

Webinar Format

The webinar will begin shortly.

- To minimize background noise, all participants will be muted at the start of the webinar.
- Submit a question or comment to the presenters any time.
 - 1) Type it into the questions pane on the webinar control panel
 - 2) “Raise your hand” to be put in the queue to speak directly with our presenters.
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APA Town Hall

Advancing Equity, Diversity and Inclusion: Moving APA Forward

Jennifer F. Kelly, PhD, ABPP, 2021 APA President

Arthur C. Evans, Jr., PhD, APA CEO

Featuring special guest:

Maysa Akbar, PhD, ABPP, APA Chief Diversity Officer

American Psychological Association

JULY 13, 2021

Building off conversations from last summer...

APA Town Hall

The 'Racism Pandemic' Facing our Nation

Sandra L. Shullman, PhD, APA President

Jennifer F. Kelly, PhD, ABPP, APA President-elect

Rosie Phillips Davis, PhD, ABPP, APA Past-President

Arthur C. Evans, Jr., PhD, APA CEO

American Psychological Association

JUNE 4, 2020

10,000+ participants

APA Town Hall

Listening to You about the Ongoing 'Racism Pandemic'

Sandra L. Shullman, PhD, APA President

Jennifer F. Kelly, PhD, ABPP, APA President-elect

Rosie Phillips Davis, PhD, ABPP, APA Past-President

Arthur C. Evans, Jr., PhD, APA CEO

American Psychological Association

JUNE 9, 2020

Turning APA's Attention Inward



Making a **long-term commitment** to EDI in order to make APA the best association that it can be.

Capitalizing on this **historic moment and charting a course forward** that addresses significant issues across time.

Making a Long-Term Commitment to Addressing Systemic Racism

“We are living in a racism pandemic.”

APA's action plan for addressing inequality

- *Communicating broadly.*
- *Reducing police violence against African Americans.*
- *Addressing systemic and institutional racism.*



APA RESOLUTION on Harnessing Psychology to Combat Racism: Adopting a Uniform Definition and Understanding

FEBRUARY 2021

WHEREAS racism has been an enduring, insidious, and pervasive feature of the United States (U.S.) landscape that often operates outside of the conscious awareness of its targets, perpetrators, and beneficiaries, and has had an incalculable, negative toll on the basic human rights to survival, security, health, well-being, and societal participation of generations of people in the U.S. and across the globe (Alvarez et al., 2016; APA, 2012; 2019);

WHEREAS the belief that people of color were inferior was used to justify Indigenous peoples' forced removal and genocide and the enslavement of Africans, thereby establishing racism and settler colonialism and violence at the root of the ascendant U.S. and legitimizing racial and economic inequality;

WHEREAS racism was constructed as a basis to create and sustain White supremacy by assigning value to people of European descent and disproportionately allocating societal resources and opportunities to them, while limiting or refusing access to opportunity among Black, Indigenous, and People of Color (BIPOC), thereby severely marginalizing their status and blunting the potential of the entire society (C.P. Jones, 2018; Mosley et al., 2021);

WHEREAS positionality refers to one's own position or place in relation to race, ethnicity, and other statuses and how our identities relate to the systems of privilege and oppression that shape our psychological experiences, relationships, and access to resources (APA, 2019);

WHEREAS White privilege is unearned power that is afforded to White people on the basis of status rather than earned merit and protects White people from the consequences of being racist and benefitting from systemic racism; such power may come in the form of rights, benefits, social comforts, opportunities, or the ability to define what is normative or valued (APA, 2019; Neville et al., 2013);

WHEREAS racism is not only limited to racist ideas, attributions, expectations, assumptions, and behaviors held by individuals but also has shaped and undermined almost every aspect of U.S. society, including our laws, policies, educational systems, customs, and cultural narratives, weakening our political and civic institutions and creating many political and social fissures (Anderson, 2016; Helms, 2017, 2020; Liu et al., 2019);

WHEREAS in the current anti-immigrant climate, xenophobia and discrimination adversely impact the lives of Latino/a/x people (APA, 2012), and policies and programs that exclude, segregate, separate, detain, and physically remove immigrants from the U.S. reproduce racial inequalities in other areas of social life through spillover effects that result in significant negative consequences for immigrants and their families (Aranda & Vaquera, 2015).

