

COUNCIL OF REPRESENTATIVES

February 24 & 25, 2023

APPROVED MINUTES

I. MINUTES OF MEETING

A.(1) Council voted to approve the minutes of its August 3 & 4, 2022, meeting.

II. ELECTIONS, AWARDS, MEMBERSHIP AND HUMAN RESOURCES

A.(2) The item titled, Amendment to Association Rule 10-2: Membership Board was postponed to the August 2023 Council meeting.

B.(3) Council voted to postpone to its August 2023 meeting the item titled, Amendments to Association Rules Regarding Simultaneous Service.

C.(3A) Council voted to approve the following amendments to the Association Rules (bracketed/strikethrough material to be deleted; underlined material to be added):

60. COUNCIL LEADERSHIP TEAM

60-1.1. There shall be a Council Leadership Team (CLT) that shall a) manage a procedure to select and oversee Council's strategic issue discussions; b) assist the Agenda Planning Group in prioritizing and determining the appropriate disposition of new items coming through the triage system; c) assist the President in determining the priorities for Council and the order of business for meetings of Council; d) initiate and oversee the work of any boards and committees reporting directly to Council; e) provide a recommendation to Council on all motions brought before Council for its consideration; f) regularly review the structure and function of Council (including orientation of new members) and handle complaints about Council functions and operations; and g) lead Council in reviewing and approving the strategic plan and ensure that APA policies are aligned with APA's mission and strategic plan.

60-1.2 CLT shall consist of twelve members, all of whom shall be current or former members of Council. CLT is comprised of a Chair; Chair-elect; Past Chair; the APA President; the APA President-elect; the APA Treasurer; the APAGS Chair, Chair-elect or other designee from the Executive Committee of APAGS; an Early Career Psychologist Representative; three members-at-large and the Chief Executive Officer (without vote).

Council members shall nominate current Council members who have served at least one year on Council or current CLT members whose terms are expiring for the position of Chair-elect. Association Rule 110-1.2 provides additional requirements regarding the selection process. Council members shall nominate current Council members who have served at least one year on Council for the positions of Early Career Representative and member-at-large. CLT will conduct a needs assessment for upcoming CLT vacancies to be shared with Council prior to the nominations process. The Chair-elect, Early Career Representative and three members-at-large shall be elected by Council for three-year terms from slates of at least two candidates. Each year a Chair-elect and member-at-large are elected and every third year an Early Career Psychologist representative is elected. The candidate on

each slate receiving the highest number of votes will be elected. The Chairs, members-at-large and the Early Career Psychologist representative cannot serve two consecutive terms in the same position and there is a lifetime limit of two elected terms on the Council Leadership Team (except when serving ex officio). The APA President, APA President-elect, APA Treasurer, APAGS Designee and Chief Executive Officer serve ex officio on CLT.

90-3. AMERICAN PSYCHOLOGICAL ASSOCIATION OF GRADUATE STUDENTS COMMITTEE

There shall be an American Psychological Association of Graduate Students (APAGS) Committee whose mission shall be to (a) promote the highest standards in the research, teaching, and practice of psychology in order to further the education and development of all students involved in the study of psychology; (b) represent all graduate study specialties of psychology, and facilitate exchange of information between these groups; (c) promote graduate student leadership development in order to communicate and advocate the concerns of graduate students; and (d) establish and maintain channels of communication between APAGS and schools, universities, training centers, institutions, and other members of the psychological community.

The APAGS Committee shall consist of nine members, three of whom serve three-year terms (the chair-elect, chair, and past chair), six of whom serve two-year terms. All shall be Graduate Student Members of the Association.

Each year, a call for nominations for the four open positions that will become vacant in the following year shall be broadly disseminated. Following the call, the committee shall prepare a slate of candidates for each position and hold an election in which all APAGS affiliates are eligible to vote. Association Rule 110-1.2 provides additional requirements regarding the selection process for APAGS Chair-Elect. Following the election, names of the winners of the election shall be forwarded to the Board of Directors as information.

The APAGS Committee shall report to Council through the APA Board of Directors.

110-1. ELECTION COMMITTEE

110-1.1 The Election Committee shall consist of three members, including the immediate Past President, who serves as Chair, and the two other most recently retired APA Presidents.

It shall be the responsibility of the Chair of the Election Committee (or his/her designee) to contact the nominees for President-elect to determine their willingness to appear on the final ballot. It shall also be the Chair's responsibility to notify the candidates for President-elect, Treasurer, Recording Secretary and Board of Directors of the election results.

