

BOARD OF DIRECTORS

June 1, 2021

APPROVED MINUTES

Board Members Present: Jennifer F. Kelly, PhD, ABPP; Frank C. Worrell, PhD; Sandra L. Shullman, PhD; Jean A. Carter, PhD; Diana Lee Prescott, PhD; Arthur C. Evans Jr., PhD; Eric M. Butter, PhD; M. Lynne Cooper, PhD; Candice Hargons, PhD; Robin E. Mockenhaupt; Pamela E. Scott-Johnson, PhD; Shannon L. Wiltsey Stirman, PhD; Randall P. White, PhD

Board Members Absent: Blanka Angyal, MA, EdM, EdS; Anthony L. Chambers, PhD, ABPP; Susan D. Clayton, PhD

- A. The Board received an information security briefing.
- B. The item “Amendments to Association Rules: Ethnic Minority Psychological Association Non-Voting Delegates” was postponed to a future Board call.
- C. The Board discussed meeting options for Council’s second meeting in 2021.

BOARD OF DIRECTORS

June 11 & 12, 2021

APPROVED MINUTES

Board Members Present: Jennifer F. Kelly, PhD, ABPP; Frank C. Worrell, PhD; Sandra L. Shullman, PhD; Jean A. Carter, PhD; Diana Lee Prescott, PhD; Arthur C. Evans Jr., PhD; Blanka Angyal, MA, EdM, EdS; Eric M. Butter, PhD; Susan D. Clayton, PhD; M. Lynne Cooper, PhD; Robin E. Mockenhaupt; Pamela E. Scott-Johnson, PhD; Shannon L. Wiltsey Stirman, PhD; Randall P. White, PhD

Board Members Absent: Anthony L. Chambers, PhD, ABPP; Candice Hargons, PhD

I. MINUTES OF MEETING

A.(1) The Board voted to approve the minutes of its February 24, 2021, meeting; its following 2021 calls: March 2, March 16, April 17, April 20, May 4; and votes taken by unanimous written consent from February 3 through May 4, 2021.

II. ELECTIONS, AWARDS, MEMBERSHIP AND HUMAN RESOURCES

A.(2) The Board voted to recommend that Council approve the following amendments to the Association Rules (bracketed/strikethrough material to be deleted; underlined material to be added):

110-14. RULES GOVERNING SIMULTANEOUS SERVICE

110-14.1 Members of the Board of Directors shall not serve simultaneously on APA advisory groups, other than as ex-officio or liaison; in any elected positions in any Divisions or state/provincial/territorial psychological associations; or on governing bodies of advocacy or political action organizations for psychologists or psychology that are national in scope.

110-14.2 Members shall not serve simultaneously on any of the following advisory groups, except as ex-officio and/or non-voting members or if other exceptions are provided below.

Boards

Advancement of Psychology in the Public Interest

Convention Affairs

Educational Affairs

Membership

Policy and Planning

Publications and Communications

Professional Affairs (except that one member is also a member of the Committee on Professional Practice and Standards)

Scientific Affairs

Committees

Aging

Animal Research and Ethics

Associate and Baccalaureate Education

Children, Youth and Families

Continuing Education

Council Leadership Team

Disability Issues in Psychology

Division/APA Relations

Early Career Psychologists

Ethics

Ethnic Minority Affairs

Fellows

Finance

Health Equity (ad hoc)

Human Research

International Relations in Psychology

Legal Issues (ad hoc)

Needs Assessment, Slating and Campaigns

Professional Practice and Standards (except that one member is
also a member of the Board of Professional Affairs)

~~[Psychology and AIDS (ad hoc)]~~

Rural Health

Sexual Orientation and Gender Diversity

Socioeconomic Status

Psychological Tests and Assessment

Teachers of Psychology in Secondary Schools

Women in Psychology

Commissions

Commission for the Recognition of Specialties and Proficiencies in Professional Psychology

Commission on Accreditation

B. In executive session, the Board voted to approve the appointment of Julie Radico, PsyD, PhD, and Brigitte Khoury, PhD, to serve on the Committee on Division/APA Relations for terms beginning January 1, 2022 and ending December 31, 2024.

C. In executive session, the Board voted to appoint Joseph Hovey, PhD, to the Commission on Accreditation (CoA) for a term beginning immediately and ending December 31, 2022. Dr. Hovey replaces Dr. Leonard Simms, who stepped down from CoA.

D. In executive session, the Board voted to approve Antonio E. Puente, PhD, as the recipient of the 2021 Raymond D. Fowler Award for Outstanding Contributions to APA – Member.

III. ETHICS

A. In executive session, the Board received as information preliminary decisions regarding Fellows nominees considered for election commencing January 2022.

IV. BOARD OF DIRECTORS

No items.

VI. ORGANIZATION OF THE APA

A.(3) In executive session, the Board voted to recommend that Council approve amending Association Rule 40-1 as follows (bracketed/strikethrough material to be deleted; underlined material to be added):

40. ORGANIZATION OF COUNCIL

40-1. ELECTION AND PROCEDURES FOR COUNCIL REPRESENTATIVES

40-1.1 Council shall be the final judge of its own membership. It shall determine, in accordance with the APA Bylaws, the number of representatives to which each voting unit is entitled. It shall be the final judge of any dispute relative to the election of its members or the seating of alternate representatives.

40-1.2 The chief staff officer is a member of Council ex officio and shall be without vote.

40-1.3 Any question relative to the election of a representative to Council, or to a position as officer of the APA, must be raised at the time of the report by the Election Committee to Council of the results of that election. Any question, once raised, may be deferred for subsequent determination by Council, and the person whose election has been challenged shall not take office until final approval has been voted by Council.

40-1.4 As soon after January 1 of each year as information is available, the chief staff officer shall report to the Election Committee the results of the apportionment ballot for Council seats. This information, together with the current membership of Council, shall be the basis of nominating and election ballots that are sent to members of Council's voting units.

40-1.5 The Council apportionment ballot shall be sent November 1 or the next business day. The ballot period closes at the end of forty-five days.

40-1.6 In the event of the death or resignation of any Council representative or if a representative is for any reason no longer a Member of APA, the voting unit may designate another eligible member as its representative for the remainder of the term. Notice of election or appointment shall be presented to the APA Recording Secretary.

40-1.7 The APA President shall preside over Council. At the opening of an annual or special meeting of Council, the APA Recording Secretary shall call the roll of Council. Such alternates as are present and are duly qualified by appointment and by the absence of the regular representatives shall be recognized and seated. If a Council representative fails to attend a meeting of Council and does not arrange an alternate, the Recording Secretary will inform the voting unit of the failure of its representative to attend the Council meeting.

40-1.8 The appointment of an alternate representative for a voting unit shall be certified in writing to the Recording Secretary in advance of the alternate representative being seated. The certification shall be from an officer or director of the voting unit so represented or from a person authorized in writing by the voting unit to make such appointments. Consistent with the APA Bylaws, an alternate representative shall be a member of the voting unit who is also a member of APA and shall not be a member who has served as a Council representative for the six consecutive years prior to the year in which they serve as an alternate.

40-1.9 Newly elected representatives to Council shall assume office on January 1 of the year following their election to office.

40-1.10 No individual may serve more than twelve years as a member of Council when representing a Division, State/Provincial/Territorial Psychological Association or Ethnic Minority Psychological Association, whether as a representative or as an alternate. Also, in accordance with Article V, Section 7, of the APA Bylaws, an individual who has served for six consecutive years as a member of Council shall not be eligible for election or appointment for a period of one year as a representative from any Division, State/Provincial/Territorial Association or Ethnic Minority Psychological Association. An individual's term of office as a Council member shall be terminated when necessary to comply with the term limitations set forth in this section.

40-1.1[0]1 Since Article V, Section 4 of the APA Bylaws states that no person shall be eligible to represent more than one organization in Council at any one time, no person may be listed on an election ballot as a candidate to represent more than one voting unit in Council.

40-1.1[1]2 Unless it is an ex officio appointment, there shall be at least two nominees on the final election ballot for each office of Council representative.

40-1.1[2]3 Names of candidates running for Council seats must be submitted to the APA Election Committee before March 15 of the year in which the election is held.

B. In executive session, the Board discussed the Report of the Work Group to Evaluate the Future of the Work of Governance and Volunteer Leadership.

C. In executive session, the Board took the following actions regarding future APA meetings:

1. Board and committee meetings in Spring 2022 and each Spring beyond can be hybrid, although groups can choose to be fully virtual. The remaining board and committee meetings in 2022 and beyond will be virtual. (No changes were made to previous Board actions which determined that board and committee fall meetings are being held virtually in 2021.)
2. The Board of Directors will have hybrid meetings in October and December 2021. One of the Board of Directors meetings normally held in-person will be virtual in 2022 and beyond and the other meetings in 2022 and beyond will be hybrid.
3. Council meetings will be hybrid in 2022 and beyond.
4. There will no longer be Sunday sessions for Board, Council, and board and committee meetings when these groups meet on the immediately prior Friday and Saturday (virtually, in-person or hybrid). This had been requested by several elected and appointed leaders who expressed a desire to have some time on weekends to attend to personal commitments. When meeting in person, members who cannot travel home at the conclusion of Saturday business meetings will continue to have the option of traveling on Sunday.

