**Title: APA Town Hall: Advancing Equity, Diversity, and Inclusion – Moving APA Forward**  
**Date & Time: TUES, JULY 13, 2021 12:00 PM - 01:00 PM EDT**

**Moderator:** Hi, everyone. Welcome to today's APA Town Hall. To quickly take care of a few housekeeping items before we began our event, all attendees are muted and in listen-only mode right now, but today, like all of our member focused town halls, it's really about conversation with all of you. I know our speakers want to make sure there's plenty of time for dialogue today. After some brief comments, we want to hear from you.

You can click the Raise My Hand button to get in the question queue at any time, I'll then announce your name and unmute you, and you can talk directly with our presenters. You may also need to unmute yourself as well. Or you can send your questions or comments and writing via the Q&A box on the webinar control panel. We've also received many good questions from some of you when you registered. We'll try to weave those in as well and get to it as many as we can today in our hour together.

I also want to note that a copy of today's slide deck is available to download on the GoToWebinar control panel under Handouts. For all of those who registered for today's event, who are here live, and those who couldn't make it, you'll automatically receive a recording of the Town Hall afterwards. With that, again, welcome to today's APA Town Hall, which is focused on equity, diversity and inclusion, or what many of us will be referring to as EDI for short today, and how APA is ensuring that EDI is helping to shape a positive future for the association and for the field.

Thanks to so many of you for registering and joining us. I'm pleased to introduce our hosts for today's event. APA President, Dr. Jennifer F. Kelly and APA CEO Dr. Arthur Evans. I'm excited to have you meet our special guest presenter today, Dr. Maysa Akbar, APA's chief diversity officer who began in this role only at the beginning of this year. With that, I'm going to turn it over to our president, Dr. Jennifer Kelly for some opening comments.

**Dr. Jennifer Kelly:** Well, good afternoon and good morning to those of you on the west coast and then in the Central United States. Thank you for being a part of this very important Town Hall today. What we're going to do is really focus more about our equity, diversity and inclusion, and how we move the association forward and continue to move the association forward. Can you turn to the next slide please?

I want to say that this happened back in last summer. It wasn't that APA was not doing things related to equity, diversity and inclusion. It's just that it was not as well coordinated. Something happened in May of 2020. I think it shook America too **[unintelligible 00:03:01]** and in fact, the world overall is certainly had a major impact on me. It's not that we knew that racism did not exist. It was just right there in our face.

That was the murder of George Floyd, and it was there for the world to see. I knew that we had to respond. Dr. Evans, and at that time President Sandy Shullman and past President Rosie Davis. We had two town hall meetings to really address the ongoing racism pandemic that was plaguing our country as well as the world. It was so popular that the first town hall that we had to have a second one, and we had over 10,000 people join us for this.

We knew that it was important for the APA membership, and also people who were not members of APA were a part of this, that they needed a safe place to talk, to ask questions, to share thoughts, and just connect with the psychology community. At that time, we knew that change needed to occur. The leadership of APA made a long-term commitment to the issue of systemic racism, equity, diversity, and inclusion, and we wanted to do it more broadly. What we're going to do is just spend a few moments with you to share some of the ways in which APA is approaching and advancing this incredibly important issue up to where we are right now. Next slide please. Thank you.

One of the things that came out of this is that we talked about all the things that we could do to address systemic racism, but it was becoming really clear that we needed to focus our attention inward. A significant part of the EDI work involves using psychology to help the field and those around us, but we also need to look at what it is that we're doing as an organization. We have made a long-term organizational commitment, and we have begun the process of exploring APA's current and previous history to ensure that the future of the association is the best that it can be, that we can really work on moving forward. This is really a historic moment for the association for the nation, and we want to really be a part of making a difference with the field of psychology.

We looked forward to **[unintelligible 00:06:00]** that the EDI is as an integral part of this whole movement forward. We are going to have you to be part of this journey with us, and we're going to be sharing you some of the things that we've done and what we will continue to do. Part of that is hearing from our chief diversity officer, Dr. Maysa Akbar. Next slide please.

