



American
Occupational Therapy
Association

inspire

2023 Annual Conference & Expo

**CAS Applicant
Demographics Revisions**

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Task Group

- At the November 14, 2022, meeting of the AOTA Board of Directors the Board passed the following motion (111422—01):
 - Form a task group to look at the centralized application system (CAS) from DEI/JEDI perspective.
- The motion was in response to a call from a group of students requesting that the CAS application consider more inclusive language in the information collected.

Task Group

- Arameh Anvarizadeh (AOTA- Vice President)
- Amy Mahle (AOTA- Director) (OTA faculty)
- Vikram Pagpatan (AOTA- Director) (OT faculty)
- Kristin Gill (practitioner/ adjunct faculty)
- Audrey Kane (faculty)
- Layklin Knight (OTA student)
- Nuriya Neumann (practitioner)
- Beckett Shea-Shumsky (OT student)
- Aliza Simpson (OTA student)
- Camarie Zubizarreta (practitioner)
- Neil Harvison (staff liaison)

Charge:

1. Review current demographic questions in the OTCAS/OTACAS application related to questions on gender & sex and make potential recommendations for change.
2. Review current demographic questions in the OTCAS/OTACAS application related to questions on race & ethnicity and make potential recommendations for change.
3. Develop a recommendation on collecting voluntary data on disability status.
4. Review the current OTCAS/OTACAS essay prompt and make potential recommendations for change.
5. Identify ways to incorporate OTCAS/OTACAS recommendations to educational programs that do not utilize the CAS system.

Questions on gender & sex

Current 2023 Cycle

Sex:

- Female
- Male
- Other

Revised 2024 Cycle

Sex: What is your current legal sex? Sex is based on biological attributes including the following: chromosomes, anatomy, and hormones. This information is required for reporting purposes to the U.S. Federal Government using these Values Only.

Please select from the following:

- Female
- Male
- Intersex
- Decline to State

Questions on gender & sex

Current 2023 Cycle

Not asked

Revised 2024 Cycle

Gender Identity: Gender Identity is a person's inner sense of being male, female, a combination of both, or neither. Gender is a social construct of norms, behaviors and roles that vary between societies and over time.

We recognize that gender contains a varied spectrum of experiences. Knowing the gender identity of applicants facilitates inclusion in the admissions process.

Please select one of the following:

- Female/Woman
- Male/Man
- Non-Binary/Third Gender
- Trans female/ Trans woman
- Trans male/ Trans man
- Prefer to self-describe.
- Decline to State

Questions on gender & sex

Current 2023 Cycle

Not asked

Revised 2024 Cycle

Pronouns: If you would like, please indicate the pronouns with which you would like to be referred. Information on pronouns will be shared with programs to facilitate more inclusive admissions.

- o she, her, her/hers, herself
 - o he, him, his, himself
 - o they, them, their/theirs, themselves
 - o [name], [name]'s, [name]'s, [name]'s self
 - o Prefer to self-describe (self-identification below):
-

Questions on race & ethnicity

Current 2023 Cycle:

Ethnicity: Do you consider your self to be of Hispanic/ Latino origin?

- Yes
- No

Race: Please select one or more of the following groups in which you consider your self to be a member:

- American Indian or Alaska Native
- Asian
- Black or African America
- Native Hawaiian or Other Pacific Islander
- White

2024 Cycle:

All health profession CAS systems use the same race and ethnicity questions that comply with the Department of Education reporting criteria.

At this time there is no option for OTCAS or OTACAS to customize the questions.

OTCAS/OTACAS essay prompt

Current 2023 Cycle:

Your Personal Essay should address why you selected occupational therapy as a career and how this degree relates to your immediate and long-term professional goals. Describe how your personal, educational, and professional background helps you achieve your goals. This essay is an important part of your application and allows you to clearly and effectively express yourself. Do not personalize this essay for a particular program, as it is shared with all your program.

Revised 2024 Cycle:

We invite you to share how your lived experiences (e.g., personal, professional, cultural etc.) have influenced your interest in pursuing occupational therapy.

Incorporate OTCAS/OTACAS recommendations

- Presented at the February 2023 AOTA Board of Directors meeting.
- Presented at the Spring 2023 Academic Leadership Council meeting in Kansas City MO on April 18, 2023.
- Sent to the Accreditation Council for Occupational Therapy Education for inclusion in the spring meeting agenda (April 22-23, 2023) and consideration when developing the 2023-24 Annual report format.
- Disseminated on the AOTA website on April 24, 2023



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