

1. **Date of preparation:** August 14, 2024

2. Tyra M. Banks, EdD, OTR/L
Programs in Occupational Therapy
Vagelos College of Physicians and Surgeons
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Place of Birth: Mt. Vernon, NY

Citizenship: USA

3. ACADEMIC APPOINTMENTS, HOSPITAL APPOINTMENTS, AND OTHER WORK EXPERIENCE

Academic Appointments

07/2023 - present	Programs in Occupational Therapy, Vagelos College of Physicians & Surgeons, Columbia University Director of Diversity, Equity, Inclusion and Belonging Programs in Occupational Therapy at CUIMC	New York, NY
07/2022 – present	Programs in Occupational Therapy, Vagelos College of Physicians & Surgeons, Columbia University Assistant Professor of Rehabilitation and Regenerative Medicine (Occupational Therapy) at CUIMC	New York, NY
01/2022 – 6/2022	Programs in Occupational Therapy, Vagelos College of Physicians & Surgeons, Columbia University Course Director	New York, NY
08/2020 – 8/2022	Occupational Therapy Department, University of St. Augustine Assistant Professor	Austin, TX
03/2020 – 03/2020	Assistant Occupational Therapy Program, LaGuardia Community College Assistant Adjunct Professor	Long Island City, NY

Work Experience

02/2002 – Present	The SHINE Network, Inc. Chief Executive Officer Occupational Therapy Consultant	Austin, TX
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02/2002 – 02/2022	New York City Department of Education Senior Occupational Therapist (2/05-2/22) Occupational Therapist (2/02-2/05)	New York, NY
05/2005 – 02/2022	Cornerstone Kids OT, PC Owner Occupational Therapist	New York, NY
08/2013 – 06/2019	Marathon Infants and Toddlers Quality Assurance Officer	Bayside, NY
07/1993 – 10/2001	New York City Department of Health Senior Public Health Advisor	New York, NY

4. EDUCATION

01/2017 – 12/2020	Peabody College, Vanderbilt University EdD, Leadership in Learning in Organizations, December 2020 Capstone Title: Leading the Occupational Therapy Profession Towards Diversity, Equity, and Inclusion. Advisor: Dr. Marisa Cannata Citation: See section 15: Banks., 2020.	Nashville, TN
09/1998 – 02/2002	Columbia University Programs in Occupational Therapy MS, Occupational Therapy, February 2002	New York, NY
01/1989 – 08/1993	Hunter College BA, Psychology, August 1993	New York, NY

5. LICENSURE AND BOARD CERTIFICATION

LICENSURE

- New York (active, 2002- 2025)
- Texas (active, 2020-2025)

BOARD QUALIFICATION

- National Board Certification of Occupational Therapy, 2002-2025

6. ACADEMIC SERVICE

- 2023 – Present. Member of the Anti-Racism for Medical Education Coalition, College of Physicians & Surgeons, CUIMC
- 2023. Member of the Advisory Board for the Antiracist Educator's Institute, College of Physicians & Surgeons, CUIMC.
- 2023. Member of the Dean's VP&S Strategic Planning Clinical Working Group for Inclusion and Belonging.
- 2022 - Present. Reviewer of submissions for the Annual Janet Falk-Kessler Distinguished Lectureship and Day of Scholarship, Programs in Occupational Therapy, Vagelos College of Physicians & Surgeons, CUIMC.
- 2023 – Present. Chair, Diversity, Equity, and Inclusion Committee, Programs in Occupational Therapy, College of Physicians & Surgeons, CUIMC.
- 2023 – Present. Member of the Membership Committee, Society for the Study of Occupation: USA.
- 2022 – Present. Admissions Committee, Occupational Therapy Master of Science Program, Programs in

Occupational Therapy, College of Physicians & Surgeons, CUIMC. Review of admission applications and review and revision of the admission's process.