110-1.2 As part of the selection process, prospective candidates for the Board of Directors, upon being slated, will be asked to identify and report to the Election Committee any instance within the last ten years in which the member:

- (1) has been the subject of an adjudicated finding or resolution by settlement of:
 - a) malpractice;
 - b) unethical or unprofessional conduct resulting in a sanction by a voluntary professional organization, academic institution, state licensure board, or other governmental body; or

(2) is currently the subject of a criminal indictment, civil complaint of malpractice, or formal complaint of unethical or unprofessional conduct by a voluntary professional organization, academic institution, state licensure board, or other governmental body.

The Election Committee will determine whether the prospective candidate can remain on the slate. The decision of the Election Committee can be appealed to the Board of Directors.

110-8. PRESIDENT-ELECT ELECTION

110-8.1 The election of APA President-elect is conducted by the Election Committee. Association Rule 110-1.2 provides additional requirements regarding the selection process.

110-8.2 Candidates are nominated by Fellows, Members, Associate members with voting privileges, and Graduate Student members with voting privilege. Nominations are made by preferential ballots, and up to five names may be listed in rank order. Nomination ballots are sent on or about March 1. The balloting period closes within 45 days. Only APA members are eligible for nomination.

110-8.3 The APA President-elect shall be elected by Fellows, Members, and those Associate members and Graduate Student members who have been granted voting privileges. The election ballot shall be preferential and shall list five candidates. Final election ballots shall be sent on or about August 1. The balloting period shall close within 45 days.

Each candidate is invited to submit a statement, to be sent with the election ballot, of no more than 1,000 words, stating his or her opinion of issues facing psychology and of the role APA should play regarding these issues.

110-8.4 Results are reported to the Board of Directors. Tallied results are reported to Council no more than 30 days after the ballot closes. Election results are published on APA's website.

110-9. RECORDING SECRETARY AND TREASURER ELECTION

110-9.1 Nominations are solicited from the voting Members of the Association. The slate is determined by the Board of Directors. There shall be at least two nominees on the final election ballot for Recording Secretary and Treasurer. Only APA members are eligible for nomination. Association Rule 110-1.2 provides additional requirements regarding the selection process.

110-9.2 Members of the immediately previous Council shall elect the Recording Secretary and the Treasurer. The elections for APA Recording Secretary and Treasurer are conducted by an independent audit firm. Preferential ballots are used.

110-9.3 Results, with the final tally of votes cast, are reported to Council within 30 days.

110-13. ELECTION OF THE MEMBERS-AT-LARGE OF THE BOARD OF DIRECTORS

110-13.1 The Needs Assessment, Slating and Campaigns Committee (NASCC) conducts a comprehensive needs assessment and develops position descriptions based on the needs assessment for the open Board member-at-large seats. The descriptions are broadly disseminated

to the membership when nominations are solicited. In the slating process, NASCC aims to maintain a Board balanced across areas of the discipline, diversity broadly defined and special skills or competencies relevant to current issues.

Members-at-large are elected by and from the voting Members of the Association. Slates of at least two candidates are developed by NASCC from the nominations received, and at least two alternates shall be identified from the nominees. In the slating process, NASCC will ensure there is always at least one early career psychologist member on the Board of Directors. Association Rule 110-1.2 provides additional requirements regarding the selection process.

Slates of recommended candidates and alternates shall be submitted to the Board of Directors for review of 1) unrecognized conflicts of interest~~[, 2) ethics violations,]~~ and ~~[3]~~2) consistency with the results of NASCC's annual needs assessment. If, by majority vote of the Board, a candidate is unacceptable for one of these reasons, or if a candidate(s) has dropped out after NASCC slating, the Board will vote on a recommended substitution from the alternates. The Board will inform NASCC of any recommended substitutions and the reasons for its recommendation. NASCC will consider the Board's review and feedback, and, by majority vote, determine the final composition of candidate slates, which shall not include any candidates excluded by the Election Committee pursuant to Association Rule 110-1.2.

110-13.2 The election of the members-at-large on the Board of Directors is conducted by an independent audit firm. The election ballot is a preferential ballot.

NASCC helps the Election Committee set~~[s]~~s limitations and criteria on campaigning and monitors adherence. It is also responsible for disseminating information about each candidate to the membership electronically and with the ballot.

110-13.3 Results, with the final tally of votes cast, are reported to the membership within 30 days.

110-13.4 NASCC will conduct a needs assessment and develop a slate of at least two candidates for the Public Member of the Board of Directors. The Board of Directors will select a candidate from the slate submitted by NASCC. If needed, the Board may request additional candidates from NASCC. The Public Member shall serve a three-year term. Association Rule 110-1.2 provides additional requirements regarding the selection process.

110-13.5 The Chair and Chair-elect of Council's Leadership Team serve as ex-officio members of the Board of Directors.

