



AMERICAN
PSYCHOLOGICAL
ASSOCIATION

APA Member Disability Inclusion Strategy Forum 2024



CONTENTS

Letter from the CEO and CDO	4
Member Disability Inclusion Strategy Forum Overview	5
Acknowledgements	6
Participant List	8
Facilitators List	11
Event Schedule	12
Keynote	16
APA Resources	17
Technology Resources	18

LETTER FROM THE CEO AND CDO

Dear Colleagues:

We find ourselves at a pivotal moment in the American Psychological Association's journey toward advancing disability equity and inclusion within the organization, the field of psychology, and broader society. Our 2019 [*Resolution on Support of Universal Design and Accessibility in Education, Training and Practice*](#) proclaimed APA's full support of equity and inclusion for the disability community and advocated for the use of universal design principles throughout APA. The support for adopting these principles reaffirmed the Association's commitment to accessibility and support of disability awareness and inclusion.

The association is committed to developing a process that allows for shared responsibility and collaboration in shaping how psychological science works to increase disability inclusion, equity, and accessibility. Since the recent release of the [*Accessibility and Inclusion Maturity Model \(AIMM\)*](#), a systematic, science-based conceptual framework, APA's work has remained focused on increasing disability awareness and implementing disability inclusion and accessibility best practices across the association. We continue to call upon diverse and representative perspectives to build consensus on our path forward.

APA's Member Disability Inclusion Strategy Forum will cultivate a collaborative space for engagement among experts, including psychologists and disability advocates. The discussions that occur will provide insights into current disability issues and guide us toward more informed practices that raise awareness and promote an inclusive culture within APA and beyond. We are honored that you have chosen to be here and humbled by the extraordinary wisdom and dynamic collection of experiences that make up this Strategy Forum. We hope that you are feeling inspired to participate in this unique opportunity to collaborate with experts in the field to drive transformational change.

Sincerely,

A handwritten signature in black ink, appearing to read 'MA 2'.

Maysa Akbar, PhD, ABPP

Chief Diversity Officer/Chief of Psychology for the Public Interest

MEMBER DISABILITY INCLUSION STRATEGY FORUM OVERVIEW

Disability inclusion is an integral part of the Association's next phase of work focused on advancing disability awareness and equity. The Disability Inclusion Strategy Forum provides a platform to collaboratively discuss and build upon priority areas aligned with APA's recently released [Accessibility and Inclusion Maturity Model \(AIMM\)](#). This event aims to foster an environment of collective action, encouraging participants to share their insights and contribute to shaping future practices and initiatives. Together, we will work towards advancing the Association's commitment to disability inclusion, equity, and awareness.

Throughout the Disability Inclusion Strategy Forum, participants will collaboratively:

- Develop a shared vision statement that clearly outlines the Association's commitment to disability inclusion for all members.
- Identify and propose specific strategies to enhance disability awareness among APA's membership. This will include opportunities to highlight critical disability issues in psychology and promoting relevant resources, programming, and educational opportunities across the entire Association.
- Explore and recommend various mechanisms for facilitating connections and building a community of members with the shared lived experience of disability.
- Discuss and suggest strategic approaches to increase the knowledge and skills of APA members, empowering them to create more accessible and inclusive meetings and events.

We are honored that you have chosen to attend the Disability Inclusion Strategy Forum and eager to collaborate with you and learn from you. We hope that you feel prepared and inspired to participate in this unique event and make vital, long-lasting contributions to APA's culture of inclusion.

Meeting Details

Date: September 19 – 20, 2024

Time: 10:30 a.m. to 4:30 p.m. ET

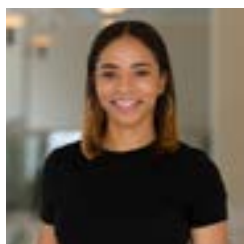
Location: <https://apa-org.zoom.us/j/98462434077>

- Find your local number: <https://apa-org.zoom.us/u/adKUgHtxK3>
- Meeting ID: 984 6243 4077

ACKNOWLEDGEMENTS

A Special Thank You

The Member Disability Inclusion Strategy Forum would not have been possible without the dedication of members of APA's Equity, Diversity, and Inclusion (EDI) Executive Office whose diligent work, both visible and behind the scenes, spanned from strategic planning and coordination to content development and execution.



Triven Parker, MPH
Deputy Chief Diversity Officer



Nadia Dawood, MS
Director, Diversity and Impact



Meggin van der Hilst, AuD
Director, Disability Inclusion and Accessibility



Krystal Augustin, MS
EDI Consultant

Thank You Steering Committee

We extend our sincerest gratitude to the members of our steering committee, whose guidance was instrumental in successfully organizing an inclusive and accessible event. Your knowledge, experiences, and contributions are vital to the development of better disability inclusion and accessibility practices and positive change within APA, the field of psychology, and broader society.