D. In executive session, the Board took the following action regarding the Ad Hoc Committee on Legal Issues (COLI):

1. The Board affirms that portion of its December 2020 motion which states that at the end of December 2021, COLI will no longer be authorized as an APA committee. The Board offers its thanks for the contributions made by the committee since its creation as a temporary group in 1978.
2. The Board endorses the proposal to create an Expert Panel comprised of Division representatives and supported by the Office of General Counsel to reimagine the procedures for identifying, developing, and preparing amicus briefs for state and federal court filings, with a request that an update on the development of the Expert Panel be provided to the Board of Directors not later than December 1, 2021.
3. The Board asks that, not later than December 1, 2021, COLI provide recommendations and guidance to the Board on those psycho-legal issues that COLI believes APA should be prioritizing over the next five (5) years: (1) in making policy for the discipline of psychology; (2) in submitting amicus briefs in state and federal courts to highlight critical issues of psychological science; and (3) in advocating for state and/or federal legislative changes based on issues of psychological science.

VII. PUBLICATIONS AND COMMUNICATIONS

A.(4) The Board voted to recommend that Council approve the following amendments to the Association Rules (bracketed/strikethrough material to be deleted; underlined material be added):

170-2. RESPONSIBILITIES OF PUBLICATION AND COMMUNICATIONS BOARD

170-2.1 The Publications and Communications Board shall establish publication policies and appoint editors to the APA journals (except the editor of the *American Psychologist*, [official organ] flagship journal of the Association[, and the executive editor of *Psychological Abstracts*]).

170-6. EDITOR OF THE AMERICAN PSYCHOLOGIST

170-6.1 The *American Psychologist* shall be the [official organ] flagship journal of the APA. The Board of Directors shall designate the editor and determine [his or her] the individual's term of office.

B.(5) The Board voted to support Division 15's request to create a new Division 15 journal, to be titled *Educational Psychology for Policy and Practice*.

IX. EDUCATIONAL AFFAIRS

A.(6) The Board voted to determine that Student Learning Outcomes for Introductory Psychology (SLOs) poses no risk for the Association and referred the SLOs to the Council Leadership Team for review and recommendation to Council.

X. PROFESSIONAL AFFAIRS

A.(7) The Board voted to determine that the Guidelines for Psychological Practice with Military Service Members, Veterans and their Families does not present undue risk to the Association and referred the Guidelines to the Council Leadership Team for content review and to make a recommendation to Council.

B.(8) The Board voted to determine that the Guidelines for the Optimal Use of Social Media in Professional Psychology Practice is appropriate and does not present undue risk to the Association and referred the Guidelines to the Council Leadership Team for content review and to make a recommendation to Council.

C.(9) The Board received as information an update on the work of the Advisory Steering Committee for the Development of Clinical Practice Guidelines and APA Guideline Development Panels and plans for 2021.

XI. SCIENTIFIC AFFAIRS

No items.

XII. PUBLIC INTEREST

No items.

XIII. ETHNIC MINORITY AFFAIRS

No items.

XIV. INTERNATIONAL AFFAIRS

No items.

XV. CENTRAL OFFICE

No items.

XVI. FINANCIAL AFFAIRS

A. The Board discussed the Year-to-Date APA Budget as of April 30, 2021.

BOARD OF DIRECTORS

July 6, 2021

APPROVED MINUTES

Board Members Present: Jennifer F. Kelly, PhD, ABPP; Frank C. Worrell, PhD;; Jean A. Carter, PhD; Diana Lee Prescott, PhD; Arthur C. Evans Jr., PhD; Blanka Angyal, MA, EdM, EdS; Eric M. Butter, PhD; Anthony L. Chambers, PhD, ABPP; Susan D. Clayton, PhD; M. Lynne Cooper, PhD; Candice Hargons, PhD; Robin E. Mockenhaupt; Pamela E. Scott-Johnson, PhD; Shannon L. Wiltsey Stirman, PhD

Board Members Absent: Sandra L. Shullman, PhD; Randall P. White, PhD

A. In executive session, the Board voted to approve the board and committee election slates.

B. In executive session, the Board voted to approve allocating \$25,000 of President Jennifer Kelly's presidential activities fund for an in-person meeting of the Health Equity Task Force.

BOARD OF DIRECTORS

July 27, 2021

APPROVED MINUTES

Board Members Present: Jennifer F. Kelly, PhD, ABPP; Frank C. Worrell, PhD; Sandra L. Shullman, PhD; Jean A. Carter, PhD; Diana Lee Prescott, PhD; Arthur C. Evans Jr., PhD; Blanka Angyal, MA, EdM, EdS; Eric M. Butter, PhD; Anthony L. Chambers, PhD, ABPP; Susan D. Clayton, PhD; M. Lynne Cooper, PhD; Candice Hargons, PhD; Robin E. Mockenhaupt; Pamela E. Scott-Johnson, PhD; Randall P. White, PhD

Board Members Absent: Shannon L. Wiltsey Stirman, PhD

A. The Board voted to recommend that Council approve the following amendments to the Association Rules (bracketed/strikethrough material to be deleted; underlined material to be added):

110-14. RULES GOVERNING SIMULTANEOUS SERVICE

110-14.1 Members of the Board of Directors shall not serve simultaneously on APA advisory groups, other than as ex-officio or liaison; in any elected positions in any Divisions or state/provincial/territorial psychological associations; or on governing bodies of advocacy or political action organizations for psychologists or psychology that are national in scope.

110-14.2 Members shall not serve simultaneously on any of the following advisory groups, except as ex-officio and/or non-voting members or if other exceptions are provided below.

Boards

Advancement of Psychology in the Public Interest
Convention Affairs
Educational Affairs
Membership
Policy and Planning
Publications and Communications
Professional Affairs (except that one member is also a member of the Committee on Professional Practice and Standards)
Scientific Affairs

Committees

Aging
Animal Research and Ethics
Associate and Baccalaureate Education
Children, Youth and Families
Continuing Education

Council Leadership Team
Disability Issues in Psychology
Division/APA Relations
Early Career Psychologists
Ethics
Ethnic Minority Affairs
Fellows
Finance
Health Equity (ad hoc) (previously recommended by the Board)
Human Research
International Relations in Psychology
~~[Legal Issues (ad hoc)]~~
Needs Assessment, Slating and Campaigns
Professional Practice and Standards (except that one member is also a member of the Board of Professional Affairs)
~~[Psychology and AIDS (ad hoc)]~~ (previously recommended by the Board)
Rural Health
Sexual Orientation and Gender Diversity
Socioeconomic Status
Psychological Tests and Assessment
Teachers of Psychology in Secondary Schools
Women in Psychology

Commissions

Commission for the Recognition of Specialties and Proficiencies in Professional Psychology

Commission on Accreditation

B. The Board voted to recommend that Council approve amending Association Rule 40-2 as follows (bracketed material to be deleted; underlined material to be added):

40-2. ~~[LIAISON/OBSERVERS]~~ ETHNIC MINORITY PSYCHOLOGICAL ASSOCIATION NON-VOTING DELEGATES TO COUNCIL

40-2.1 ~~[Any unit designated in Article V, Section 1 of the APA Bylaws that fails to secure a seat in the Council of Representatives may appoint a single Liaison/Observer to the Council. Liaison/Observers must be members of the APA. Said units shall make provision for representation from the diversity of American society.]~~ Each Ethnic Minority Psychological Association affiliated with APA shall be invited to appoint a non-voting delegate to Council if they choose not to appoint a voting member of Council.

40-2.2 ~~[Liaison/Observers]~~ Non-voting delegates to Council shall be entitled to: (a) receive all except confidential materials provided to the Council of Representatives; (b) attend all Council sessions, workshops and caucuses with the exception of the Executive Sessions of Council; (c) be seated in a portion of the Council chamber designated for their use; (d) speak to agenda items of direct concern to their constituents~~[, if specifically invited to do so by the Presiding Officer].~~

40-2.3 ~~[Liaison/Observers]~~ Non-voting delegates to Council shall not be entitled to vote on matters before the Council.

C. The Board voted to recommend that Council rescind the portion of its February 2013 action which required regional psychological association observers to be members of APA and approve the following amendments to Council's February 2013 motion below (bracketed/strikethrough material to be deleted):

Council asks that the following regional psychological associations be invited to send a representative to serve as an observer to the APA Council of Representatives: Eastern Psychological Association, Midwestern Psychological Association, New England Psychological Association, Rocky Mountain Psychological Association, Southeastern Psychological Association, Southwestern Psychological Association, and Western Psychological Association.

