills, and attitudes necessary*
143 *to provide culturally effective care with the goal of eliminating health disparity gaps. [Adopted*
144 *2022]*

145
146 *HP-8620 AAPA opposes all forms of sexual harassment. [Adopted 2000, reaffirmed 2005, 2010,*
147 *2015, amended 2020]*

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149 *HP-8640 AAPA supports equal rights for all persons and supports policy guaranteeing such*
150 *rights. [Adopted 1982, reaffirmed 1990, 1995, 2000, 2005, 2010, 2015, 2020]*

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152 ***HP-8700 AAPA opposes all forms of gender discrimination. [Adopted 2020]***

153
154 *HP-8820 AAPA is committed to respecting the values and diversity of all individuals inclusive of,*
155 *but not limited to, race, ethnicity, culture, national origin, faith, neurodiversity, veteran status,*
156 *socioeconomic status, sex, gender identity or expression and sexual orientation. When*
157 *differences between people are respected, everyone benefits. Embracing diversity celebrates the*
158 *rich heritage of all communities and promotes understanding and respect for the differences*
159 *among all people. [Adopted 1995, reaffirmed 2003, 2008, amended 1997, 2013, 2018, 2023]*

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163 *HP-9240 AAPA supports the free and transparent exchange of information between the patient*
164 *and provider necessary to make informed healthcare decisions. AAPA opposes any intrusion into*
165 *the provider-patient relationship that inhibits the provider's ability to deliver necessary medical*
166 *services. AAPA supports the creation of virtual methods and patient decision aids designed to*
167 *facilitate shared decision-making and informed consent in an efficient, lawful, and ethical*
168 *manner between patient and provider. [Adopted 1992, reaffirmed 1997, 2002, 2007, 2012, 2017,*
169 *amended 2022]*

170
171 *HP-9260 Scientific Integrity and Public Policy (paper on page 227) [Adopted 2005, amended*
172 *2010, 2015, 2020]*

173
174 **Possible Negative Implications**

175 *None*

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177 **Financial Impact**

178 *None*

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180 **Attestation**

181 ✓ I attest that this resolution was reviewed by the submitting organization's Board and/or
182 officers and approved as submitted (commissions, work groups and task forces are
183 exempt).

184

185 **Signature**
186 *Jonathan Sobel, DMSC, MBA, PA-C*
187 *VP-Chief Delegate, NY*

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189 **Contact for the Resolution**
190 *Jonathan Sobel*

191 VP-Chiefdelegate@nysspa.org

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