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University of Alabama



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Gallaudet University Clinical Psychology Doctoral Program



Katie Wang, PhD

Associate Professor of Public Health
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Andrea Witwer, PhD

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FACILITATORS LIST



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Kevin Henze, PhD

Licensed Psychologist and Assistant Professor

Regis College

DAY 1 AGENDA

September 19, 2024

Please note that this schedule is in Eastern Daylight Saving Time

10:15 a.m.–10:30 a.m. ET	Technology Check <i>Optional for those who would like to confirm they are properly connected to captioning (CART) and/or the ASL interpreters.</i>
10:30 a.m.–10:40 a.m.	Practicing Equity and Inclusion Dr. Meggin van der Hilst, Director of Disability Inclusion and Accessibility, APA
10:40 a.m.–10:45 a.m.	Welcome Dr. Maysa Akbar, CDO, Chief of Psychology in the Public Interest, APA
10:45 a.m.–10:50 a.m.	Opening Remarks Dr. Arthur Evans, CEO, APA
10:50 a.m.–11:10 a.m.	Keynote <i>Psychologists and psychology trainees with disabilities: What we know, what we can do, and where we are going</i> Dr. Emily M. Lund, Associate Professor, University of Alabama
11:10 a.m.–11:25 a.m.	Break
11:25 a.m.–11:40 a.m.	Overview of Schedule, Tasks, and Goals Dr. Meggin van der Hilst Dr. Maryam Jernigan-Noesi, Founder and CEO, Jernigan & Associates Consulting
11:40 a.m.–12:30 p.m.	Session Breakout #1
12:30 p.m.–1:10 p.m.	Break

1:10 p.m.–1:15 p.m.	Instructions for Breakout Dr. Maryam Jernigan-Noesi
1:15 p.m.–2:05 p.m.	Session Breakout #2
2:05 p.m.–2:45 p.m.	Break
2:45 p.m.–2:50 p.m.	Instructions for Breakout Dr. Maryam Jernigan-Noesi
2:50 p.m.–3:40 p.m.	Session Breakout #3
3:40 p.m.–3:55 p.m.	Break
3:55 p.m.–4:25 p.m.	Reflection on Discussion in Breakout Sessions Jernigan & Associates Facilitators
4:25 p.m.–4:30 p.m.	Wrap-up and What to Expect on Day 2 Dr. Meggin van der Hilst

DAY 2 AGENDA

September 20, 2024

Please note that this schedule is in Eastern Daylight Saving Time

10:15 a.m.–10:30 a.m. ET	Technology Check <i>Optional for those who would like to confirm they are properly connected to captioning (CART) and/or the ASL interpreters.</i>
10:30 a.m.–10:35 a.m.	Welcome Dr. Meggin van der Hilst
10:35 a.m.–10:40 a.m.	Opening Remarks Dr. Cynthia de las Fuentes, President, APA
10:40 a.m.–10:50 a.m.	Overview of Schedule, Tasks, and Goals Dr. Maryam Jernigan-Noesi
10:50 a.m.–11:30 a.m.	Session Breakout #1
11:30 a.m.–11:45 a.m.	Break
11:45 a.m.–11:50 a.m.	Instructions for Breakout Dr. Maryam Jernigan-Noesi
11:50 a.m.–12:40 p.m.	Session Breakout #2
12:40 p.m.–1:20 p.m.	Break

1:20 p.m.–1:25 p.m.	Instructions for Breakout Dr. Maryam Jernigan-Noesi
1:25 p.m.–2:15 p.m.	Session Breakout #3
2:15 p.m.–2:55 p.m.	Break
2:55 p.m.–3:00 p.m.	Instructions for Breakout Dr. Maryam Jernigan-Noesi
3:00 p.m.–3:30 p.m.	Session Breakout #4
3:30 p.m.–3:40 p.m.	Break
3:40 p.m.–4:25 p.m.	Reflection on Discussion in Breakout Sessions Jernigan & Associates Facilitators
4:25 p.m.–4:30 p.m.	Closing Remarks Dr. Meggin van der Hilst

KEYNOTE

Thursday, September 19

10:50 am – 11:10 am

Psychologists and psychology trainees with disabilities: What we know, what we can do, and where we are going

Emily M. Lund, PhD, CRC

Associate Professor

University of Alabama

Dr. Lund (they/them) is an Associate Professor of Counselor Education in the department of Educational Studies in Psychology, Research Methodology, and Counseling at the University of Alabama. Their research focuses on disabled and multiply marginalized people, with particular emphasis on interpersonal violence and trauma; suicide and non-suicidal self-injury; graduate education and training; and LGBTQ+ issues within those communities. They have published over 110 peer-reviewed publications, two edited books, and numerous book chapters on these and similar issues. Dr. Lund has received several awards for their work and is a Fellow of APA Division 22 (Rehabilitation Psychology). They are a non-binary person with a physical disability.

RESOURCES

- [APA Equity, Diversity, and Inclusion \(EDI\) Framework](https://on.apa.org/edi-framework)
(on.apa.org/edi-framework)
- [Accessibility and Inclusion Maturity Model \(AIMM\)](https://on.apa.org/accessibility-inclusion-maturity-model)
(on.apa.org/accessibility-inclusion-maturity-model)
- [APA Resolution on Support of Universal Design and Accessibility in Education, Training and Practice](https://apa.org/about/policy/universal-design-accessibility-education)
(apa.org/about/policy/universal-design-accessibility-education)
- [APA Inclusive Language Guide](https://apa.org/about/apa/equity-diversity-inclusion/language-guidelines)
(apa.org/about/apa/equity-diversity-inclusion/language-guidelines)

TECHNOLOGY RESOURCES

Tech Checks

September 19-20
10:15-10:30 a.m. ET

APA IT Department Contact

Michael Rizzo
mrizzo@apa.org
202-336-6178

Additional tech resources:

- [Getting Started with Zoom Meetings](https://bit.ly/3AZ7nmD)
(bit.ly/3AZ7nmD)
- [Audio Support](https://bit.ly/3Zf77d5)
(bit.ly/3Zf77d5)
- [Video Support](https://bit.ly/4dWRcof)
(bit.ly/4dWRcof)
- [FAQ](https://bit.ly/4dVp2u0)
(bit.ly/4dVp2u0)



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