WHEREAS hate crimes against Asian Americans have increased dramatically in the wake of the COVID-19 pandemic, spurred by the current social and political climate in which COVID-19 has been labeled as the "China virus" or "Chinese virus" (Zhang et al., 2021);

WHEREAS racism intersects with other social and personal identities (e.g., age, gender, sexual orientation, religion, ability status, socioeconomic status, etc.) in ways that compound experiences of oppression among diverse groups in the form of sexism, heterosexism, ableism (Deschamps & DeVos, 1998; Gee & Ford, 2011; Helms 2015; Liu et al., 2017);

WHEREAS cultural racism is the individual and institutional expression of the superiority of one's racial and cultural heritage over another (e.g., designing a curriculum that overwhelmingly features the accomplishments of people deemed "superior;" APA, 2019, citing J.M. Jones, 1979);

APA Council's Leadership in Eradicating Racism, Discrimination & Hate

Council approved forming a Task Force to make recommendations that will directly lead to the development of a Public Education Campaign and support infrastructure designed to address racism, discrimination and hate.

Evolving APA's Focus on Health Equity

Psychology's Role in Achieving Health Equity

RESEARCH



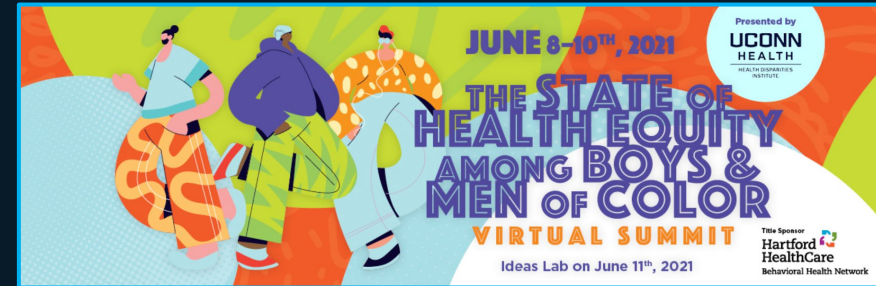
ADVOCACY



EDUCATION/ TRAINING



PRACTICE



Ad Hoc Committee on Health Equity

The mission of the Ad Hoc Committee on Health Equity (HEC) is to advance health equity and reduce disparities, with a particular focus on addressing the systems, policies, regulations, and institutions that promote and maintain inequities and the resulting adverse health conditions and outcomes among marginalized communities and populations.

2021 Presidential Task Force on Psychology and Health Equity

Kisha B. Holden, PhD, MSCR
Co-Chair
Professor and Director of Research and
Scholarship
Department of Psychiatry and Behavioral
Sciences and Department of Community
Health and Preventive Medicine
Poussaint-Satcher Endowed Medicine
Health, Satcher Health Leadership Institute
Morehouse School of Medicine

Jennifer F. Kelly, PhD, ABPP
APA President
Atlanta Center for Behavioral Medicine

Leo Wilton, PhD, MPH
Professor
Department of Human Development State
University of New York at Binghamton

Jo Linder Crow, PhD
Chief Executive Officer
California Psychological Association

Terry S. Gock, PhD, MPA
Independent Practice Organizational Consultant

Kristina Hood, PhD
Assistant Professor Department of Psychology
Virginia Commonwealth University

Elizabeth McQuaid, PhD, ABPP
Professor and Vice Chair
Department of Psychiatry and Human Behavior
Alpert Medical School
Brown University

Greg Miller, PhD
Professor
Department of Psychology Northwestern
University

William Jahmal Miller, MHA, DHL
Vice President of Diversity, Equity & Inclusion
CommonSpirit Health