- 2022 – Present. Faculty advisor: Programs in Occupational Therapy, College of Physicians & Surgeons, CUIMC Student Occupational Therapy Association.
- 2022 – 2023. Faculty Search Committee, Programs in Occupational Therapy, College of Physicians & Surgeons, CUIMC.
- 2021 – Present. Accreditation Council for Occupational Therapy Education Roster of Accreditation Evaluators, American Occupational Therapy Association Education.
- 2021 – 2022. Admissions Committee. University of St. Augustine, Austin, TX Campus
- 2020 – 2022. Faculty Search Committee, University of St. Augustine, Austin, TX Campus
- 2020 – 2021. Inclusion, Diversity, Equity, and Access Competency and Curriculum working Group, University of St. Augustine, Austin, TX Campus Representative.
- 2017 – 2019. Chairperson, First-Generation Student Subcommittee, Vanderbilt University Parents and Family Association Advisory Board.

7. PROFESSIONAL ORGANIZATIONS AND SOCIETIES

MEMBERSHIPS AND POSITIONS

- 2022 – present. Society for the Study of Occupation: USA.
- 2022 – present. Occupational Therapy Leadership & Legacy Society.
- 2002 – present. New York State Occupational Therapy Association.
- 2006 – present. American Occupational Therapy Association.
- 2008 – present. New York State Black Occupational Therapy Caucus.
- 2010 – present. National Black Occupational Therapy Caucus.

CONSULTATIVE:

- 2022: Invited to review proposal submissions for the 2023 American Occupational Therapy Association Conference, Kansas City, MO.
- 2019: Invited to review proposal submissions for the National Association for Multicultural Education.

JOURNAL REVIEWER

- 2023 - Present. Invited reviewer of journal submissions as an expert in diversity, equity, inclusion, and anti-racism. *American Journal for Occupational Therapy*

EDITORIAL

- 2024 - Present. Guest Editor, Diversity, Equity, Inclusion, Justice, Accessibility in Occupational Therapy Practice and Education. *American Journal for Occupational Therapy*

8. FELLOWSHIP AND GRANT SUPPORT

PRESENT SUPPORT

June 2024. Collaborative Educational Research: *Fostering Inclusive Excellence in Health Professions Education: Developing a Collaborative Teamwork Curriculum for Diverse Teams*; Columbia University Provost Interdisciplinary Teaching Initiative Grant
\$11,773. Co-Investigator

January 2024. *Building the Capacity of Healthcare Professionals Towards AntiRacist and Inclusive Interprofessional Care*; AAMC NEGEA Medical Education Scholarship Research and Evaluation Grant.
\$3,500. Co-Investigator

This project will build on existing usability data to prospectively pilot a health professions teamwork curriculum (didactic & evaluation rubric) that blends critical theory and validated teamwork research. June 2023 – June 2024. *Modular Integration of Anti-Racist Pedagogy into Foundational Occupational Therapy Coursework Through Active*

Learning. Columbia University Provost Grant for Teaching and Learning for Innovative Course Module Design \$2500. Principal Investigator.

The overall goal of this project is to equip occupational therapy students with the awareness, knowledge, and skills to redress structural and systemic inequities, advocate for policies that promote health equity, and provide culturally effective care.

9. EDUCATIONAL CONTRIBUTIONS

Educational roles

Direct teaching/precepting/supervising experiences (in reverse chronological order)