III. ETHICS

A.(13A) Council received as information an update on the Ethics Committee's Safe Harbor Policy related to Confidentiality and Reproductive Care After Dobbs v Jackson Women's Health Org., 597 U.S. (2022)

IV. BOARD OF DIRECTORS

No items.

V. DIVISIONS AND STATE AND PROVINCIAL AND TERRITORIAL ASSOCIATIONS

No items.

VI. ORGANIZATION OF THE APA

A.(4) Council voted to approve amending the following Association Rules (bracketed/strikethrough material to be deleted; underlined material to be added):

50-4. CONTINUING COMMITTEES

50-4.1 In addition to the standing boards and committees authorized in the APA Bylaws, there shall be continuing committees of the Association which are selected by and report to Council through the board under which they are listed in the following rule. Unless otherwise stated in these rules, continuing committees that report directly to Council or through the Board of Directors are elected by Council.

50-5. LIST OF CONTINUING COMMITTEES

50-5.1 The list below presents APA continuing committees and their reporting lines.

Reporting directly to Council

Council Leadership Team

Reporting through the Board of Directors

Constitutional Issues
International Relations in Psychology
American Psychological Association of Graduate Students
Commission for the Recognition of Specialties and Proficiencies in Professional Psychology
Agenda Planning Group
Division/APA Relations
Early Career Psychologists
Needs Assessment, Slating and Campaigns
Advancement of General Applied Psychology

Reporting through the Membership Board

Fellows Committee

Reporting through the Publications and Communications Board

Council of Editors

Reporting through the Board of Educational Affairs

Commission on Accreditation
Continuing Education

Education and Training Awards
Committee on Associate and Baccalaureate Education
Committee of Teachers of Psychology in Secondary Schools

Reporting through the Board of Professional Affairs

Professional Practice and Standards
Committee on Rural Health

Reporting through the Board of Scientific Affairs

Animal Research and Ethics
Human Research
Psychological Tests and Assessment
Scientific Awards

Reporting through the Board for the Advancement of Psychology in the Public Interest

Women in Psychology
Psychology in the Public Interest Awards
Sexual Orientation and Gender Diversity
Disability Issues in Psychology
Children, Youth, and Families
Ethnic Minority Affairs
Aging
Socioeconomic Status

90-9. COMMITTEE FOR THE ADVANCEMENT OF GENERAL APPLIED PSYCHOLOGY

90-9.1. There shall be a Committee for the Advancement of General Applied Psychology that shall seek to promote, in settings outside the direct delivery of healthcare services, the utilization, application, and advancement of science where psychologists work to enhance performance, learning, and well-being of individuals, groups, organizations, and society as a whole.

The Committee shall consist of nine Members of the Association. At least one member of the Committee shall be an early career psychologist, and at least one member of the Committee shall be a Graduate Student member. Individuals will be elected by Council for staggered three-year terms.

The Committee shall report to Council through the Board of Directors.

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

Advancement of General Applied Psychology

Aging
Animal Research and Ethics
Associate and Baccalaureate
Education, Children, Youth and Families
Continuing Education
Council Leadership Team
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
Needs Assessment, Slating and Campaigns
Professional Practice and Standards (except that one member is also a member of the Board of Professional Affairs)
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 Subspecialties in Professional Psychology
Commission on Accreditation

Additionally, Council voted to approve the following motion:

That Council requests that the Committee for the Advancement of General Applied Psychology conduct an annual self-assessment and recommend any changes to its charge as defined in the Association Rules as necessary. Council also supports the Committee for the Advancement of General Applied Psychology establishing a liaison relationship with relevant APA boards and committees to ensure general applied psychology is represented across the association.

B.(5) Council voted to receive the report of the Indigenous Apology Work Group entitled, "Report on an Offer of Apology, on Behalf of the American Psychological Association, To First Peoples in The United States," and thanks the group for their important work.

Additionally, Council supports the Report's proposed Offer of Apology to First Peoples on behalf of the Association, the discipline and the profession of psychology, and expresses appreciation to the APA President for her personal delivery of the statement to the Society of Indian Psychologists in their role as representatives of First Peoples so that they may carry the word forward to their communities.

C.(6) Council voted to reject the forwarding to the Membership for a vote the following amendment to Article VI, Section 8 of the APA Bylaws (underlined material to be added):

The parliamentary authority for the Association shall be Keesey's Modern Parliamentary Procedure except with respect to motions related to the order of business or to add an item to a meeting agenda, which procedure shall be established in Association Rules.