John M. Ruiz, PhD
Associate Professor Department of Psychology
University of Arizona

Members

Margarita Alegria, PhD
Chief, Disparities Research Unit
Department of Medicine
Massachusetts General Hospital
Professor
Departments of Medicine and Psychiatry
Harvard Medical School

Art Blume, PhD
Professor
Department of Psychology
Washington State University

Idia Thurston, PhD
Associate Professor
Department of Psychological &
Brain Sciences and School of
Public Health Texas A & M
University

Building Partnerships to Reach Key Audiences



WELLNESS HOUSE

SUPPORTED BY
United Healthcare

JENNIFER F. KELLY, PHD

ESSENCE Festival of Culture
A VIRTUAL EXPERIENCE
PRESENTED BY **Coca-Cola**

SUNDAY | JUNE 27TH
10AM-1PM ET

STREAMING ON ESSENCESTUDIOS.COM



NLC Black CEOs Launch Initiative to Support Vaccine Education & Equity

Watch later Share

Jo Ann Jenkins CEO AARP

Clarence Anthony

Marc Ott

Tracey Brown

Dr. Arthur Evans, APA



AARP

Real Talk About Mental Wellness

Thursday, May 27, 2021 at 5 p.m. ET

f LIVE @AARPSBlackCommunity

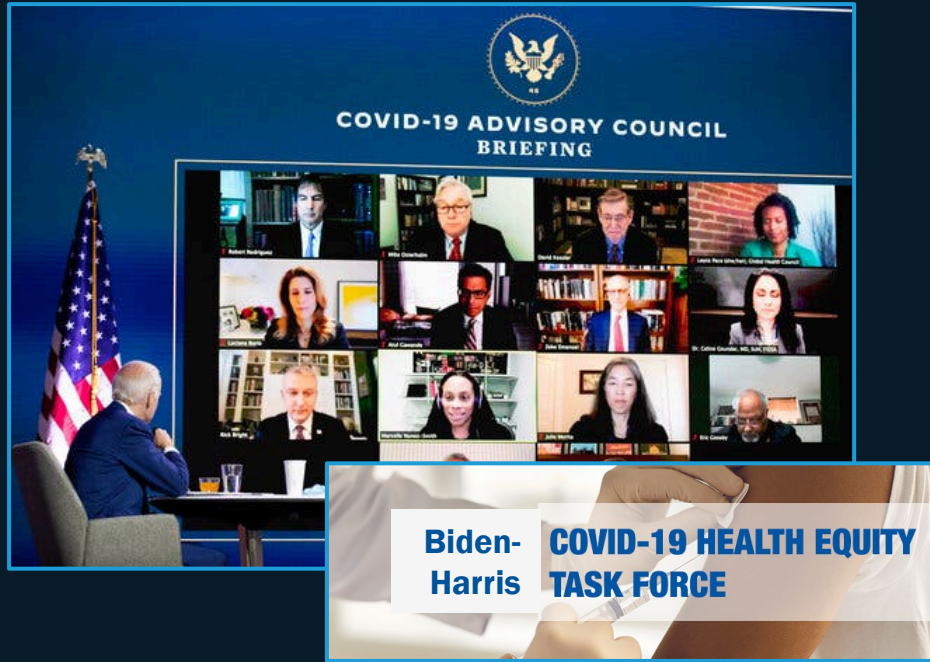
Dr. Sherry Blake
Licensed Clinical Psychologist
Author & Mental Health Expert

Iyanla Vanzant
Life Coach & Television Personality

Dr. Arthur C. Evans Jr.
Chief Executive Officer & Executive Vice President of the American Psychological Association