The observers shall hold membership in ~~[both]~~ the Association represented ~~[and the American Psychological Association]~~ and shall be entitled to: (a) receive all except confidential materials provided to the Council of Representatives; (b) attend all Council sessions and caucus meetings with the exception of the Executive Sessions of Council; (c) be seated in a portion of the Council chamber designated for their use; (d) speak to agenda items of direct concern to their constituents if specifically invited to do so by the Presiding Officer.

The observers shall not be entitled to vote on matters before Council or to receive financial assistance from APA for their attendance at the Council meetings.

D. In executive session, the Board agreed with the plan to have Board, Council and other members attending in-person APA meetings affirm they have been vaccinated for COVID-19 prior to booking travel arrangements and to attest to the following prior to joining the meeting each day: that they are not experiencing COVID-19-like symptoms and have not, to their knowledge, been exposed to an individual with COVID-19.

BOARD OF DIRECTORS

August 3, 2021

APPROVED MINUTES

Board Members Present: Jennifer F. Kelly, PhD, ABPP; Frank C. Worrell, PhD; Sandra L. Shullman, PhD; Jean A. Carter, PhD; Diana Lee Prescott, PhD; Arthur C. Evans Jr., PhD; Blanka Angyal, MA, EdM, EdS; Eric M. Butter, PhD; Anthony L. Chambers, PhD, ABPP; Susan D. Clayton, PhD; M. Lynne Cooper, PhD; Candice Hargons, PhD; Robin E. Mockenhaupt; Pamela E. Scott-Johnson, PhD; Randall P. White, PhD

Board Members Absent: Shannon L. Wiltsey Stirman, PhD

A. In executive session, the Board voted to approve the transfer of the APA \$20M Line of Credit (LOC) currently with TD Bank to a Loan Management Account (LMA) with Bank of America/Merrill Lynch. The LMA will not exceed \$20M and will have an interest rate of LIBOR plus 0.75% (or a similar BSBY or SOFR rate upon the transition from the LIBOR rate since LIBOR is scheduled to be discontinued not later than 2023).

The Board also voted to adopt the following authorizing resolutions:

AUTHORIZING RESOLUTIONS

THE BOARD OF DIRECTORS OF THE AMERICAN PSYCHOLOGICAL ASSOCIATION, INC.

RECITALS:

- A. The Board of Directors (the "Board") is the administrative agent of the Council of Representatives of the American Psychological Association, Inc. (the "Association") and is charged with exercising general supervision over the affairs of the Association under Article VII of the Association's bylaws.
- B. The Association is currently the borrower under a line of credit from TD Bank, N.A. (the "Existing Line").
- C. The Board has determined that it is advisable and in the best interests of the Association to replace the Existing Line with a line of credit from Bank of America, N.A. in the amount of \$20,000,000 (the "New Line"), pursuant to the terms set forth in the Loan Management Account Agreement and the Credit Terms Supplement to Loan Management Account Agreement (collectively, the "Loan Management Account Agreement").

NOW, THEREFORE, BE IT RESOLVED, as follows:

1. The Board deems it advisable and in the best interests of the Association to replace the Existing Line with the New Line and authorizes the Association to proceed with the New Line on terms substantially consistent with the Loan Management Account Agreement.

2. The Board deems it reasonable, advisable and in the best interests of the Association for Arthur C. Evans, Jr., Vice-President and Chief Executive Officer of the Association, Jaime Diaz-Granados, Deputy Chief Executive Officer of the Association, and/or Archie Turner, Chief Financial Officer and Chief Operating Officer of the Association (collectively, the "Authorized Officers") to approve, execute and/or attest and deliver any agreements, amendments, certificates and documents required in connection with the New Line (the "Loan Documents") in an appropriate form that is acceptable for the purposes intended. Any of the Authorized Officers is authorized, empowered and directed to execute and/or attest and deliver, for and on behalf of the Association, the Loan Documents requiring the signature of an Authorized Officer(s) in connection with the New Line, and any and all other certificates, agreements, instruments and documents related to the New Line, with such changes, modifications, additions or deletions as any Authorized Officer, in such officer's sole and absolute discretion, from time to time, deems necessary, desirable, advisable or appropriate and in the best interests of the Association; such officer's execution and/or attestation of the applicable Loan Documents and related documents to constitute conclusive evidence of such officer's approval of any and all such changes, modifications, additions or deletions, and all such changes, modifications and amendments and instruments, certificates, agreements and documents shall be binding upon the Association.

3. All actions of the Association and of its officers and staff, previously taken in connection with the New Line are hereby approved, authorized, ratified and confirmed.

4. The provisions of these Resolutions shall be separable and if any section, phrase or provision of these Resolutions shall for any reason be declared invalid, such declaration shall not affect the validity of the remainder of the sections, phrases or provisions of these Resolutions.

5. These Resolutions shall be effective as of August 3, 2021.

B. In executive session, the Board voted to approve the request for Strategic Investment in APA Publishing in the amount of \$8.7m over three years to be drawn from the Strategic Investment Fund.

BOARD OF DIRECTORS

August 17, 2021

APPROVED MINUTES

Board Members Present: Jennifer F. Kelly, PhD, ABPP; Frank C. Worrell, PhD; Sandra L. Shullman, PhD; Jean A. Carter, PhD; Diana Lee Prescott, PhD; Arthur C. Evans Jr., PhD; Blanka Angyal, MA, EdM, EdS; Eric M. Butter, PhD; Susan D. Clayton, PhD; M. Lynne Cooper, PhD; Candice Hargons, PhD; Robin E. Mockenhaupt; Pamela E. Scott-Johnson, PhD; Shannon L. Wiltsey Stirman, PhD; Randall P. White, PhD

Board Members Absent: Anthony L. Chambers, PhD, ABPP

- A. The Board voted to approve the revisions to APA's Investment Policy (see attached).
- B. The Board voted to recommend that Council approve amending Association Rule 210 as follows (bracketed/strikethrough material to be deleted; underlined material to be added):

210: FINANCE

210-1. FINANCE COMMITTEE

210-1.1 The Finance Committee shall be composed of seven voting members and up to seven non-voting members. Of the voting members, two shall be elected each year for terms of three years, one slate shall be drawn from current Council members or Finance Committee members who have served within the previous seven years (including outgoing members of the Finance Committee); the second slate shall be drawn from APA members who have demonstrated interest and expertise in organizational financial policies and operations. No member may serve more than two consecutive terms. The seventh voting member of the Committee is the APA Treasurer, who shall serve as its Chair.

The non-voting members shall be representatives from the investment community (up to four) and the accounting/financial community (up to three) and are not usually psychologists. The non-voting members will be recommended by the Finance Committee and approved by the Board of Directors for terms of three years, which may be renewed at the recommendation of the Finance Committee and approval of the Board of Directors.

~~[Consistent with the mission of the Finance Committee set forth in Article XI, Section 3 of the APA Bylaws, the Finance Committee shall review and make recommendations on all new business and any old business coming before Council having financial implications that have not already been provided for in the budget. In addition, it is the responsibility of the Committee to (a) recommend overall investment strategy, including, but not limited to, amounts to be invested in equities, bonds, short term holdings and real estate; (b) monitor the performance of the investment managers, if any; (c) research and develop alternative investments; (d) and advise the Treasurer and appropriate staff on investing funds not entrusted to an investment manager. It is also the responsibility of the Committee to (a) review audit scope and approach; (b) monitor issues raised~~

~~during the audit and management letter; (c) understand the major components of the consolidated financial statements; (d) ensure compliance with legal and regulatory requirements; and, (e) monitor major financial risk exposures and steps taken to control such exposures.]~~

210-2. BUDGET

210-2.1 Council delegates to the Board the authority for decision-making related to budget and financial matters. At least annually, a report on the Association's budget and finances will be provided to Council on behalf of the Board of Directors.

This section shall be reviewed by Council at three-year intervals beginning the first meeting of Council in 2023.

210-2.2 ~~[In the financial policy of the APA, a distinction shall be made between general programs, direct service programs, and support functions.]~~

The~~se~~ overall financial goals of the APA should be considered with APA's commitment to providing programs and services that meet the scientific and charitable mission and the changing priorities of the association.

Financial plans shall be made with the aim of insuring that only necessary expenses shall be incurred in carrying out policies and programs of the Association and that those expenses are consistent with the need to maintain a reasonable standard of performance. With respect to income, financial plans shall maximize income from all sources other than dues and shall support programs consistent with the basic objectives and professional standards of the APA. It shall be the goal to present a balanced integrated¹ budget annually (after consideration of the cash flow from building operations and a draw of up to 5% from the long-term investment portfolio²) and manage operations during the year to produce a positive integrated budget operating margin over a rolling three-year period.

210-2.3 To achieve these goals, the chief executive officer (CEO) shall be responsible for developing the Association's annual budgets to be submitted to the Board of Directors for approval. These budgets shall be reviewed, modified, and approved first by the Finance Committee and then the Board of Directors prior to submission as information to Council. Council approval is required for any single, unbudgeted item that exceeds \$3 million or sale of Association real estate. The strategic planning process should represent the avenue by which the Association's priorities are set and new initiatives are approved.