Council voted to approve the following motion:

Council Policy

WHEREAS, given that the formal progression of new business items (NBI) through the association legislative process requires review by boards, committees, and sometimes Association members and the public, worthwhile and time-sensitive initiatives can be delayed in their return to Council in final form for action as defined by Association rules;

WHEREAS there are circumstances where Council members feel an item in process requires prompt action by Council or that a new item needs to be placed on the agenda to address an issue of immediate concern, and

WHEREAS, Council desires to retain control of its business items, including the ability to engage in timely discussion and action, regardless of delays intrinsic to other elements of the organization.

THEREFORE BE IT RESOLVED that Council Members are urged to follow the regular procedure (Association Rule 30-4) and timetable for submitting New Business Items when appropriate.

THEREFORE BE IT RESOLVED that Council recommends that when Council members seek to use Association Rule 30-1.1 to expedite the addition of new business that was not in final form in time to be included in the Council agenda, the following process is used:

- Items that are submitted to the Recording Secretary and Association staff more than 30 days prior to the Council session, should be reviewed by General Counsel and other Association staff, and shared with Council Members along with any staff comments.
- Items that are submitted to the Recording Secretary and Association staff less than 30 days up to and including being announced on the floor of the Council meeting, shall be shared directly by the member(s) proposing the item with Council members, General Counsel and relevant Association staff.
- Members are urged to inform Council members, the President and Association staff of their intentions to seek to add new business to the Council agenda even if the text of the item is not ready for distribution.
- The President is encouraged to provide time on the agenda of the Council Plenary Session and publicize to Council members that a Council member seeks to add new business to the Council agenda. Members who self-identify in opposition or with concerns about the item shall be offered equal time to present.

Each presenting group shall be allowed five (5) minutes or more by agreement with the President. Council members are urged to organize one presentation in favor of the item, and one presentation in opposition or with concerns about the item.

Council voted to postpone the following motion to its August 2023 meeting:

That Council approves amending Association Rules 30-1 and 60-1 as follows (bracketed/strikethrough material to be deleted):

30-1. PARLIAMENTARY PROCEDURES, ORDER OF BUSINESS, AND EXECUTIVE SESSION

30-1.5 No matter may be properly placed before the Council for its votes that has not been disseminated to the members of Council, in its final form, ~~[in its final form and with a response from the Council Leadership Team,]~~ at least two weeks prior and whenever possible 30 days prior to the meeting at which the matter is to be deliberated.

"Final form" shall mean that all sections of the agenda item are complete. Agenda item sections that must be complete include (1) a description of the issue, (2) a description of the implementation plan, (3) the fiscal implications of passing the main motion or any amended or substitute motion, and (4) the exact wording of the main motion and any amended or substitute motion. ~~[, and (5) the recommendations of the Council Leadership Team and any other board or committee that has reviewed the issue.]~~

This rule shall not be interpreted to apply to supplemental materials such as exhibits, comments, or minutes that are not available at the time the agenda is finalized and posted.

60. COUNCIL LEADERSHIP TEAM

60-1.1 There shall be a Council Leadership Team (CLT) that shall a) manage a procedure to select and oversee Council's strategic issue discussions; b) assist the Agenda Planning Group in prioritizing and determining the appropriate disposition of new items coming through the triage system; c) assist the President in determining the priorities for Council and the order of business for meetings of Council; d) initiate and oversee the work of any boards and committees reporting directly to Council; e) ~~[provide a recommendation to Council on all motions brought before Council for its consideration; f)]~~ regularly review the structure and function of Council (including orientation of new members) and handle complaints about Council functions and operations; and f) lead Council in reviewing and approving the strategic plan and ensure that APA policies are aligned with APA's mission and strategic plan.

Council voted to postpone the following motion to its August 2023 meeting:

Council seeks to improve the impact of diversity impact statements by educating Council members about Diversity Impact Statements and how to write them.

The Council Leadership Team will select each year a subcommittee of Council Members at the first Council meeting to cumulatively review all new business submitted to the Council during the year and issue a report to the next year's Council at its first meeting. The report will review and reflect upon how well Diversity Impact Statements served to promote their stated purpose. This shall include addressing issues related to ensuring that people of diversity are included and represented in APA policy making, and that the concerns of marginalized populations and groups are considered and addressed in APA policy. The report is intended to educate members to write better statements. The report shall not critique individual statements for the purpose of influencing the Council's decision on any motion.

The Council may assign this task to an existing APA Group or create a subcommittee for that purpose each year.

Council voted to approve the following motion:

That Council approves the creation of a three-year pilot program to establish Council liaisons to certain boards and committees. The program will be managed by a three-person subcommittee of the Council Leadership Team (CLT) called the Council Liaison Oversight Subcommittee (CLOS), composed of Council members assigned by the CLT. The CLOS shall oversee the Council Liaison Program, regularly report to Council on the progress of the program, and conduct an annual evaluation of the program with recommendations about its continuation, improvement and possible expansion. The subcommittee will assign up to eight Council liaisons to work with the following APA boards and committees: Board of Educational Affairs, Board of Professional Affairs, Board for the Advancement of Psychology in the Public Interest, Board of Scientific Affairs, Policy and Planning Board and Finance Committee.