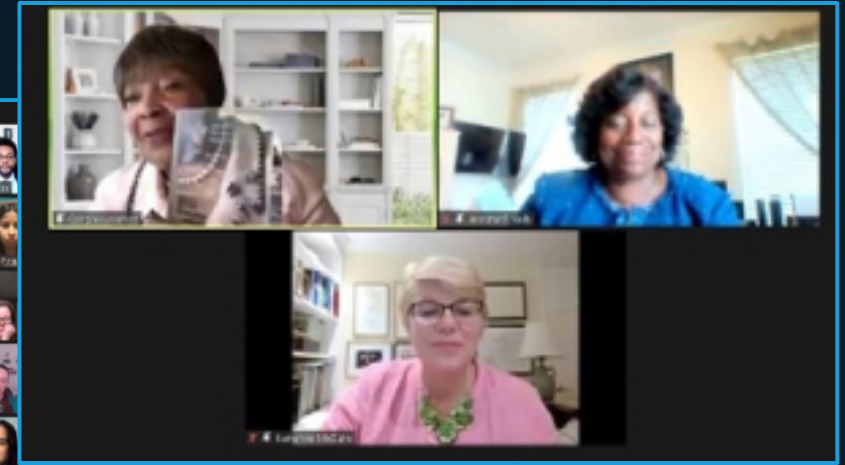
Dr. Rahn Kennedy Bailey
Assistant Dean of Clinical Education
Charles R. Drew University & Chief Medical Officer of Kedren Health Systems Inc.

Influencing Public Policy



April 30, 2021 – APA invited to speak to the Biden-Harris COVID-19 Health Equity Task Force.

September 2021 – Dr. Jennifer F. Kelly leading team of psychology delegates to present presidential recommendations to Biden-Harris COVID-19 Health Equity Task Force.



May 17, 2021 – ‘Stand for Science to Advance Psychology’ Advocacy Summit

“If we can grow and nurture our advocacy network, we can make a real difference in the world.



Jennifer F. Kelly, Ph.D., ABPP

Speaking out on EDI-related Issues



FROM THE PRESIDENT

Seeking structural change

The pandemic disproportionately hurt those without access to care. We can fix that.

July 1, 2021

“APA stands against antisemitism and hate in all forms. APA’s Resolution on Anti-Semitic and Anti-Jewish Prejudice calls on psychologists to act to eliminate all antisemitic discrimination. It commits APA to use its influence to promote fairness, respect and dignity for all people, regardless of religion or ethnicity, in all arenas in which psychologists work and practice, and in society at large.”