Academic Year(s)	Title of course/mentoring relationship	Type of learner	Your role	Contact with learners in hours/year	Mean Number of Learners/year
2023	OCCTM 6671 Diversity, Equity, and Inclusion and Professional Skills, Programs in OT, CUIMC	1 st year entry-level Master of Science (MS) students	Co-Instructor	16	55
2022-present	OCCTM 6551 Occupations: Science and Practice, Programs in OT, CUIMC	1 st year entry-level Master of Science (MS) students	Course Coordinator & Primary Instructor	45	55
2022-present	OCCTM 6508: Leadership Entrepreneurship, Administrations, Advocacy, and Delivery (LEAD) II, Programs in OT, CUIMC	2 nd year entry-level MS students	Course Coordinator & Primary Instructor	15 (2022) & 30 (2023, 2024)	55
2022-present	OTM 6506 Leadership Entrepreneurship, Administrations, Advocacy, and Delivery (LEAD) I, Programs in OT, CUIMC	2 nd year entry-level MS students	Course Coordinator & Primary Instructor	45 (2022) & 30 (2023, 2024)	55
2020-2021	OCT5146 Occupational Engagement and Theories of Practice, University of St. Augustine, Austin TX	1 st year entry-level MS and OTD students	Co-Instructor	220	50
2020-2022	OCT5217 Human Movement for Occupational Performance, University of St. Augustine, Austin TX	1 st year entry-level MS and OTD students	Co-Instructor	235	50
2021-2022	OCT5470 Administration and Management, University of St. Augustine, Austin TX	2 nd year entry-level MS and OTD students	Co-Instructor	60	50

2021-2022	OCT5355 Clinical Applications of OT in Pediatrics/Adolescence, University of St. Augustine, Austin TX	2 nd year entry-level MS and OTD students	Co-Instructor	30	50
2020	SCN195 Community Health, LaGuardia Community College	Undergraduate students	Assistant Adjunct	30	25
2020	SCO114 Documentation for the Occupational Therapy Assistant, LaGuardia Community College	Undergraduate students	Assistant Adjunct	30	25
2020	SCO175 Clinical Reasoning for the Occupational Therapy Assistant	Undergraduate students	Assistant Adjunct	30	25

A. Instructional Development and Curricular Design (in reverse chronological order)

Academic Year(s)	Course/educational innovation	community	Your role	Brief description
2023-2024	<p>Infused Anti-racist Pedagogy into OCCTM 6551 Occupations: Science and Practice</p> <p>and</p> <p>OTM 6506 Leadership Entrepreneurship, Administrations, Advocacy, and Delivery (LEAD) I</p>	Programs in Occupational Therapy, CUIMC	Primary Developer	Redesigned modules to equip OT students with the awareness, knowledge, and skills to redress structural and systemic inequities, advocate for policies that promote health equity, and provide culturally effective care. The modules also strengthen the curricular thread of DEI and align the curriculum objectives and accreditation standards required by the OT profession.

B. Advising and Mentorship (in reverse chronological order)

Academic Year(s)	Name of mentee	Status	Accomplishments	Contact with mentee in hours/year
2022-present	Ada Lawson	OTD Student	Serving as capstone sponsor	20-25
2021 - 2022	Chloe Carames	OTD Student	Served as capstone sponsor.	20-25
2021 – 2023	Kayla Gibson	OTD student	Serving as capstone advisor.	45-50

C. Educational Administration and Leadership (in reverse chronological order)

Academic Year(s)	Leadership role	Community	Major accomplishments
2023-present	Director of Diversity, Equity, Inclusion, and Belonging, Programs in OT	Columbia University, Programs in Occupational Therapy	Chart a strategic course for DEIB within the Programs in Occupational Therapy. This involves collaborating with faculty, staff, and students to develop policies, procedures, and curricula that reflect the department's commitment to diversity, equity, inclusion, and anti-racism. Work in collaboration with faculty to weave DEIB and anti-racist principles into the fabric of the occupational therapy curriculum, ensuring that all students have the support and tools to be successful in the program. Lead efforts to educate students in anti-racist and inclusive healthcare practices in the Programs in Occupational Therapy.
2022-present	Chair of Diversity, Equity, and Inclusion Committee	Columbia University, Programs in Occupational Therapy	Ongoing review and revision of policies and practices for opportunities to support a climate that values and prioritizes diversity, equity, inclusion, and antiracism. Oversee the Student Advisory Board to bridge the gap between students and faculty/staff to provide input on DEI items identified by the students that need to be addressed by the program. Appointed Chair of the Committee (2023) and lead major initiatives for designing faculty professional development around diversity, equity, inclusion, belonging, and anti-racism. In collaboration with the Curriculum Committee Chair, develop an Anti-Racist Pedagogy and Inclusive Teaching Guide with training for faculty (full-time and adjunct)
2022-present	Curriculum Committee	Columbia University, Programs in	Ongoing review and revision of the entry-level MS curriculum to meet the changing needs of health care.