This section shall be reviewed by Council at three-year intervals beginning the first meeting of Council in 2023.

¹ The integrated budget and margin include annual revenues and cash resources approved for spending less annual operating and non-operating expenses and those expenses incurred for special projects.

² The draw from the long-term investment portfolio – The annual integrated budget will be supported by a draw of up to 5% of the average market value of the long-term investment portfolio over the previous 12 quarters ending 6 months prior to the beginning of the year. The amount of the draw will be reviewed annually during the budget process. The percentage will be recommended by the Investment Subcommittee and reviewed by the Finance Committee who will then make a recommendation to Council.

210-2.4 In order that this policy can be adequately carried out, the financial records of the APA shall be so maintained as to permit a matching of direct income and direct expenses plus allocated expenses by program. The annual budget shall be developed in such a way that the projected difference between income and expenses, by program, can be readily determined.

210-2.5 Presidential Activities Fund

A budget shall be established for presidential activities and should be spent during the first two years of the three-year cycle of each President. The Finance Committee shall be responsible for setting the presidential activities budget limit. Presidential activities funded by the Association must be consistent with the Strategic Plan and approved by the Board of Directors. The CEO shall facilitate completion of presidential activities by the end of the year of presidency and within the budget limit. The Board must approve any presidential activities that extend beyond the first two years of the Presidential cycle.

210-3. ORGANIZATIONAL FINANCIAL HEALTH

On a continuing basis, the Association shall strive to maintain ~~[long-term]~~ organizational financial health, which shall be measured as follows:

Short-term financial health.

The Association shall strive to maintain cash on hand as of December 31st equal to at least three months of annual operating expenses and three months of the current portion of long-term debt.

Long-term financial health.

The Association shall strive to maintain long-term financial health. The long-term financial health of the Association will be measured/monitored in several ways:

- Maintaining a long-term investment portfolio equal to at least 30% of total annual operating expenses.
- Acknowledging a conservative estimate of fair market value (FMV) of equity in buildings as a point of reference³.
- Maintaining Standard & Poor's (S&P) Bond Rating BBB or higher.
- Complying with debt covenants, as applicable.

³ Including FMV of building equity in net assets for such measures is not industry standard recognizing that access is limited to borrowing until point of sale.

BOARD OF DIRECTORS

August 31, 2021

APPROVED MINUTES

Board Members Present: Jennifer F. Kelly, PhD, ABPP; Frank C. Worrell, PhD; Sandra L. Shullman, PhD; Jean A. Carter, PhD; Arthur C. Evans Jr., PhD; Blanka Angyal, MA, EdM, EdS; Eric M. Butter, PhD; Susan D. Clayton, PhD; M. Lynne Cooper, PhD; Candice Hargons, PhD; Pamela E. Scott-Johnson, PhD; Shannon L. Wiltsey Stirman, PhD; Randall P. White, PhD

Board Members Absent: Anthony L. Chambers, PhD, ABPP; Robin E. Mockenhaupt; Diana Lee Prescott, PhD

A. In executive session, the Board voted to appoint William “Jahmal” Miller as the public member of the Ad Hoc Committee on Health Equity for a term beginning immediately and ending December 31, 2023.

B. The Board discussed the recommendations from the grassroots effort to reimagine the work of the Council of Representatives.

C. The Board received an update on the Ethnic Psychological Associations, Racism Resolution II and BIPOC Apology.

BOARD OF DIRECTORS

September 14, 2021

APPROVED MINUTES

Board Members Present: Jennifer F. Kelly, PhD, ABPP; Frank C. Worrell, PhD; Sandra L. Shullman, PhD; Jean A. Carter, PhD; Diana Lee Prescott, PhD; Arthur C. Evans Jr., PhD;; Eric M. Butter, PhD; Anthony L. Chambers, PhD, ABPP; Susan D. Clayton, PhD; Candice Hargons, PhD; Robin E. Mockenhaupt; Pamela E. Scott-Johnson, PhD

Board Members Absent: Blanka Angyal, MA, EdM, EdS; M. Lynne Cooper, PhD; Shannon L. Wiltsey Stirman, PhD; Randall P. White, PhD

In executive session, the Board discussed the future of virtual work at APA.

BOARD OF DIRECTORS

September 21, 2021

APPROVED MINUTES

Board Members Present: Jennifer F. Kelly, PhD, ABPP; Frank C. Worrell, PhD; Sandra L. Shullman, PhD; Jean A. Carter, PhD; Diana Lee Prescott, PhD; Arthur C. Evans Jr., PhD; Blanka Angyal, MA, EdM, EdS; Eric M. Butter, PhD; Anthony L. Chambers, PhD, ABPP; Susan D. Clayton, PhD; M. Lynne Cooper, PhD; Candice Hargons, PhD; Robin E. Mockenhaupt; Pamela E. Scott-Johnson, PhD; Shannon L. Wiltsey Stirman, PhD

Board Members Absent: Randall P. White, PhD

A. The Board voted to recommend that Council approve amending APA's Association Rules as follows (bracketed/strikethrough material to be deleted; underlined material to be added):

220. AMENDING APA BYLAWS

220-1.2 A factual explanation will be included with each Bylaws amendment sent to the Membership for a vote. A maximum of three authors will be selected by the Election Committee to prepare the explanatory statement. The names of the authors will not be identified on the statement but will be provided upon request after the vote by the membership on the Bylaw amendment. The Election Committee will consult with authors about any recommended changes to the statement. The final decision about the content of the explanatory statement shall rest with the Election Committee. The President shall be the final arbiter of the content in the event a clear decision can't be made by the Election Committee.

220-1.3 Guidelines for preparing pro and con statements that accompany ballots for proposed APA Bylaw amendments follow: (a) pro and con statements shall be written unless two-thirds of the voting Council members consider such statements unnecessary; (b) except when instructed by Council to the contrary, each pro and con statement shall be limited to 200 words; (c) [the groups and] a maximum of three authors will be selected by the Election Committee to prepare[ing] each [the] statement[s]. The names of the authors will not be identified on the statements but will be provided upon request after the vote by the membership on the Bylaw amendment [and the names of those individuals shall be identified on the statements]; (d) the ballot will include the Council vote in favor of and opposed to the Bylaw amendment.; (e) the pro statement shall be labeled "statement in favor of adopting this amendment" and the con statement shall be labeled "statement against adopting this amendment." ~~[Council or its designee shall determine who is to prepare the statements; and (e) pro and con statements shall be exchanged between the respective author(s). Rebuttal statements may be written (and so identified) by the respective original authors if they choose to do so. Rebuttals may not exceed 200 words.]~~

~~[The Election Committee shall be responsible for any editorial and substantive revisions that are necessary to ensure factual accuracy and fair representation of the issue.]~~ The Election Committee will consult with authors about any recommended changes. The final decision about the content of the pro and con statements shall rest with the ~~[original author(s)]~~ Election Committee. The President shall be the final arbiter of the content in the event a clear decision can't be made by the Election Committee.

B. The Board discussed the Resolution on Psychology's Role in Dismantling Systemic Racism in the United States.

C. The Board discussed the recommendations from the grassroots efforts to reimagine the work of the Council of Representatives.

D. The Board was informed about the establishment of a Presidential Task Force to Develop a Proposed Policy on Late Adolescence and the Death Penalty.

BOARD OF DIRECTORS

October 5, 2021

APPROVED MINUTES

Board Members Present: Jennifer F. Kelly, PhD, ABPP; Frank C. Worrell, PhD; Sandra L. Shullman, PhD; Jean A. Carter, PhD; Diana Lee Prescott, PhD; Arthur C. Evans Jr., PhD; Blanka Angyal, MA, EdM, EdS; Eric M. Butter, PhD; Anthony L. Chambers, PhD, ABPP; Susan D. Clayton, PhD; M. Lynne Cooper, PhD; Candice Hargons, PhD; Robin E. Mockenhaupt; Pamela E. Scott-Johnson, PhD; Shannon L. Wiltsey Stirman, PhD

Board Members Absent: Randall P. White, PhD

- A. The Board received an update on the Resolution on Psychology's Role in Dismantling Racism in the United States.
- B. The Board received an update on the Resolution on Advancing Health Equity in Psychology.
- C. The Board voted to recommend that Council adopt as APA policy the following *Apology for the Role of the American Psychological Association in Promoting, Perpetuating, and Failing to Challenge Racism, Discrimination, and Human Hierarchy in The United States*:

Apology for the Role of the American Psychological Association in Promoting, Perpetuating, and Failing to Challenge Racism, Discrimination, and Human Hierarchy in the United States

The American Psychological Association (APA) failed in its role leading the discipline of psychology, was complicit in contributing to systemic inequities, and hurt many through racism, discrimination, and denigration of communities of color, thereby falling short on its mission to benefit society and improve lives. APA is profoundly sorry, accepts responsibility for, and owns the actions and inactions of APA itself, the discipline of psychology, and individual psychologists who stood as leaders for the organization and field.