- Jennifer F. Kelly, PhD, ABPP

June 11, 2021



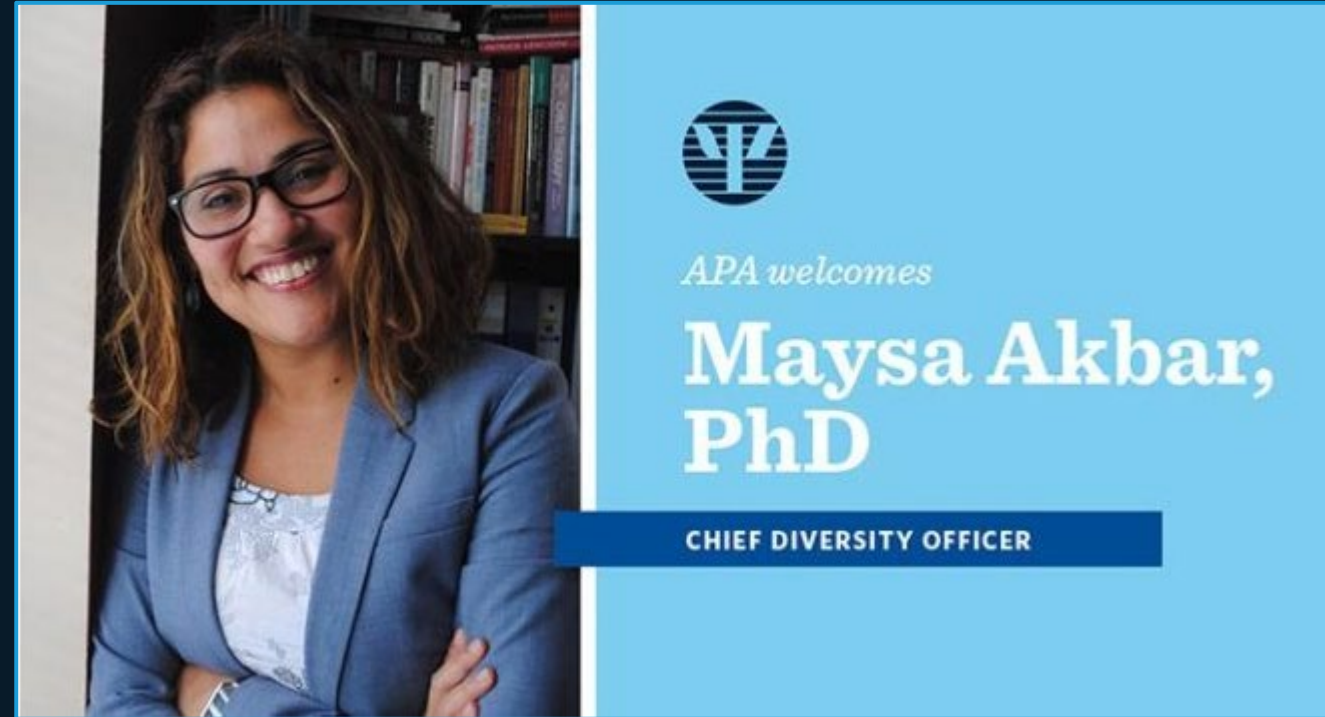
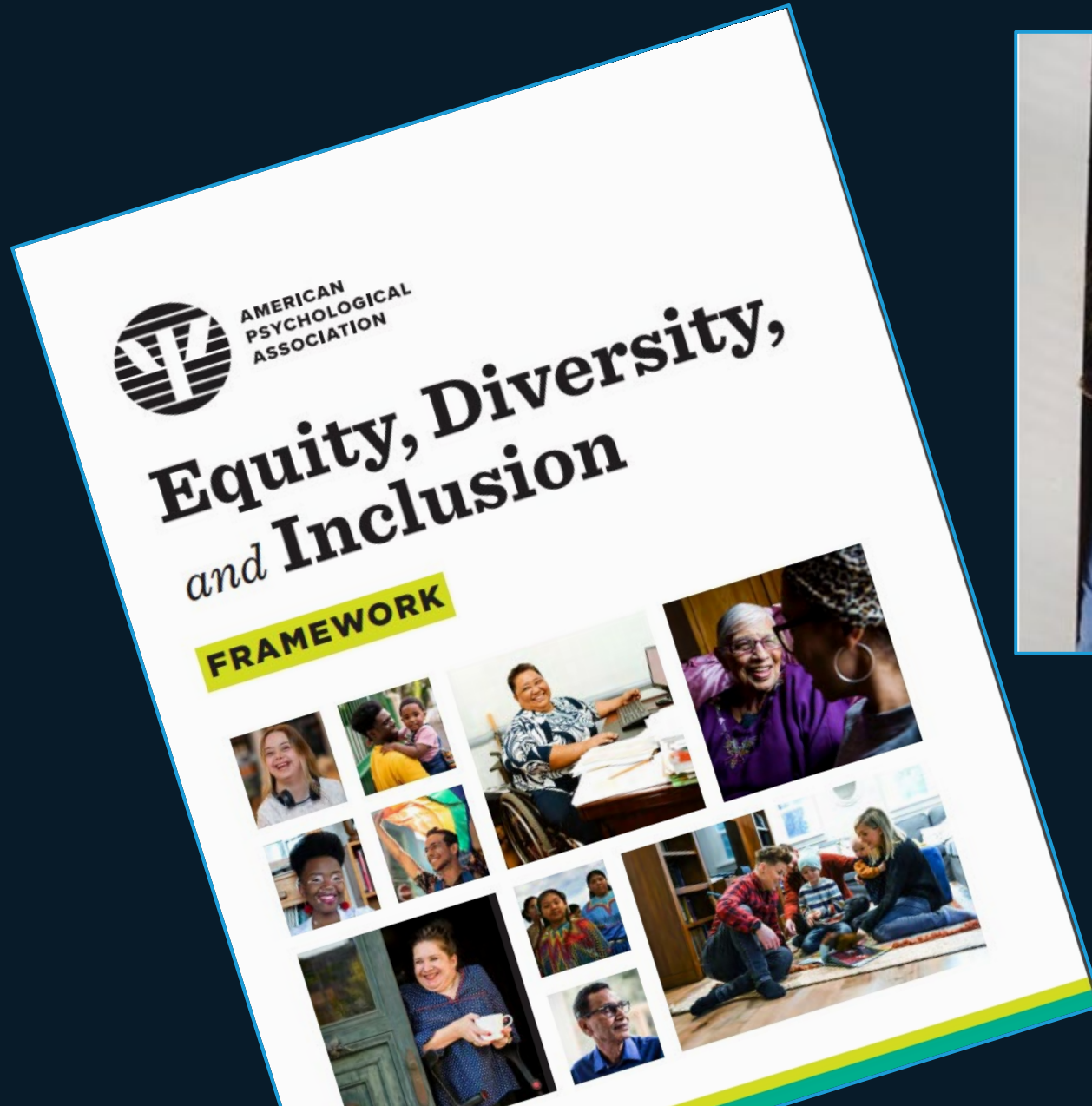
STATEMENT OF APA PRESIDENT IN RESPONSE TO ATLANTA-AREA SPA SHOOTINGS