**Dr. Arthur Evans:** I think this slide is for me. As Jennifer said, making a long-term commitment to addressing systemic racism is one of the strong messages that we got out of the work that we did last year and the aftermath of George Floyd. In fact, one of the things that we said was that what is happened, the pattern that we've seen in our country too often is that we have these horrific events, there's a lot of attention to those events for a few months, and then it wanes and then we wait until the next event.

We made a very conscious decision in the aftermath of George Floyd, that this was such an important issue to us. As you heard, Jennifer mentioned that we had over 10,000 people that participated in those first two webinars last year. It really indicated how important this issue was to our association and to our field. We made a commitment that we weren't going to follow that pattern of paying attention while things were in the news and then going back to the other things that we were doing, but we were going to have a sustained commitment.

Over the last year, we have really tried to build the- begin building the infrastructure that we need to do that. One of the most important things that has happened over the last year is our council of representatives really coming together and developing a resolution that really laid out for our field and for our association, our view about racism and systemic racism, and the way that we were going to not only conceptualize, but move forward in terms of addressing those. Those resolutions are very important because they do frame the issue based on the best available science.

For us, you may know that right now, there is a debate going on right now in the country around how we should view racism and whether racism can be systemic or not. Well, our association understood that racism happens at multiple levels, not only at the interpersonal level, but at the organizational level, at the systemic level. In our resolution that council pass, it lays all of that out, and it gives us guidance around the actions that we're going to be taking as an organization, working at all of those levels, moving forward. Next slide.

**Dr. Jennifer:** One of the things that I'm really proud of is the work that we've been doing as it relates to health equity. I'm giving you a little background about this. Back in February of last year, I went and talked to Dr. Brian Smedley about my it was like my big audacious goal, my presidential initiative would be young health equity. I'm a practitioner. I see health inequities there every day in my practice.

I really want, and I know **[unintelligible 00:09:51]** this is like, this is happening all over the place. I really wanted that to be a focus of the organization. I talked to Dr. Smedley, this was at the counseling back in February of 2020. Of course, this is his area of research. He's devoted his life to this. He says, "Oh, Jennifer, this is really great. I'm looking forward to working with you on this." Then he gave me this information to start reading and just really getting into the science seven and really trying to do a deep dive into this. Well, lo and behold, one month later, guess what happened? It was COVID-19 and we got to see health disparities at its worst.

It's like, "Wow, this thing is really what we need to be focusing on." That's when I really started digging deep into health equity, and what psychology can do to advance our health equity. Towards the end of last year, what I began to do is to start my presidential initiative. We got a task force seated and you'll see the names there. Beginning this year, we just got off the ground running, and we've just been really working since that time. I'm just excited that we're going to be having our report out, and it'd be the October council meeting. We will be really looking at policy changes and what it is that psychology can really do to advance health equity.

About a month ago, the taskforce held our roundtable discussion with the key stakeholders to share some of the initial thinking around recommendations. That will help inform what we will present to council in October. The other thing that I've been doing is like every chance I've had the opportunity to, I have really put health equity out that when I go to the state psychological associations, and I do my presentations there. We did it with the United Nations yesterday. I really want what it is that we can do as psychologists to advance health equity. I'm really excited about seeing psychology take that path and move on beyond that.

The other thing that that's happened that's really good is that usually when the presidential year ends that it's like, okay, so the initiative is over. No, this is something that I really want us to embrace it. What APA has done to continue that commitment, we now have a Committee on Health Equity, so it will continue to have an impact in that area. Meanwhile, I will see a CEO and the other APA leaders have really been hard at work representing the organization all over the country and even all over the world.

An example of this is the UConn state of health equity among boys and men of color summit. What it did was it brought together some of the most accomplished researchers, policymakers, and advocates to make progress on this issue. You can see that we're really attempting to move forward. I really want to thank the members of my taskforce on health equity that's headed by Drs. Kisha Holden and Jeffrey Reed. Next slide and as **[unintelligible 00:13:20]** Arthur.

**Dr. Arthur:** One of the ways that we've been able to do our work around this issue, and actually a lot of the work of the association is through partnerships. This work in particular is very important for us to do it in partnership with other organizations. Other organizations have the reach, they have the relationships. What we've been doing is marrying what we know as practitioners and as scientists, psychological scientists, with people who have those networks and those connections. We're having a much greater reach.