		Occupational Therapy	
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D. Community Education

Academic Year(s)	Course/educational innovation	community	Your role	Brief description
2023	Workshop	The Metropolitan Occupational Therapy Educational Council of New York and New Jersey	Invited Presenter	<i>Implicit Bias: Understanding its Impact on OT Fieldwork for Inclusive Education and Practice.</i> Designed to empower fieldwork educators with the essential tools to recognize and mitigate the influence of implicit bias, with a focus on understanding the social and cultural realities of minoritized student and client populations.
2020	Panel Discussion	American Occupational Therapy Association	Invited Panelist	<i>Be Heard – We’re Listening, Session on Diversity, Equity, and Inclusion for OT Practitioners.</i> Listening session designed to discuss the experiences of Black OT Practitioners within the profession and to gather ideas for change and calls to action.
2020	Workshop	<i>PS 38Q Anti-Bias Training</i> , NYC Department of Education-PS38Q, Rosedale, NY.	Invited Presenter	<i>The Road to Anti-Bias Education.</i> Presented information about Anti-bias education as an approach to teaching and learning designed to increase understanding the value of differences to actively challenge bias, stereotyping and all forms of discrimination in school and home communities.
2020	Workshop	Network for Youth Success Annual Conference, Troy, NY	Invited Presenter	<i>Building a Community: Increasing Participation with Equity and Inclusion in Mind</i>

10. PUBLICATIONS

ORIGINAL, PEER-REVIEWED RESEARCH PUBLICATIONS IN PRINT OR OTHER MEDIA (* indicates senior author position)

- Johnson, K. R., Washington, S. E., Hoyt, C. R., **Banks, T. M.**, Román-Oyola, R., & Hamed, R. (2024). Establishing Diversity, Equity, and Inclusion Priorities for Occupational Therapy Research. *The American Journal of Occupational Therapy*, 78(1), 7801349010.
- Hamed, R., **Banks, T.M.**, Mahoney, D., Simon, P., Fitzpatrick Timmerberg, J., Nilsen, D. M. (2023). A Call to Shift to Competency-Based Education. *Am J Occup Ther*, 77(6).

BOOK CHAPTERS

- **Banks, T. M.** (2022). Black Talent in Higher Education: Practical Retention Strategies. In A. Allen & J. Stewart, We're Not OK: Black Faculty Experiences and Higher Education Strategies. Cambridge University Press.

BOOKS

- **Banks, T. M.**, Johnson, K Antiracism and Occupational Therapy Education. In contract with Jessica Kingsley Publishers. Expected Publication Spring 2025

CAPSTONE

- **Banks, T. M.** (2020). *Leading the Occupational Therapy Profession Towards Diversity, Equity, and Inclusion* (Doctoral Capstone). Peabody College, Vanderbilt University,

OTHER NON-PEER REVIEWED PUBLICATIONS

- **Banks, T. M.** (2023). Implicit Bias in Occupational Therapy Practice. *OT Practice*, 16(18), 9-12.