The governing body within APA should have apologized before today. APA, and many in psychology, have long considered such an apology, but failed to accept responsibility. APA previously engaged in unsuccessful efforts to issue apologies in the past, including an apology to Indigenous peoples. The work done to make this apology a reality was led by the people and voices of a broad cross-section of today's APA – members, APA's elected and appointed leaders, and staff – in a shared commitment to not only truly assess the harms and the harmed, but also to take responsibility and commit to taking those collective learnings and direct them into an apology that will affect true change. It is informed by listening with intention to the voices of the past – as outlined in a stunning chronology of psychology's history – and especially informed by the voices of today, the lived experience of psychologists of color, Ethnic Psychological Associations, and those who serve communities of color.

Consistent with its February 2021 commitment to catalogue the long history of harms to communities of color and to inform an apology and a path forward toward healing and reconciliation, APA commissioned historical research by the Cummings Center for the History of Psychology at the University of Akron (Cummings Center, 2021). In addition, recognizing that many existing historical records and narratives have been centered in Whiteness, APA also concluded that it was imperative to capture oral history and the lived experiences of communities of color, so commissioned a series of listening sessions and surveys, which also inform this resolution, by Jernigan & Associates Consulting.

The narrative that emerged from the listening sessions, surveys, and historical findings put into stark amplification the impact of well-known and lesser-known actions. It leaves us, as APA leaders, with profound regret and deep remorse for the long-term impact of our failures as an association, a discipline, and as individual psychologists. See Exhibit 6.

We know too well that history can repeat itself, that the past informs the present, and that many harms will continue to be perpetuated absent purposeful intervention. In offering an apology for these harms, APA acknowledges that recognition and apology only ring true when accompanied by action; by not only bringing awareness of the past into the present but in acting to ensure reconciliation, repair, and renewal. We stand committed to purposeful intervention, and to ensuring that APA, the field of psychology, and individual psychologists are leaders in both benefiting society and improving lives.

About this Resolution

In constructing this apology, APA benefited greatly from a report generated by APA Division 45, the Society for the Psychological Study of Culture, Ethnicity, and Race, titled *Protecting and Defending our People: Nakni tushka anowa* (The Warrior's Path; APA Division 45, 2020). This Warrior's Path report reflects upon how APA and psychology can shed racist and colonial roots to embody the principles of equity, diversity, and inclusion to become an actively anti-racist discipline.

The structure of this apology focuses on acknowledging the roles of psychology and APA in promoting, perpetuating, and failing to challenge racism, and the harms that have been inflicted on communities of color as a result. It should be noted that this apology is accompanied by a second proposed resolution, "Psychology's Role in Dismantling Systemic Racism," which delves more deeply into methods by which psychological science can be used to remedy harms in practice, education, criminal justice, training, and other domains.

WHEREAS psychology cannot harness its potential to disarm and dismantle racism without addressing its own history of racism and support for human hierarchy (APA, 2021c). Since its origins as a scientific discipline in the mid-19th century, psychology has, through acts of commission and omission, contributed to the dispossession, displacement, and exploitation of communities of color. This early history of psychology, rooted in oppressive psychological science to protect Whiteness, White people, and White epistemologies, reflected the social and political landscape of the U.S. at that time. Psychology developed under these conditions, helped to create, express, and sustain them, continues to bear their indelible imprint, and often continues to publish research that conforms with White racial hierarchy (Cummings Center, 2021; Helms 2003; Luther et al., 1996; Santiago-Rivera et al., 2016).

WHEREAS APA was established by White male leadership, many of whom contributed to scientific inquiry and methods that perpetuated systemic racial oppression, including promoting the ideas of early 20th century eugenics; Eugenics is defined as the idea that racial differences and hierarchies are biologically based and fixed, and was used to support segregation, sterilization, and anti-marriage laws (Cummings Center, 2021).

WHEREAS eugenicists focused on the measurement of intelligence, health, and capability, concepts which were adopted by the field of psychology and used systemically to create the ideology of White supremacy and harm communities of color (Cummings Center, 2021; Gillham, 2001).

WHEREAS psychologists created, sustained, and promulgated ideas of human hierarchy through the construction, study, and interpretation of racial difference, and therefore contributed to the financial wealth gap and social class disparities experienced by many communities of color (Cummings Center, 2021).

WHEREAS APA has recently adopted a framework that affirms that human rights are universal and inalienable, that racism is a violation of human rights, and that APA must oppose racism in all its forms (APA, 2021e) and implemented an equity, diversity and inclusion (EDI) framework (APA, 2021d) to be infused throughout the association that holds APA accountable for promoting psychological safety, emotional intelligence and belongingness throughout APA.

WHEREAS in February 2021, APA “reaffirm[ed] its denunciation of racism in all forms for its destructive psychological, social, educational, and economic effects on human rights and human welfare throughout the lifespan;” committed to “undertake an analysis of psychology’s history, with the goal of understanding the harms that marginalized racial groups have experienced and the actions necessary to create a more equitable, diverse, and inclusive association, discipline, and society going forward;” and established a standard definition of racism (<https://www.apa.org/about/policy/resolution-combat-racism.pdf>) and a framework for understanding the following four levels of racism in designing and implementing antiracist research, education, training, policy, and clinical applications through the lens of intersectionality: structural racism, institutional racism, interpersonal racism, and internalized racism (APA, 2021c).

WHEREAS this framework for understanding the four levels of racism recognizes that racism is woven into the fabric of the historical origins of the U.S. and its territories and has become integral to the functioning of its core institutions and organizations (APA, 2021c).

WHEREAS acts of racism have exposed long-simmering racial inequities and injustices and have prompted a national conversation about systemic racism, bigotry, and xenophobia (APA, 2020a, 2021c).

WHEREAS psychology has minimized and marginalized psychologists from communities of color and their contributions to the field (Guthrie, 2004). APA specifically acknowledges the harm it caused the field and the Black/African American community during the height of the civil rights movement. APA ignored the opportunity to take a formidable stand to address poverty, racism, and social concerns affecting African Americans, despite the strong advocacy of our members, some of whom consequently left the organization to form the Association of Black Psychologists

(ABPsi), an independent association. Further, APA acknowledges often excluding American Arab, Middle Eastern/North African (AMENA) individuals from APA statements regarding the impact of racism and discrimination and makes an affirmative statement here regarding their inclusion in this resolution (Awad et al., 2019).

WHEREAS psychologists established, participated in, and disseminated scientific models and approaches rooted in scientific racism when the discipline was first founded (Winston, 2020).

WHEREAS the field of psychology has not historically supported research on communities of color by not adequately reporting and including them, minimally reporting them as a demographic data point, and/or interpreting results based on Eurocentric research standards, thereby perpetuating invisibility and resulting in a lack of quality research that can inform practices and policies that impact communities of color (Helms et al., 2005; Buchanan, Perez, Prinstein, & Thurston, in press).

WHEREAS these views have often been centered in research used to advance the careers of White researchers who became “experts” with respect to the ethnically diverse studied group, without providing any follow up to that community or insight into the data findings and the implications for the researched community (Buchanan et al., in press; McFarling, 2021).

WHEREAS a general lack of faculty and advisors of color to assist with navigating and completing graduate programs has placed great burdens on current faculty of color to support students of color and champion all university-related issues pertaining to race and diversity, all of which is a consequence of racial disparities in the field and discipline of psychology which may be rooted in negative training-related and other experiences of faculty and students of color (DeBell, 2017; Constantine & Sue, 2007; El-Ghoroury, 2012; Keels, 2017; Johnson-Bailey et al., 2009; McCoy et al., 2015).

WHEREAS psychological science and practice have been used by psychologists and others to support segregated and subpar education for many children of color (Jackson, 2005; Kazembe, 2021; Richards, 1997).

WHEREAS psychologists created and promoted the widespread application of psychological tests and instruments that have been used to disadvantage many communities of color (Fass, 1980; Helms, 2002; Kaestle, 2013; Kevles, 1968), contributing to the overdiagnosis, misdiagnosis, and lack of culturally appropriate diagnostic criteria to characterize the lived experience and mental health concerns of people of color (Anderson & Mayes, 2010; Cermele et al., 2001).

WHEREAS APA and its leadership failed to take concerted action in response to calls from Black psychologists (many of whom later formed ABPsi) for an end to the misuse of testing and assessment practices (including standardized assessments) and interventions in education and the workplace developed by psychologists and others that perpetuated racial inequality (Cummings Center, 2021; Gomez, Cano, & Baltes, 2021; Pickren & Tomes, 2002; Williams & Mitchell, 1978; Wilson, 2020).

WHEREAS for students of color, the system has been built to perpetuate multiple barriers to entry and completion, including the completion of training requirements that omit taking the perspective of diversity into account, the costs of tuition, and the costs of entrance examinations

and related preparation programs (Lantz & Davis, 2017), all of which along with many other factors adversely impact the recruitment and retention and successful transition into the field of psychology for students of color.