What you see here are just some of the ways that we've done that. Jennifer was a part of an event that was sponsored by Essence Magazine, which has an enormous reach into the African American community. We also have partnered with other organizations like the National League of Cities and the AARP. The AARP event, for example, that we did reach about 30,000 African Americans. That's a reach that APA in and of itself, it would be hard for us to reach that many people but these organizations have that reach. They value what we bring as psychologists and we think it's important to continue to build on those partnerships in order to have the impact that we want to have. Next slide.

One of the other ways that we feel very strongly about and APA has always had a strong position around is public policy. Most recently, we have made some really nice inroads with our advocacy staff who've just really done a phenomenal job of opening doors for us and various venues. We're bringing on Dr. Akbar, who you're going to hear from in a moment. Also, she's been not only great at the work that she has been doing, but really creating new partnerships and new opportunities for us.

One example of that is recently we were invited to testify in front of the President Biden's Task Force on health equity around COVID. That was significant for several reasons. One is that we were one of only a couple of organizations that have been invited to participate there. Also we were able to talk about behavioral health, substance use and mental health challenges. We really made the argument that if we are really serious about equity, and addressing equity in terms of the nation's recovery from COVID, that we had to incorporate and understand how those issues played out in terms of behavioral health.

It also gave us the opportunity to talk about Psychological Science and how Psychological Science can help address those inequities and other areas and general health and many of the other challenges like the return to work and some of the issues that we're seeing with school-aged children in terms of the developmental milestones and other issues that have been challenged during COVID. That testimony or that opportunity to testify in front of that group also led to more recently a second invitation.

Again, one of only two organizations that have been invited to have an audience with that group, so we'll have a group of psychologists led by our own Dr. Jennifer Kelly, who will be leading a group of experts to really talk about the breadth of psychological science and psychological expertise as it relates to a whole host of issues ranging from the neurological impact of long COVID to the organizational issues related to return to work, to the educational issues that children might be experiencing, to suicide, and the increased substance use that the individuals have experienced during the pandemic.

It's a really great opportunity for psychology, for us to demonstrate why psychology is so relevant to addressing issues of inequity. I think it's a great platform for our association to show why we should be at the table going forward. Next slide.

**Dr. Jennifer:** One of the things that I really recall, and I just can't get this out of my head, it keeps coming back to me, is when we had the town halls last year, that was one person got on the speaker and I said that I was hopeful. He said, "Why do you have hope?" I really kept thinking about that and it's like, if I don't have hope, then what would be the point? My having hope help to drive me towards action. That's what I continue to do and I do hope that we can continue to be hopeful, and that hope will move us towards trying to make a change.

APA has just continued to be a strong voice on critical societal issues that's related to EDI. We share what we know from psychological science, and we use our research to really help to improve people's lives and every chance I can get to speak out about that I will. Some examples include condemning hate crimes, seeking structural changes to address widening disparities, raising awareness of the consequences of discrimination, hate, and intergenerational trauma, and so much more that hope drives me to continue to do that.

APA is thinking about EDI in many different ways. We're looking at age, sexual and gender identity, race, ethnicity, ability, status, geography. If you think about that, these are all part of the social determinants of health, and they're all interconnected and interrelated. From that, you can get health equity. I have a tie health equity into everything. We work to bring the science to bear all the important and pressing issues of the day. We're doing it now and we will continue to do so. Next slide, please. Arthur.

**Dr. Arthur:** I saw Maysa's picture there, and I thought she was going to speak but you're right. [crosstalk] I was so captivated.

**Dr. Jennifer: [unintelligible 00:20:30]**

[laughter]

**Dr. Arthur:** I was captivated. One of the things that we have been really clear about from the very beginning, and Jennifer mentioned, at the beginning of her comments, which I think really frame how we think about EDI and particularly our chief diversity officer. When I came on board four years ago, there was a lot of talk about the need for a chief diversity officer. If you look around at all of the things that APA has done historically, you wonder, well, why do you need a chief diversity officer?