“Whether or not these murders are formally classified as hate crimes, the impact on people in [the AAPI] community is the same: Trauma.”

March 19, 2021



Creating an EDI Infrastructure

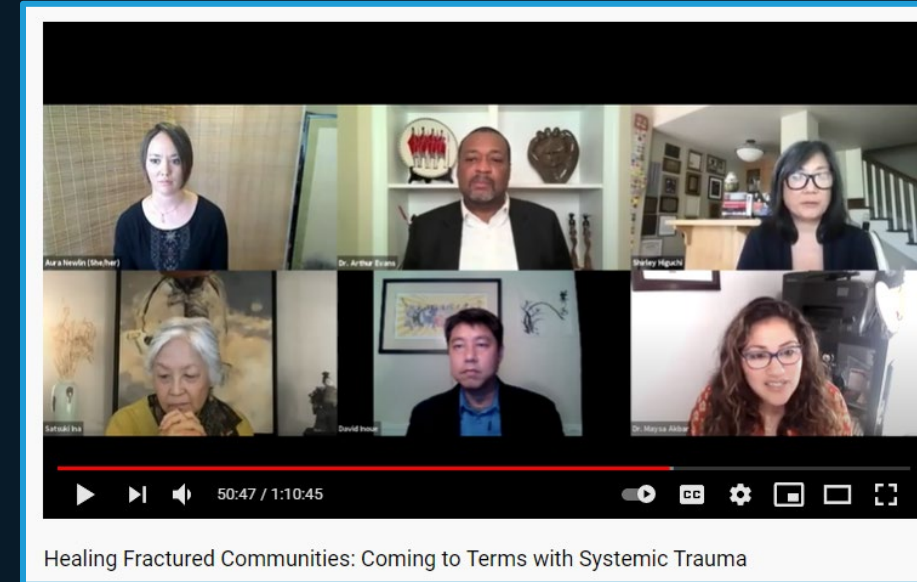


**EDI - A shared responsibility
of the entire association.**

APA's Strategic Approach to Equity, Diversity, and Inclusion

Examples (Jan. 2021 – Present)