11. INVITED AND/OR PEER-SELECTED PRESENTATIONS AT REGIONAL, NATIONAL OR INTERNATIONAL LEVELS

SELECT ORAL AND POSTER PRESENTATIONS

National/International

- **Banks, T. M.**, Carames, C. (2023, November 10). Building Capacity Toward Culturally Effective Pediatric Care for Hispanic Families. 2023 American Occupational Therapy Association Education Summit, Denver, CO. [Peer-selected Presentation]
- **Banks, T. M.** (2023, October 19-21). Racism: A Disruption in Doing, Being, Becoming and Belonging in Occupational Therapy Education. SSO: USA 2023 Annual Research Conference, St. Louis, MO. [Peer-selected Presentation]
- Denham, Michael W., **Banks, T. M.** (2023, September 27-29). Building the Capacity of Healthcare Professionals Toward Anti-Racist and Inclusive Interprofessional Care Through Self-Reflection and Observation Tools. AMA ChangeMedEd® 2023 Conference, Chicago, IL. [Peer-selected Presentation]
- **Banks, T. M.** (2023, January 7). Doing, Being, Becoming and Belonging in Pediatric Care. 5th Annual International Conference of the Occupational Therapy Association of Morocco, Tangier, Morocco. [Peer-selected Presentation]
- **Banks, T. M.** (2022, October 20-22). Leaving minoritized students behind: Equity and inclusion as essential to facilitate belonging. SSO: USA 2022 Annual Research Conference, San Diego, CA. [Peer-selected Poster Presentation]
- **Banks, T. M.** (2022, April 1). Leading the Occupational Therapy Profession Towards Diversity, Equity, and Inclusion: Let's talk Academia. 2022 American Occupational Therapy Association Conference, San Antonio, TX. [Peer-selected Poster Presentation]
- Ammon, A., **Banks, T. M.**, Sutton, G., Panelists. (2020, July 16). "Be Heard – We're Listening" Session on Diversity, Equity, and Inclusion for OT Practitioners. American Occupational Therapy Association, Zoom. <https://www.youtube.com/watch?v=udxb52MskfU>
- Barclay, T., **Banks, T. M.**, Kim, G., & Geller, D. (2001). *Wise and Healthy Options*, 2001 American Occupational Therapy Association National Conference, Philadelphia, PA [Peer selected poster presentation]

Regional/Local

- **Banks, T. M.** (2024, July 29). Threading Anti-Racist Pedagogy into the Occupational Therapy Classroom. Washington University in St. Louis, virtual. [Workshop]
- **Banks, T. M.** (2024, July 17). Addressing Implicit Bias and Racism in Occupational Therapy Practice: A Shift Toward Culturally Responsive Care. University of Saint Augustine, Austin, TX, Pi Theta Epsilon inaugural scholarly forum, virtual. [Keynote]
- **Banks, T. M.** (2024, June 8). Breaking Barriers: Understanding Racism's Impact on Doing, Being, Becoming, and Belonging. NYBOTC 2nd Virtual Conference, virtual. [Workshop]
- **Banks, T. M.** (2023, December 4). Implicit Bias: Understanding its Impact on OT Fieldwork for Inclusive Education and Practice. MOTEK of NY & NJ Education Series, virtual. [Workshop]
- **Banks, T. M.** (2023, November 29). Diversity, Equity, and Inclusion: Moving Forward in Occupational Therapy Education. [Workshop] 2023 New York State Occupational Therapy Association Conference, Albany, NY. [peer-selected oral presentation]

SELECT INSTITUTES AND SHORT COURSES

National/International

- **Banks, T. M.** (2024, March 21). Teaching to Transgress: Integrating Antiracist Pedagogy in OT Education. 2024 American Occupational Therapy Association National Conference, Orlando, FL. [Peer-selected short course]
- **Banks, T. M.** (2023, April 21). Left Out of the Lesson Plan: Using Equity & Inclusion as a Lens to Create a Sense of Belonging & Develop Inclusive Classrooms. 2023 American Occupational Therapy Association National Conference, Kansas City, KS. [Peer-selected short course]
- **Banks, T. M.** (2022, November 11-12). Using Equity and Inclusion to support the recruitment and persistence of marginalized students in OT Education. 2022 American Occupational Therapy Association Education Summit, Orlando, FL. [Peer-selected short course]
- **Banks, T. M.** (2022, March 31). Leading the Occupational Therapy Profession Towards Diversity, Equity, and Inclusion: Let's talk Academia.] 2022 American Occupational Therapy Association National Conference, San Antonio, TX. [Peer-selected short course]