WHEREAS APA recognizes that traditional diagnostic methods and standards do not always capture the contextual and lived experiences of people of color, which influences mental health outcomes and emotional wellbeing (Anderson & Mayes, 2010; Cermele et al., 2001).

WHEREAS psychology has been complicit in failing to effectively elevate the science behind the disproportionate concentration of adverse social determinants of health in communities of color, as well as the impact of climate change on these same communities. That includes acknowledging that neighborhoods populated primarily by people of color and members of low-socioeconomic backgrounds are overburdened with lack of access to healthy food, quality health care, and community safety, as well as disproportionate exposure to environmental hazards, including lead paint in older buildings, toxic waste facilities, and other sources of pollutants. As the incidence of adverse social determinants of health and climate change worsens, there will be increasingly deleterious effects on both the physical and mental health of these communities of color (Bullard et al, 2013; Rosner, 2016; Schell et al., 2020; Williams, 2018).

WHEREAS racist behaviors and ideologies are evidenced in the health inequities of pandemics and disease on Indigenous people (including over 570 Tribal Nations), Black/African American, Asian American, Pacific Islander American, Latina/o and Latinx, and AMENA peoples and communities; psychologists also provided ideological support for, and failed to speak out against, the colonial framework of the government-sponsored industrial (boarding) and day school systems for Indigenous youth (Cummings Center, 2021); the tragic hate crimes and killings of Black/African American people at the hands of law enforcement; the surge in hate crimes against and ongoing harms perpetuated by “model minority” stereotyping of Asian Americans; the inhumane treatment and systemic targeting and historical exclusion of immigrants of color from the civil rights granted by U.S. citizenship, through immigration policy and its aggressive enforcement and the mistreatment and criminalization of undocumented immigrants who lack access to a pathway to U.S. citizenship; the continuing hate crimes and speech perpetrated against AMENA people; and the overall climate of xenophobia in the U.S. These examples of racism are widespread and impact either directly or indirectly all individuals who belong to marginalized racial groups, including multiracial persons (APA, 2019, 2020a, 2020b, 2021a, 2021b).

WHEREAS racial inequities result from laws, systems, policies, practices, and cultural narratives that reflect racial bias and White supremacist ideology, and that APA and psychology, in keeping with the ethical values reflected in the APA Ethics Code (2016) have an important role and responsibility to disarm and dismantle racism in all its forms (APA, 2021c; Thomas, 2005; Yearby et al., 2020).

WHEREAS racism harms all people and infects their beliefs, ways of understanding the world, and interpersonal interactions (APA, 2021d; C.P. Jones, 2003).

THEREFORE, BE IT RESOLVED that APA sincerely and formally acknowledges, accepts responsibility for, and owns the actions and inactions of APA itself, the discipline of psychology, and prominent individual psychologists who stood as leaders for the organization and field, and

that APA sincerely and formally apologizes to communities of color for these actions and inactions.

THEREFORE, BE IT RESOLVED that APA rejects “hegemonic science” – that is, research focused on identifying and reinforcing supposed hierarchies of human value based on a White-default – and will continue to oppose it through culturally responsive training, ethical/equity-focused approaches, peer review, and publications (e.g., APA, 2021d).

THEREFORE, BE IT RESOLVED that APA reaffirms that race is a social construct with no underlying genetic or biological basis and debunks the notion that different groups can be ranked hierarchically on the basis of physical characteristics (APA 2021c).

THEREFORE, BE IT RESOLVED that, consistent with the 2012 Final Report of the APA Presidential Task Force on Preventing Discrimination and Promoting Diversity, the 2017 APA Multicultural Guidelines, the 2019 Race and Ethnicity Guidelines, and the 2021 Resolution on Human Rights, APA will encourage psychologists and trainees to consider the limitations of White Western-oriented clinical practice, and gain awareness of other healing approaches emanating from Indigenous and other non-Western and cultural traditions (Grimes, 2018; Williams, 2018). APA will continue to learn and update new information on racism in diagnosis and clinical practice, and on the pursuit of equity, diversity, and inclusion in health service psychology, including psychological testing and assessment, while fostering practice based in culturally relevant evidence.

THEREFORE, BE IT RESOLVED that APA commits to developing future policy that is grounded in its ethical values; is based on a broad definition of research that appropriately includes knowledge by, for, and about communities of color; and decenters Whiteness in science, scholarship, and practice. Given that such research is currently lacking for many communities of color, APA will advocate for increased funding and opportunities for scholars of color to fill this void and will encourage the development of future policy that considers the generalizability and appropriateness of current research to inform recommendations and actions and ensure rigorous, evidence-based approaches for all populations.

THEREFORE, BE IT RESOLVED that APA encourages ethical scientific research that actively engages communities of color as equitable partners and is based on the lived experiences and perspectives of those communities of color to develop needed interventions created for diverse populations and delivered by diverse providers.

THEREFORE, BE IT RESOLVED that APA will examine, review, make recommendations, or require revisions for terms referencing communities of color (such as “minority”) in journals, correspondence, titles, etc., to ensure that they are consistent with the *APA Publication Manual* (APA, 2020) and the *EDI Inclusive Language Guidelines Supplement to APA Publication Manual* (APA, in press and expected December 2021) to accurately describe the communities in a nonderogatory manner.

THEREFORE, BE IT RESOLVED that APA acknowledges that an apology absent ameliorative action is without impact, and thus commits to the following immediate actions of remedy and repair, in addition to long-term actions specified above. These actions are anchored in creating immediate and real structural change for the organization.

- APA will engage in a comprehensive audit of all the representation, policies, practices, and procedures currently underway and currently in use to include how psychologists of color will have access to the work and its intended impact on society, to be concluded by the February 2022 meeting of the Council of Representatives.
- Not later than August 2022, actions will be proposed for approval by Council, based on recommendations from members and ethnic groups, with respect to implementation of the following three priorities, though Council may offer different tactics than the examples noted below:
 - o **APA will prioritize efforts in knowledge production and scholarship**, such as those that enhance psychology's scientific methods based on culturally diverse knowledge production, and those that create mechanisms to count and acknowledge all racial and ethnic groups in APA-sponsored research and membership surveys (e.g., regularly offering "AMENA" as a demographic category that survey respondents may choose, avoiding clustering small population samples, such as American Indian and Alaska Native psychologists, in "other" categories).
 - o **APA will prioritize efforts in training, opening pathways and workforce development**, such as those that expand opportunities for students of color to pursue careers in psychology; promote mentorship of psychologists of color; improve psychology graduate education and training to include diverse, non-Western cultural perspectives; increase mechanisms, strategies, and practices to raise participation and success rates for psychologists of color in academia, publishing, and governmental licensing; increase representation of communities of color throughout APA's elected and appointed leadership; expand opportunities for leadership and leadership training for psychologists of color; and enhance the visibility of psychologists of diverse backgrounds.
 - o **APA will prioritize efforts in clinical practice and health equity**, such as those that elevate both advocacy for and training in culturally competent, easily accessible care models; and those that improve the discipline's knowledge of and responsiveness to the needs of communities of color. The foundational work on this has already begun, as outlined in the proposed APA resolution on advancing health equity and psychology (proposed, October 2021), developed by APA's Presidential Task Force on Psychology and Health Equity.
- To improve accountability and transparency, APA will establish and share metrics on progress toward the objectives identified, establish timeframes for accomplishing these objectives, communicate regularly to members of the association regarding progress toward meeting the objectives, and incorporate feedback received from key stakeholders regarding progress toward objectives, as a means of continuous quality improvement.

THEREFORE, BE IT RESOLVED that future APA actions could include targeted apologies and restorative processes for specific groups that extend beyond the content, format, and style of this formal Council resolution to be responsive to, and respectful of, the unique cultures and traditions of a given group, such as by the inclusion of elements respectful of the cultural traditions of Indigenous peoples.

THEREFORE, BE IT RESOLVED that APA reaffirms its rejection of racism and racist ideologies and its commitment to dismantling racism in all forms, including within the discipline itself, will continue to work to identify psychology's significant potential to dismantle racism in important

systems and sectors of society and will continue to advocate for policies that create a more equitable and inclusive society that honors the needs and well-being of people of color.

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The above Resolution includes changes to the version the Board previously recommended for Council adoption when it voted by unanimous written consent in mid-September.

D. The Board discussed the implementation of Council Effectiveness Work Group (CEWG) report recommendations & plans for Council consideration.