D.(14) Council received as information an update from the Advocacy Coordinating Committee.

VII. PUBLICATIONS AND COMMUNICATIONS

A.(15) Council received as information an update on the Publications and Communications Board activities.

VIII. CONVENTION AFFAIRS

No items.

IX. EDUCATIONAL AFFAIRS

A.(7) Council voted to adopt as APA policy the revised *APA Principles for Quality Undergraduate Education in Psychology* and approves December 2032 as the expiration date for the *Principles*.

B.(8) Council voted to adopt as APA policy the *Educational Guidelines for Equitable and Respectful Treatment of Students in Graduate Psychology Training Programs* and approve December 2032 as the expiration date for the Guidelines.

C.(8A) Council voted to adopt as APA policy the following resolution on *Equity, Diversity, Inclusion, and Accessibility in Quality Continuing Education and Professional Development*:

Equity, Diversity, Inclusion, and Accessibility in Quality Continuing Education and Professional Development

WHEREAS equity, diversity, inclusion, and accessibility in quality continuing education and professional development aligns with the priority actions of the Racial Equity Action Plan (APA, 2022a), and “affirm(s) that the body of psychological science centers the experiences of people of color,” and acknowledges the harmful effects of structural racism in education, training, research, and service delivery in psychology (DeBlaere, et al., 2019; Goodman et al., 2018; Helms, 2018; Sue et al., 2007); and recognizes the damage caused by interlocking systems of dominance and oppression including, but not limited to, white supremacy ideologies and the supporting structures of white privilege institutionally and structurally (APA, 2021a);

WHEREAS cultural humility and responsiveness is a lifelong process, and the knowledge and use of an evolving terminology related to diversity, equity, inclusion, and accessibility is part of the process of lifelong learning (Abbott, Pelc, & Mercier, 2019);

WHEREAS there is an evolving terminology relevant to equity, diversity, inclusion, and accessibility, and terms used in the existing literature may not reflect current preferred terminology (APA, 2021b);

WHEREAS the APA promotes a system of strategies and actions to address multiple forms and levels of racism in “practice, education, training, research, publications policies and advocacy” (APA, 2021c), locally and globally;

WHEREAS the American Psychological Association (APA) is committed to continued learning and to updating emerging information on “racism in diagnosis and clinical practice, and on the pursuit of equity, diversity, inclusion in health service psychology, including psychological testing and assessment” (APA, 2021d);

WHEREAS the APA has a commitment to enhancing and expanding a growth in knowledge and scholarship based on scientific methods that include a focus on equity, diversity, and inclusion and that acknowledges and includes a diversity of individuals and groups (APA, 2021e);

WHEREAS social accountability includes equity, diversity, inclusion, accessibility, and belonging considerations central to education, research, clinical, and prevention domains (Barber et al., 2020; Fung & Ying, 2021; Goetz et al., 2020);

WHEREAS all individuals have a diversity of lived experiences as a result of a multiplicity of identities (Eckstrand et al., 2016; Solotkea et al., 2019), including but not limited to race, ethnicity, sexual orientation, sex, gender identity, age, religion, nation, socioeconomic status, neurodiversity, ability, and indigenous heritage (APA, 2017; APA, 2019a; APA, 2021e; APA, 2022b; APA 2020; Denato et al., 2014; Fredriksen et al., 2014; Homan, 2019; Indigenous Heritage Circle, 2019; Levy, 2018; Rodriguez et al., 2013; Roseman et al., 2016; Strand, 2017; Whitbourne & Montepare, 2017), and experiences may create mindsets that are learned and experienced early in life;

WHEREAS the concept of equality involves providing learners with equal treatment, equal educational opportunity, and educational adequacy to evaluate the utility of their learning (Fiske & Ladd, 2004), and the concept of equity involves an ongoing process based on identifying and overcoming intentional and

unintentional barriers linked to bias or systemic structures and the recognition that adjustments need to be made to address imbalances that exist across the diversity of their lived experiences (Jurado de los Santos et al., 2020; NACE, 2022);

WHEREAS continuing education and continuing professional development share a focus on enhanced learning of all individuals, recognizing diversity in all forms and conceptualizing diversity as an asset (APA, 2014; APA, 2017; APA, 2021f; APA, 2022b; Sathy & Hogan, 2019);

WHEREAS continuing education and continuing professional development are central to generating psychological knowledge of human behavior which facilitates advances in equity, diversity, and inclusion efforts across broad environments (APA, 2022a);

