

ABPD is Committed to Diversity, Equity, and Inclusion (DEI)

In October 2020, under the leadership of Dr. LaRee Johnson, ABPD created a DEI task force. In August of 2021, the ABPD board of directors voted to have the task force become a standing committee with the charge of establishing initiatives to promote diversity, equity, and inclusion in the ABPD organization.

As the decision-making body for ABPD, the board of directors plays a critical role in leading the organization to prioritize, support, and invest in strategic initiatives. In October of 2023, ABPD hired The Diversity Movement, a consulting firm with extensive expertise in DEI, to assist ABPD in developing a DEI commitment statement, which is as follows:

Our Commitment Statement

The American Board of Pediatric Dentistry (ABPD) believes that every child, every adolescent, and every individual with special needs deserves quality care. ABPD's commitment to excellence through a certification process that inspires lifelong learning enables pediatric dentists to deliver quality care for every individual. Intrinsic to its value is a commitment to lifelong learning, ABPD acknowledges that it must continue to evolve and intentionally focus on diversity, equity, and inclusion (DEI) to deliver excellence and quality pediatric oral health care.



Marcio Guelmann, DDS
President, American Board of
Pediatric Dentistry

ABPD defines DEI as:

- **Diversity:** A commitment to certifying pediatric dentists from varied backgrounds who respect the diversity of the patients, families, and communities they serve. Diversity includes (but is not limited to): different cultures, perspectives, abilities, racial and ethnic identities, gender identities and expressions, sexual orientations, socioeconomics, geographies, religions, and ages.
- **Equity:** A commitment to administering a fair and valid examination and striving to provide the tools that may be needed by individuals based on their unique situation.
- **Inclusion:** A commitment to listening and understanding in order to foster collaboration and build a safe and respectful environment, allowing for the participation of every individual in the board certification process.

How We're Taking Action

- Creating a DEI Committee
- Facilitating an in-person DEI workshop for board and staff members
- Establishing annual unconscious bias training for developers and examiners
- Removing unnecessary identifiers, such as gender, in exam content
- Beginning data collection
- And more!

As an integral part of our values, ABPD affirms all pediatric dentists have equal opportunity to become and remain board certified, regardless of age, gender, race, national origin, religious affiliation, and sexual orientation. Our ultimate goal is to promote positive oral health outcomes for all infants, children, adolescents, and individuals with special health care needs, regardless of their gender, race, and socioeconomic status.

A Thank You to Our 2023 OCE Examiners

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