- LISTENING TO INFORM OUR WORK
- CONVENING LEADERS
- APA'S INTERNAL EDI CLIMATE
- SPEAKING OUT ON TIMELY ISSUES
- SHARING PSYCHOLOGICAL KNOWLEDGE

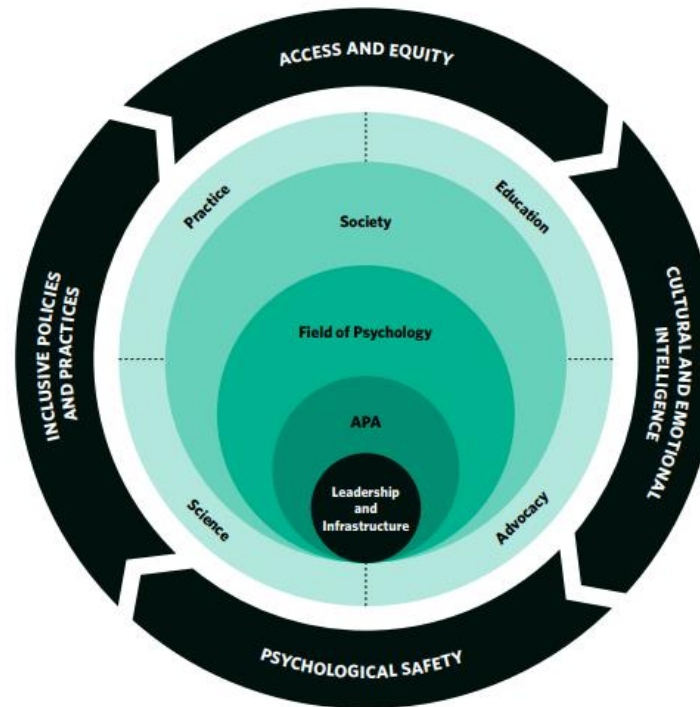


Priorities and Principles Guiding APA's EDI Work



More than a disparate set of activities and events is required. Instead, structural and cultural shifts are important to create **substantive, transformative, and sustainable** change.

The APA Equity, Diversity, and Inclusion Model



GLOSSARY OF TERMS

Prejudice

Stereotyping, prejudicial attitudes, discriminatory behavior, and social oppression toward people with disabilities in order to inhibit the rights and well-being of people with disabilities, which is currently the largest minority group in the United States.

Access

The elimination of discrimination and other barriers that contribute to inequitable opportunities to join and be a part of a work group, organization, or community.

Bias

APA defines bias as partiality: an inclination or predisposition for or against something. Motivational and cognitive biases are two main categories studied in decision-making analysis. Motivational biases are conclusions drawn due to self-interest, social pressures, or organization-based needs, whereas cognitive biases are judgments that go against what is considered rational, and some of these are attributed to implicit reasoning.

Climate

The degree to which community members feel included or excluded in the work group, organization, or community.

Discrimination

The differential treatment of the members of different gender, racial, ethnic, religious, national, or other groups. Discrimination is usually the behavioral manifestation of prejudice and therefore involves negative, hostile, and injurious treatment of the members of rejected groups.

Diverse

Involving the representation or composition of various social identity groups in a work group, organization, or community. The focus is on social identities that correspond to societal differences in power and privilege, and thus to the marginalization of some groups based on specific attributes—e.g., race, ethnicity, culture, gender, gender identity and expression, sexual orientation, socioeconomic status, religion, spirituality, disability, age, national origin, immigration status, and language. (Other identities may also be considered where there is evidence of disparities in power and privilege.) There is a recognition that people have multiple identities and that social identities are intersectional and have different salience and impact in different contexts.

Equity

Providing resources according to the need to help diverse populations achieve their highest state of health and other functioning. Equity is an ongoing process of assessing needs, correcting historical inequities, and creating conditions for optimal outcomes by members of all social identity groups.

Gender

The socially constructed ideas about behavior, actions, and roles a particular sex performs.