WHEREAS barriers exist that serve to limit access to education, assessment, and clinical services for individuals with disabilities (APA, 2019b; APA, 2022c);

WHEREAS psychologists should create inclusive educational programming and an educational environment that supports and promotes equity and social justice (APA, 2019c), across all dimensions of discrimination globally;

WHEREAS inclusion of diversity factors in education positively impacts the learning experience and performance in the learning environment (Kumi-Yeboah, 2018);

WHEREAS psychological science is a foundation for diversity and equity practices for training requirements in psychology, including continuing education, that support a diverse emerging and sustained workforce in psychology (APA, 2022a);

WHEREAS diversity and inclusion are interrelated (Huerta et al., 2021) and inclusion is an intentional approach that may be used to promote diversity (Association of American Colleges and Universities, 2017);

WHEREAS a learning environment focused on inclusive relationships, diverse perspectives, and interaction is essential to translational learning and retention (Kumi-Yeboah, 2018);

WHEREAS economic marginalization and low-income status may lead to financial barriers, social marginalization, differentiated developmental trajectory, and impose other barriers to accessing psychological services (APA, 2019a);

WHEREAS psychologists, who are critical members of interdisciplinary healthcare teams with extensive knowledge and training in psychosocial factors impacting health, are in a position to serve as leaders in the overall health of a diversity of populations, and to spearhead continuing education and continuing professional development focused on the changes needed to remove healthcare disparities across all groups (McKenzie et al., 2020);

WHEREAS advancements in health equity and dismantling systemic racism are rooted in psychological science, education, training, and advocacy (APA, 2022b);

WHEREAS the Health Resources and Service Administration (HRSA) emphasizes the use of cultural competence education and training of a diverse health workforce to improve the quality of healthcare for a diversity of populations (White et al., 2014);

THEREFORE BE IT RESOLVED that the Council of Representatives adopts as American Psychological Association policy the following principles of Equity, Diversity, Inclusion, and Accessibility in Quality Continuing Education and Professional Development, and instructs the Board of Educational Affairs to integrate these principles into all policy regarding the continued professional development and continuing education of psychologists:

Equity, Diversity, Inclusion and Accessibility in Quality Continuing Education and Professional Development includes programming for psychologists across all levels of career trajectory that emphasizes the diversity and intersectionality of identities, including promoting systems that address inequality and intersectionality, while recognizing the ongoing impact of all oppressive ideologies, including white supremacy ideologies (APA, 2021c; Eckstrand et al., 2016).

Equity, Diversity, Inclusion, and Accessibility in Quality Continuing Education and Professional Development promotes in-depth learning, enhances retention, and promotes the translation of learning into practice or other professional activities, by including strategies to promote a learning environment in which learners are exposed to multiple strategies of instruction in which learners feel valued and engaged (APA, 2022a; Breytenbach et al., 2017; Lock, 2015).

Equity, Diversity, Inclusion, and Accessibility in Quality Continuing Education and Professional Development includes a focus on creating a learning environment that fosters a sense of belonging for all learners that encourages engagement, motivation, and depth of learning (APA, 2019b; Derek Bok Center for Teaching and Learning, 2020; Kachani et al., 2020; Sathy & Hogan, 2019).

Equity, Diversity, Inclusion, and Accessibility in Quality Continuing Education and Professional Development strives to incorporate universal design in education, training, and service provision (APA, 2019c).

Equity, Diversity, Inclusion and Accessibility in Quality Continuing Education and Professional Development includes the principles of Quality Professional Development and Continuing Education (APA, 2013).

Equity, Diversity, Inclusion, and Accessibility in Quality Continuing Education and Professional Development involves programming in which equity, diversity, and inclusion are an integral part of programming rather than an added, isolated focus (APA, 2021e)

Equity, Diversity, Inclusion, and Accessibility in Quality Continuing Education and Professional Development includes programming that involves multiple instructional methods including experiential or affective domain teaching, to prepare learners for cultural humility and equity, diversity, inclusion, and accessibility responsiveness in research and practice (Cramer, Ryosho, & Nguyen, 2012; Sue & Sue, 2016; Weaver, 1998).

Equity, Diversity, Inclusion, and Accessibility in Quality Continuing Education and Professional Development includes, supports, and fosters research and practice based in culturally relevant evidence (APA, 2021d) that can utilize quantitative and qualitative approaches, including participatory action research approaches.

Equity, Diversity, Inclusion, and Accessibility in Quality Continuing Education and Professional Development provides instruction in which learners feel valued, respected, engaged, and exposed to multiples strategies of instruction (Breytenbach et al., 2017; Lock, 2015).