BOARD OF DIRECTORS ACTION TAKEN BY UNANIMOUS WRITTEN CONSENT IN LIEU OF A MEETING
MAY 19, 2021 THROUGH OCTOBER 5, 2021

Board Members Present: Jennifer F. Kelly, PhD, ABPP; Frank C. Worrell, PhD; Sandra L. Shullman, PhD; Jean A. Carter, PhD; Diana Lee Prescott, PhD; Arthur C. Evans Jr., PhD; Blanka Angyal, MA, EdM, EdS; Eric M. Butter, PhD; Anthony L. Chambers, PhD, ABPP; Susan D. Clayton, PhD; M. Lynne Cooper, PhD; Candice Hargons, PhD; Robin E. Mockenhaupt; Pamela E. Scott-Johnson, PhD; Shannon L. Wiltsey Stirman, PhD; Randall P. White, PhD

Board Members Absent: None.

The Board confirmed the following action by unanimous written consent in lieu of a meeting:

In mid-September, the Board voted to recommend that Council adopt as APA policy the following *Apology for the Role of the American Psychological Association in Promoting, Perpetuating, and Failing to Challenge Racism, Discrimination, and Human Hierarchy in the United States*:

Apology for the Role of the American Psychological Association in Promoting, Perpetuating, and Failing to Challenge Racism, Discrimination, and Human Hierarchy in the United States

The American Psychological Association (APA) failed in its role leading the discipline of psychology, was complicit in contributing to systemic inequities, and hurt many through racism, discrimination, and denigration of communities of color, thereby falling short on its mission to benefit society and improve lives. APA is profoundly sorry and accepts responsibility for and owns the actions and inactions of APA itself, the discipline of psychology, and prominent individual psychologists who stood as leaders for the organization and field.

APA should have apologized before today. APA and many in psychology have long considered such an apology. APA previously engaged in unsuccessful efforts to issue apologies in the past, including an apology for Indigenous peoples. The work done to make this apology a reality was led by the people and voices of a broad cross-section of today's APA – members, the Ethnic Psychological Associations, APA's elected and appointed leaders, and staff – in a shared commitment to not only truly amass and assess the harms and the harmed, but also to commit to taking those collective learnings and directing them into an apology that will lead to true change. It is informed by listening with intention to the voices of the past – as outlined in a stunning chronology of psychology's history – and especially informed by the voices of today, the lived experience of psychologists of color who serve communities of color.

The narrative that emerged from the listening sessions, surveys, and historical findings put into stark amplification the impact of well-known and lesser-known actions. It leaves us, as APA leaders, with profound regret and deep remorse for the long-term impact of our failures as an association, a discipline, and as individual psychologists.

We know too well that history can repeat itself, that the past informs the present, and that many harms will continue to be perpetuated absent purposeful intervention. In offering an apology for these harms, APA acknowledges that recognition and apology only ring true when accompanied by action, by not only bringing awareness of the past into the present but in acting to ensure reconciliation, repair, and renewal. We stand committed to purposeful intervention, and to ensuring that APA, the field of psychology, and individual psychologists are leaders in both benefiting society and improving lives.

About this Resolution

In constructing this apology, APA benefited greatly from a report generated by APA Division 45, the Society for the Psychological Study of Culture, Ethnicity, and Race, titled *Protecting and Defending our People: Nakni tushka anowa* (The Warrior's Path; APA Division 45, 2020). This Warrior's Path report reflects upon how APA and psychology can shed racist and colonial roots to embody the principles of equity, diversity, and inclusion to become an actively anti-racist discipline.

The structure of this apology focuses on acknowledging psychology's and APA's role in promoting, perpetuating, and failing to challenge racism and the harms that have been inflicted on communities of color as a result. Further, while many of the most egregious actions identified below occurred in the early foundational stages of the discipline's development, they have yet to be fully addressed in the present.

It should be noted that this apology is accompanied by a second proposed resolution, "Psychology's Role in Dismantling Systemic Racism," which delves more deeply into methods by which psychological science can be used to remedy harms in practice, education, criminal justice, training, and other domains.

WHEREAS APA has recently adopted a framework that affirms that human rights are universal and inalienable, that racism is a violation of human rights, and that APA must oppose racism in all its forms (APA, 2021e).

WHEREAS in February 2021, APA "reaffirm[ed] its denunciation of racism in all forms for its destructive psychological, social, educational, and economic effects on human rights and human welfare throughout the lifespan;" committed to "undertake an analysis of psychology's history, with the goal of understanding the harms that marginalized racial groups have experienced and the actions necessary to create a more equitable, diverse, and inclusive association, discipline, and society going forward;" and established a standard definition of racism (<https://www.apa.org/about/policy/resolution-combat-racism.pdf>) and a framework for understanding the following four levels of racism in designing and implementing antiracist research, education, training, policy, and clinical applications through the lens of intersectionality: structural racism, institutional racism, interpersonal racism, and internalized racism (APA, 2021c).

WHEREAS this framework for understanding the four levels of racism recognizes that racism is woven into the fabric of the historical origins of the U.S. and its territories and has become integral to the functioning of its core institutions and organizations (APA, 2021c).

WHEREAS acts of racism have exposed long-simmering racial inequities and injustices and have prompted a national conversation about systemic racism, bigotry, and xenophobia (APA, 2020a; APA, 2021c).

WHEREAS psychology cannot harness its potential to disarm and dismantle racism without addressing its own history of racism and support for human hierarchy (APA, 2021c). Since its origins as a scientific discipline in the mid-19th century, psychology has, through acts of commission and omission, contributed to the dispossession, displacement, and exploitation of communities of color. This early history of psychology, rooted in oppressive psychological science to protect Whiteness, White people, and White epistemologies, reflected the social and political landscape of the U.S. at that time. Psychology developed under these conditions, helped to create, express, and sustain them, continues to bear their indelible imprint, and at times, continues to publish research that conforms with White racial hierarchy (Cummings Center, 2021; Luther, Cole, and Gamblin, 1996; Santiago-Rivera et al., 2016).

WHEREAS consistent with its February 2021 commitment to catalogue the long history of harms to communities of color and to inform an apology and a path forward toward healing and reconciliation, APA commissioned historical research by the Cummings Center for the History of Psychology at the University of Akron (Cummings Center, 2021).

WHEREAS recognizing that many existing historical records and narratives have been centered in Whiteness, APA also concluded that it was imperative to capture oral history and the lived experiences of communities of color, so commissioned a series of listening sessions and surveys, which also inform this resolution, by Jernigan & Associates Consulting.

WHEREAS APA was established by White male leadership, many of whom contributed to scientific inquiry and methods that perpetuated systemic racial oppression, including promoting eugenics, which is defined as the idea that racial differences and hierarchies are biologically based and fixed; eugenics was used to support segregation, sterilization, and anti-marriage laws (Cummings Center, 2021).

WHEREAS eugenicists focused on the measurement of intelligence, health, and capability, concepts which were adopted by the field of psychology and used systemically to create the ideology of White supremacy and harm communities of color (Cummings Center, 2021; Gillham, 2001).

WHEREAS psychologists created, sustained, and promulgated ideas of human hierarchy through the construction, study, and interpretation of racial difference, and therefore contributed to the financial wealth gap and social class disparities experienced by many communities of color (Cummings Center, 2021).

WHEREAS psychology has minimized, marginalized, and exploited psychologists from communities of color and their contributions to the field (Guthrie, 2004).

WHEREAS psychologists established, participated in, and disseminated scientific models and approaches rooted in scientific racism in place societally when the discipline was first founded (Winston, 2020).

WHEREAS the field of psychology has not historically supported research on communities of color, by not adequately reporting and including them, minimally reporting them as a demographic data point, and/or interpreting results based on Eurocentric research standards, thereby perpetuating invisibility and resulting in a lack of quality research that can inform practices and policies that impact communities of color (Buchanan, in press).

WHEREAS these views have often been centered in research used to advance the careers of White researchers who became “experts” with respect to the ethnically diverse studied group, without providing any follow up to that community or insight into the data findings and the implications for the researched community (Buchanan, in press).

WHEREAS a general lack of faculty and advisors of color to assist with navigating and completing graduate programs has placed great burdens on current faculty of color to support students of color and champion all university-related issues pertaining to race and diversity, all of which is a consequence of racial disparities in the field and discipline of psychology which may be rooted in negative training-related and other experiences of faculty and students of color (DeBell, 2017; Johnson-Bailey et al., 2009; Constantine & Sue, 2007; McCoy, Winkle-Wagner, & Luedke, 2015; El-Ghoroury, 2012; Keels, 2017).

WHEREAS psychological science and practice have been used by psychologists and others to support segregated and subpar education for many children of color (Jackson, 2005; Kazembe, 2021; Richards, 1997).

WHEREAS psychologists created and promoted the widespread use of psychological tests and instruments that disadvantaged many communities of color (Fass, 1980; Kaestle, 2013; Kevles, 1968), contributing to the overdiagnosis, misdiagnosis, and lack of culturally appropriate diagnostic criteria to characterize the lived experience and mental health concerns of people of color (Anderson, E. R., 2010; Cermele, 2001).

WHEREAS APA and its leadership failed to take concerted action in response to calls from some psychologists, particularly psychologists of color, for an end to testing and assessment practices (including standardized assessments) and interventions in education and the workplace developed by psychologists and others that perpetuated racial inequality (Cummings Center, 2021; Gomez, 2021; Pickren & Tomes, 2002; Williams & Mitchell, 1978; Wilson, 2020).