Human rights

Defined by the United Nations as "universal legal rights that protect individuals and groups from those behaviors that interfere with freedom and human dignity."

Inclusion

An environment that offers affirmation, celebration, and appreciation of different approaches, styles, perspectives, and experiences, thus allowing all individuals to bring in their whole selves (and all of their identities) and to demonstrate their strengths and capacity.

Intersectionality

The ways in which forms of oppression (e.g., racism, sexism, homophobia, transphobia, ableism, xenophobia, classism, etc.) are interconnected and cannot be examined separately from one another.

Oppression

Occurs when one group has more access to power and privilege than another group, and when that power and privilege is used to maintain the status quo (i.e., domination of one group over another). Thus, oppression is both a state and a process, with the state of oppression being unequal group access to power and privilege, and the process of oppression being the ways in which inequality between groups is maintained.

Pathway programs

Programs (e.g., in secondary schools and colleges) that foster increased access by underrepresented groups to education, training, or a profession.

Prejudice

A negative attitude toward another person or group formed in advance of any experience with that person or group. Prejudices include an affective component (emotions that range from mild nervousness to hatred), a cognitive component (assumptions and beliefs about groups, including stereotypes), and a behavioral component (negative behaviors, including discrimination and violence). They tend to be resistant to change because they distort the prejudiced individual's perception of information pertaining to the group. For example, prejudice based on racial grouping is racism; prejudice based on perceived sex, or perceived gender is sexism; prejudice based on chronological age is ageism; and prejudice based on disability is ableism.

Race and Ethnicity

Race and ethnicity are social constructions that powerfully shape social identity, but also influence our interactions, how we view others, and our social arrangements. According to APA's Racial & Ethnic Guidelines (2019), **race** is defined as the social construction and categorization of people based on perceived shared physical traits that result in the maintenance of a sociopolitical hierarchy. The guidelines also define **ethnicity** as a characterization of people based on having a shared culture (e.g., language, food, music, dress, values, and beliefs) related to common ancestry and shared history.

Racism

Behavior, both individual and institutional, that is based on the belief in the superiority of one group of people and the inferiority of another because of national and ethnic origins.

Sexual orientation

A multidimensional aspect of human experience, comprised of gendered patterns in attraction and behavior, identity related to these patterns, and associated experiences, such as fantasy.

Social justice

Commitment to creating fairness and equity in resources, rights, and treatment of marginalized individuals and groups of people who do not share equal power in society.

Structural racism

Results from laws, policies, and practices that produce cumulative, durable, and race-based inequalities, and includes the failure to correct previous laws and practices that were explicitly racist.

White privilege

Unearned power that is afforded to White people on the basis of status rather than earned merit and protects White people from the consequences of being racist and benefitting from systemic racism; such power may come in the form of rights, benefits, social comforts, opportunities, or the ability to define what is normative or valued.

White supremacy

The ideological belief that biological and cultural Whiteness is superior, as well as normal and healthy—is a pervasive ideology that continues to polarize our nation and undergird racism.



AMERICAN
PSYCHOLOGICAL
ASSOCIATION

**Let's have a
conversation.**



EDI Resources

APA Equity, Diversity, and Inclusion Webpage

<https://www.apa.org/about/apa/equity-diversity-inclusion/>

APA Resources Page: Racism, Bias and Discrimination

<https://www.apa.org/topics/racism-bias-discrimination>

APA Resolution on Harnessing Psychology to Combat Racism: Adopting a Uniform Definition and Understanding (adopted by APA's Council, February 2021)

<https://www.apa.org/about/policy/resolution-combat-racism.pdf>

APA's 2021 President's Health Equity Initiative and Task Force Roster

<https://www.apa.org/about/governance/president/statements/health-equity-initiative>

APA Equity, Diversity and Inclusion Framework (2021)

<https://www.apa.org/about/apa/equity-diversity-inclusion/equity-division-inclusion-framework.pdf>