Equity, Diversity, Inclusion, and Accessibility in Quality Continuing Education and Professional Development encourages learners to compare new knowledge with existing knowledge to transform and develop meaning (Breytenbach et al., 2017).

Equity, Diversity, Inclusion, and Accessibility in Quality Continuing Education and Professional Development includes instruction that emphasizes and includes person-first language (APA, 2021b) while also recognizing emerging research that emphasizes the importance of using identity-first language based on preference (Dunn & Andrews, 2015).

Equity, Diversity, Inclusion, and Accessibility in Quality Continuing Education and Professional Development incorporates an instructor's examination of personal values and beliefs as well as an appreciation of those in others to promote an awareness of the values and beliefs that may be embedded in actions and language (APA, 2021c; Hart et al., 2003).

Equity, Diversity, Inclusion, and Accessibility in Quality Continuing Education and Professional Development recognizes that both instructors and learners enter the learning environment with expectations and norms that are linked to communities, cultures, and gender ideologies, and that some identities, cultures, and backgrounds are associated with more power and privilege (APA, 2021c; Derek Bok Center for Teaching and Learning, 2020).

Equity, Diversity, Inclusion, and Accessibility in Quality Continuing Education and Professional Development includes foundational theoretical models including but not limited to, the person-in-environment perspective, the life-course perspective, the minority stress model, white racial identity theory, the social ecological model, anti-oppressive theory, feminist theory, queer and post-colonial theories, intersectionality theory, family theories, systemic sexism, and liberation psychology (Cannon et al., 2017; Comas-Díaz & Torres Rivera, 2020; de Lauretis, 1991; Hardacker et al., 2014; Helms, 1995; Hooman, 2019; Lim & Bernstein, 2012; Pack & Brown, 2017; Radhakrishnan, 1993), as well as theories that describe acculturation and indigenous psychology approaches (Hwang, 2014; Sundararajan, 2015), and the concept of ascribed versus claimed identities, and privileged and subjugated selves (Donald et al., 2017; Fredriksen-Goldsen et al., 2014; Hardy & Laszloffy, 2002; Pack & Brown, 2017).

Equity, Diversity, Inclusion, and Accessibility in Quality Continuing Education and Professional Development includes opportunities for discussion, collaborative dialogue, reflection (Bell et al., 2010; Dentato et al., 2014; Dogra et al., 2016; Johnston, 2016; Pack & Brown, 2017; Pelts & Galambos, 2017; Rogers et al., 2013), and role play (Gendron et al., 2013; Johnston, 2016; Lim & Bernstein, 2012; Pack & Brown, 2017).

References

Abbott, D. M., Pelc, N., & Mercier, C. (2019). Cultural humility and the teaching of psychology.

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D. (12) Council was provided with an update on the business pending item, Reiteration of APA's Values on Discrimination in Light of Contemporary Resurgence in Discrimination and Hates Crimes (NBI #20A/Feb 2019).

X. PROFESSIONAL AFFAIRS

A.(9) Council voted to adopt as APA policy the following *Resolution on Confidentiality and Reproductive Health*:

APA RESOLUTION ON CONFIDENTIALITY AND REPRODUCTIVE HEALTH

In March 2022, the American Psychological Association (APA) reaffirmed its “commitment to reproductive justice, including equal access to legal abortion, affordable contraception, comprehensive sex education and freedom from sexual violence, with a particular emphasis on individuals from marginalized communities.” Since June 2022, when the U.S. Supreme Court issued its decision to overturn *Roe v. Wade*, many states have proposed, enacted, or resurrected a range of laws to prohibit, significantly restrict, or protect reproductive rights and health care. Given the value of psychology relevant to health care discussions and decision making and given concerns about these new and emerging legal and regulatory requirements, including how they might impact confidentiality in professional practice, the APA hereby issues the following Resolution. The Resolution is informed by the APA Ethics Code, APA policy on reproductive health, and human rights.

WHEREAS confidentiality is central to the practice of psychology;

WHEREAS the public benefits from confirmation that psychologists do not share information provided to them in confidence in their role as psychologists aside from information they have a duty to report, clearly disclosed in their consent form;

WHEREAS psychologists must be able to speak freely with their patients and patients must know they have confidentiality when speaking with their psychologists, a concept recognized by U.S. Attorney General Merrick B. Garland that, despite the U.S. Supreme Court's overturning of *Roe v. Wade*, "under fundamental First Amendment principles, individuals must remain free to inform and counsel each other about the reproductive care that is available in other states;"

WHEREAS Standard 4.01 of the APA Ethical Principles of Psychologists and Code of Conduct (Ethics Code) states that psychologists have a "primary obligation... to protect confidential information";