WHEREAS for students of color, the system has been built to perpetuate multiple barriers to entry and completion, including the completion of training requirements that omit taking the perspective of diversity into account, the costs of tuition, and the costs of entrance examinations and related preparation programs (Lantz & Davis, 2017), all of which along with many other factors adversely impact the recruitment and retention and successful transition into the field of psychology of students of color.

WHEREAS APA recognizes that traditional diagnostic methods and standards do not always capture the contextual and lived experiences of people of color, which influences mental health outcomes and emotional wellbeing (Anderson, E. R., 2010; Cermele, 2001).

WHEREAS psychology has been complicit in failing to effectively elevate the science behind the disproportionate concentration of adverse social determinants of health in communities of color,

as well as the disproportionate impact of climate change on these same communities. That includes acknowledging that neighborhoods populated primarily by people of color and members of low-socioeconomic backgrounds are overburdened with lack of access to healthy food, quality health care, and community safety, as well as disproportionate exposure to environmental hazards, including lead paint in older buildings, toxic waste facilities, and other sources of pollutants. As the incidence of adverse social determinants of health and climate change worsens, there will be increasingly deleterious effects on both the physical and mental health of these communities of color (Bullard et al, 2013; Rosner, 2016; Schell et al., 2020; Williams, 2018).

WHEREAS psychologists provided ideological support for, and failed to speak out against, the colonial framework of the government-sponsored industrial (boarding) and day school systems for Indigenous youth (Cummings Center, 2021).

WHEREAS American Arab, Middle Eastern/North African (AMENA) individuals have often been excluded from APA statements regarding the impact of racism and discrimination and APA makes an affirmative statement here regarding their inclusion in this resolution (Awad, Kia-Keating, & Amer, 2019).

WHEREAS racist behaviors and ideologies are evidenced in the disproportionate health impacts of pandemics and disease on Indigenous people (such as the Anishinabe, Diné, Haudenosaunee, Lakota, and Tsalagi and the approximately 500 other tribal communities), Black/African American, Asian American, Pacific Islander American, Latina/o and Latinx, and AMENA peoples and communities; the tragic hate crimes and killings of Black people at the hands of law enforcement; the surge in hate crimes against and ongoing harms perpetuated by “model minority” stereotyping of Asian Americans; the inhumane treatment and systemic targeting and historical exclusion of immigrants of color from the civil rights granted by U.S. citizenship, through immigration policy and its aggressive enforcement and the mistreatment and criminalization of undocumented immigrants who lack access to a pathway to U.S. citizenship; the continuing hate crimes and speech perpetrated against AMENA people; and the overall climate of xenophobia in the U.S. These examples of racism are widespread and impact either directly or indirectly all individuals who belong to marginalized racial groups, including multiracial persons (APA, 2019; APA, 2020a; APA, 2020b; APA, 2021a; APA 2021b).

WHEREAS racial inequities result from laws, systems, policies, practices, and cultural narratives that reflect racial bias and White supremacist ideology, and that APA and psychology, in keeping with the ethical values reflected in the APA Ethics Code (2016) have an important role and responsibility to disarm and dismantle racism in all its forms (APA, 2021c; Yearby et al., 2020).

WHEREAS racism harms all people and infects their beliefs, ways of understanding the world, and interpersonal interactions (APA, 2021d; C.P. Jones, 2003).

THEREFORE, BE IT RESOLVED that APA sincerely and formally acknowledges, accepts responsibility for, and owns the actions and inactions of APA itself, the discipline of psychology, and prominent individual psychologists who stood as leaders for the organization and field, and that APA sincerely and formally apologizes to communities of color for these actions and inactions.

THEREFORE, BE IT RESOLVED that APA rejects “hegemonic science” – that is, research focused on identifying and reinforcing supposed hierarchies of human value based on a White-default – and will continue to oppose it through culturally responsive training, ethical/equity-focused approaches, peer review, and publications (e.g., APA, 2021d).

THEREFORE, BE IT RESOLVED that APA reaffirms that race is a social construct with no genetic or biological basis and debunks the notion that different groups can be ranked hierarchically on the basis of physical characteristics (APA 2021c).

THEREFORE, BE IT RESOLVED that, consistent with the 2012 Final Report of the APA Presidential Task Force on Preventing Discrimination and Promoting Diversity, the 2017 APA Multicultural Guidelines, the 2019 Race and Ethnicity Guidelines, and the 2021 Resolution on Human Rights, APA will encourage psychologists and trainees to consider the limitations of White Western-oriented clinical practice, and gain awareness of other healing approaches emanating from Indigenous and other non-Western and cultural traditions (Grimes, 2018; Williams, 2018). APA will continue to learn and update new information on racism in diagnosis and clinical practice, and on the pursuit of equity, diversity, and inclusion in health service psychology, including psychological testing and assessment, while fostering practice based in culturally relevant evidence.

THEREFORE, BE IT RESOLVED that APA commits to developing future policy that is grounded in its ethical values; is based on a broad definition of research that appropriately includes knowledge by, for, and about communities of color; and decenters Whiteness in science, scholarship, and practice. Given that such research is currently lacking for many communities of color, APA will advocate for increased funding and opportunities for scholars of color to fill this void and will encourage the development of future policy that considers the generalizability and appropriateness of current research to inform recommendations and actions and ensure rigorous, evidence-based approaches for all populations.

THEREFORE, BE IT RESOLVED that APA encourages ethical scientific research that actively engages communities of color as equitable partners and is based on the lived experiences and perspectives of those communities of color in order to develop needed interventions created for diverse populations and delivered by diverse providers.

THEREFORE, BE IT RESOLVED that APA will examine, review, make recommendations, or require revisions for terms referencing communities of color (such as “minority”) in journals, correspondence, titles, etc., to ensure that they are consistent with the *APA Publication Manual* (APA, 2020) and accurately describe the communities in a nonderogatory manner.

THEREFORE, BE IT RESOLVED that APA acknowledges that an apology absent ameliorative action is without impact, and thus commits to the following immediate actions of remedy and repair, in addition to long-term actions specified above. These actions are anchored in creating immediate and real structural change for the organization.

- APA will engage in a comprehensive audit of all the work currently underway in the area of equity, diversity, and inclusion, to include how psychologists of color will have access to the work and its intended impact on society, to be concluded by the February 2022 meeting of the Council of Representatives.

- Not later than August 2022, actions will be proposed for approval by Council, based on recommendations from members and ethnic groups, with respect to implementation of the following three priorities, though Council may offer different tactics than the examples noted below:
 - **APA will prioritize efforts in knowledge production and scholarship**, such as those that enhance psychology's scientific methods based on culturally diverse knowledge production, and those that create mechanisms to count and acknowledge all racial and ethnic groups in APA-sponsored research and membership surveys (e.g., regularly offering "AMENA" as a demographic category that survey respondents may choose, avoiding clustering small population samples, such as American Indian and Alaska Native psychologists, in "other" categories).
 - **APA will prioritize efforts in training, opening pathways and workforce development**, such as those that expand opportunities for students of color to pursue careers in psychology; promote mentorship of psychologists of color; improve psychology graduate education and training to include diverse, non-Western cultural perspectives; increase mechanisms, strategies, and practices to raise participation and success rates for psychologists of color in academia, publishing, and governmental licensing; increase representation of communities of color throughout APA's elected and appointed leadership; expand opportunities for leadership and leadership training for psychologists of color; and enhance the visibility of psychologists of diverse backgrounds.
 - **APA will prioritize efforts in clinical practice and health equity**, such as those that elevate both advocacy for and training in culturally competent, easily accessible care models; and those that improve the discipline's knowledge of and responsiveness to the needs of communities of color.
- To improve accountability and transparency, APA will establish and share metrics on progress toward the objectives identified, establish timeframes for accomplishing these objectives, communicate regularly to members of the association regarding progress toward meeting the objectives, and incorporate feedback received from key stakeholders regarding progress toward objectives, as a means of continuous quality improvement.

THEREFORE, BE IT RESOLVED that future APA actions could include targeted apologies and restorative processes for specific groups that extend beyond the content, format, and style of this formal Council resolution to be responsive to and respectful of the unique cultures and traditions of a given group; for example, an apology to Indigenous peoples, the details and process of which are under discussion, may include elements respectful to ceremonial traditions and may call for specific actions, such as land acknowledgments for APA events.

THEREFORE, BE IT RESOLVED that APA reaffirms its rejection of racism and racist ideologies and its commitment to dismantling racism in all forms, including within the discipline itself, will continue to work to identify psychology's significant potential to dismantle racism in important systems and sectors of society and will continue to advocate for policies that create a more equitable and inclusive society that honors the needs and well-being of people of color.

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On its October 5 call, the Board voted to recommend that Council adopt an updated version of the Resolution.