

TABLE 5

Recent Actions to Promote a More Diverse, Equitable and Inclusive Optometric Profession

Organization	Area of Focus	Action
Accreditation Council on Optometric Education	ACOE Professional Optometric Degree Program Curriculum Standards 2.9.5, 2.9.6 and 2.9.8	Added ability to apply knowledge of diversity, equity and inclusion principles and culturally competent communication in delivering care to diverse populations VIEW
American Academy of Optometry Association of Schools and Colleges of Optometry National Optometric Association	Academy 2020 Joint Symposium on Diversity, Equity and Inclusion	Highlighted issues of diversity in optometry and promoted understanding of diversity, equity and inclusion principles and strategies for a more diverse, culturally sensitive and inclusive profession VIEW
American Optometric Association	House of Delegates Resolution “Building a Diverse Profession”	Renewed effort to address gaps in access to optometry education for members of under-represented minority groups due to the ongoing impact of past discrimination VIEW
	House of Delegates Resolution “The Optometric Oath”	Added “work to expand access to quality care and improve health equity for all communities” VIEW
	AOA Special Report “Being Black in Optometry”	Highlights five Black optometrists as inspiration to future generations VIEW
American Optometric Association American Optometric Student Association	AOA/AOSA “Opportunities in Optometry” grant program	Offers stipends to future under-represented minority optometry students to help defray costs of applying to optometry school VIEW
Association of Schools and Colleges of Optometry	Students, faculty, staff and administrators in the academy “Stop Hate for Profit”	Hosted town halls on systemic racism VIEW
		Compiled Anti-Racism Resource List on ASCO website VIEW
		Backed boycott to discontinue postings on social media that provoke hate, bigotry and racism VIEW
Berkeley School of Optometry	School Hall of Fame	Removed name of racist and former teacher Frederick Mason VIEW
Black Eyecare Perspective	“Open Your Eyes” video	Produced personal stories of Black optometrists confronting racism VIEW
	“13% Promise”	Calls for Black representation parity across the ophthalmic community VIEW
	“Impact HBCU: If You See It, You Can Be It”	Introduces optometry to students at HBCUs via social messaging, mentorship, financial assistance and virtual pre-optometry club VIEW
	Pre-Optometry Club	Hosted “Signing Day” to announce optometry school acceptance decisions and award \$13,000 in matriculation grants to club members VIEW
Dr. Marvin R. Poston Foundation VSP Global National Optometric Association	“Visioning the Future” mentorship program	Offers enrollment assistance, career guidance and networking opportunities to prospective optometry students VIEW
		Awarded nearly \$30,000 in scholarships to 10 students from nine HBCUs to help defray cost of optometry school application and aid purchase of first-year equipment VIEW
Illinois College of Optometry	“Seeing is Believing, Black Doctors Matter” mural	Unveiled mural in the ICO Eye Institute to inspire community youth to become optometrists VIEW
Indiana University School of Optometry	DEI Scholarship Program	Expanded to include a full tuition scholarship for an incoming under-represented minority student each year, a scholarship match for students receiving NOA and BEP scholarships and under-represented minority admission scholarships up to \$5,000/year VIEW
National Optometric Association NOA Corporate Sponsors National Optometric Foundation	National Optometric Student Association scholarships	Distributed \$85,250 in scholarships to 50 National Optometric Student Association awardees VIEW
New England College of Optometry	Warby Parker Scholarship	Provided \$700,000 for the four-year tuition of four Black students VIEW
	National Vision Scholarship	Provided \$100,000 to establish new scholarship for URM students VIEW
	The Coca-Cola Foundation Scholarship	Awarded grant to fund a diversity and inclusion scholarship VIEW
Salus University Pennsylvania College of Optometry	Robert E. Horne Summer Enrichment Program	Revived program of peer interaction, curriculum experience and mentoring for under-represented minority undergrad students with 5-year, \$300,000 commitment from America’s Best Contacts & Eyeglasses VIEW
	Articulation agreement with Hampton University	Provides undergrad students with financial and academic assistance, pre-health advising and mentoring VIEW
SUNY College of Optometry	“Race in Optometry” four-part webinar series	Engaged Black optometrists, faculty and ophthalmic industry leaders to assist understanding of the Black perspective and assess progress in addressing diversity, equity and inclusion in optometric education, practice and leadership VIEW
	BLAACK Week	Promotes cultural competency, awareness and appreciation of different cultures VIEW
The Vision Council, Vision Expo	Virtual EYE2EYE “Open Your Eyes! Taking Steps to be an Ally of Diversity and Inclusion” webinar	Explored the intersection of diversity, inclusion and allyship in creating a more diverse and inclusive optical industry VIEW
VSP Global National Optometric Association	Premier Academy 360 “Eyes on the Future: Diversity & Inclusion in Optometry” webinar	Reinforced importance of diversity, inclusion, cultural competence and cross-cultural skills in clinical practice VIEW