WHEREAS Standard 4.05 of the Ethics Code provides that psychologists may disclose confidential information only with the appropriate consent of the patient, but may disclose confidential information without such consent only as mandated or permitted by law for a valid purpose;

WHEREAS Standard 1.02 of the Ethics Code provides, "If psychologists' ethical responsibilities conflict with law, regulations, or other governing legal authority," psychologists have the ethical obligation to "clarify the nature of the conflict, make known their commitment to the Ethics Code, and take reasonable steps to resolve the conflict consistent with the General Principles and Ethical Standards of the Ethics Code. Under no circumstances may this standard be used to justify or defend violating human rights";

WHEREAS Standard 3.04 of the Ethics Code states that "psychologists take reasonable steps to avoid harming those with whom they work" and disclosing confidential information without a patient's consent may harm the therapeutic relationship and the patient;

WHEREAS a 1969 Resolution of the APA Council labeled the termination of pregnancy a civil right of a pregnant woman and a 1989 Resolution of the APA Council decried attempts to recriminalize abortion and limit access to reproductive options;

WHEREAS, the APA Council passed a Resolution in February 2022 that states, "reproductive justice, including abortion rights, is a human rights issue" and reaffirmed "its denunciation of abortion restrictions and commitment to obtaining reproductive justice.;"

WHEREAS the APA and APA Services Inc, provide education, consultation, and advocacy for psychologists to engage in ethical, confidential practices in light of abortion laws;

WHEREAS the critical importance of maintaining the privacy of information relating to abortion and other sexual and reproductive health care has been reaffirmed by the U.S. Department of Health and Human Services' Office of Civil Rights (OCR) guidance on Health Insurance Portability and Accountability Act of 1996 (HIPAA) Privacy Rule and Disclosures of Information Relating to Reproductive Health Care (June 29, 2022) including that "disclosures to law enforcement officials are narrowly tailored to protect the individual's privacy and support their access to health services;"

WHEREAS the Ethics Code does not require that a psychologist follow the law when a conflict arises between the law and the Code, but instead allows “each psychologist [to]. . . weigh the consequences of their decision when navigating these [reproductive justice] issues and attempt to resolve the conflict in ways that are consistent with the APA Ethics Code based on their own circumstances.” FAQ at <https://www.apa.org/ethics/reproductive-rights.pdf>;

THEREFORE, BE IT RESOLVED that the American Psychological Association, in accordance with the APA policies on reproductive rights, and human rights affirms that a psychologist’s allegiance to the Ethics Code, including ethical standards related to patient confidentiality, should be given the utmost attention and significance especially when psychologists are faced with ethical conflicts with a law requiring the disclosure of confidential information regarding sexual and reproductive health, including birth control; fertility treatment; contemplating, seeking, or having had an abortion; and related issues.

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B.(10) Council voted to extend the effective date of the *APA Specialty Guidelines In Forensic Psychology* through December 31, 2026

C.(13) Council received as information an update on the business pending item, Healthcare Practice Guideline Policy (NBI #13B/March 2018).

D.(16) Council received as information an update on the work of the Advisory Steering Committee for Development of Clinical Practice Guidelines and APA Guideline Development Panels and plans for 2023.

E.(20) Council received as information an update on the new business in progress item, Confidentiality within Profession of Psychology in Seeking Reproductive Care (NBI #18A/Aug 2022).

XI. SCIENTIFIC AFFAIRS

A.(21) Council received as information an update on the new business in progress item, APA Resolution to Oppose Mental Health Screening Questions on Character and Fitness Examinations for Licensure to Practice Law (NBI #18A/Aug 2022).

XII. PUBLIC INTEREST

No items.

XIV. INTERNATIONAL AFFAIRS

A.(17) Council was provided as information an update the 2022 report summarizing APA activities at the United Nations.

XVI. FINANCIAL AFFAIRS

A.(18) Council received as information an update on the delegation of authority to the Board of Directors.

B.(19) Council received as information the 2021 IRS Tax Form 990 and 990-T Amendment.

On Friday afternoon, Dr. Jennifer Mullan led Council in a session on healing and enrichment related to healing intergenerational trauma. Additionally, Drs. Gordon Hall and Wendi Williams were awarded presidential citations.

On Saturday afternoon, Council received an update on the APA strategic plan and participated in an interactive exercise.

The following new business items were submitting at the February 2023 meeting: Resolution Opposing Involuntary Individual Isolation of Youth in Juvenile Justice Settings (NBI #11A/Feb 2023); Change in APA Rules and Procedures to include the Committee on Global Psychology in the Council Agenda Planning Group (NBI #11B/Feb 2023); and Resolution on Supporting Psychologists' Education and Research about, and Activism against Violations of Girls' and Women's Human Rights Globally (NBI #11C/Feb 2023).