Well, for several reasons, one is that while APA was doing a lot of things, there wasn't a coherent plan and strategy around those things that we were engaged in. Furthermore, our view in my view, particularly a CEO, is that EDI is really the work of the entire organization, not a chief diversity officer or not a group of people within APA. Too often, organizations and institutions compartmentalize these issues.

We really felt that having a leader who could help to guide that work to make sure that we were all rowing in the same direction, that we had a strategy, that we had expertise that could be lent to the various components of our organization was very critical. We're delighted that we were able to recruit Dr. Maysa Akbar, who has a stellar record and commitment to these issues. She's been on since the little after the beginning of the year but already really hit the ground running. I want to turn it now over to her to make some comments about our EDI framework and how she's moving that work forward.

**Dr. Maysa Akbar:** Thank you, Dr. Kelly, and Dr. Evans for this important discussion. Jennifer, you mentioned hope, and I want to match your hope with my passion. I think that it's part of what it takes to do this incredibly difficult work. The way in which we are approaching it is very different than perhaps other, corporations, organizations, membership organizations are approaching it. I think that we have an opportunity as a science to be able to be leaders in this space. We have to do that by initially looking at ourselves.

One of the ways that strategically, we wanted to approach the EDI work was not to come into it, having just a general understanding of the work without positioning, the listening that was necessary. We knew that listening was going to be very important. We spent a lot of time listening to the boards, to the committees, to many divisions, our volunteer leaders, our members, and building relationships around the work that has been established for decades with EDI.

With that, over 50 listening sessions in total, it provided a guide to begin to have this discussion in a more meaningful way. The other thing that we wanted to do is to assess what was the diversity piece in terms of our work in APA. Where were we? How were we faring related to diversity? We looked at our governance structure and whether we were achieving the necessary diversity in all areas. Jennifer mentioned, not just in terms of race and ethnicity, but in terms of ability status, and sexual and gender orientation. It was very important to look at this from a holistic perspective.

The other part that was extremely important is convening the leaders, leaders who have historically dedicated themselves to this work, and leaders that we're now currently extremely passionate about the equity, diversity, and inclusion work. We went to the associations that we work in partnership with here nationally, the Association of Black Psychologists, the Asian-American Psychological Association, the American Arab, Middle Eastern and North African Psychological Association, the Society of Indian Psychologists and the National Latinx Psychological Association, and spoke to their leaders, their members, and to have a meaningful discussion around EDI work and the way that they have been looking at this from their perspective and how we can partner and collaborate in different areas.

We also met with the regional psychological associations, the council diversity workgroup, the divisions that had been historically paving the way, and whose shoulders we stand on related to EDI and newly formed divisions for social justice. We had an EDI collaborative that came for many boards and committees and other memberships of the association, that we participated in convening them as leaders so that we can better understand not just the work that had been done, but where the work needed to continue.

We were so focused, as Jennifer said, in looking at ourselves internally. It is very difficult to do this work when it's just positioned in it as an external view. Assessing ourselves, understanding where we are creating a baseline for where we are currently, and where we need to go was extremely important to this process. How do we do that? Well, we completed just under a week ago, a climate and cultural assessment that was internal to APA, in order to seek ways in which we can improve and how we can grow around equity and inclusivity for our staff.

We wanted to make sure that we were providing an understanding around the skills that will support the staff to better understand the principles of EDI in their own work, and how APA can improve in terms of organizational culture, and organizational climate. The other piece that was really important is to make sure that it's not just the work of the EDI office to do EDI work, but that instead, everyone is being socialized to better understand the mission, the vision, and the priorities associated to EDI.

We wanted to also provide safe spaces to be able to speak out about timely issues. We understand very keenly as a psychological science that people begin to heal the moment that they feel heard. It was so important for us to begin to create those spaces to do that. Whether it had to do with the questions and concerns around racial trauma, and the Derek Chauvin case, whether it was a better understanding how to heal the relationship between fractured communities, how to build coalitions, and solidarity ongoing.

We were willing and able to tackle some of those tough issues and we'll continue to do so. We are committed to continuing these conversations, whether they're related to ableism, related to discrimination, or any type of critical conversations that need to happen around the LGBTQ+ community, in any bigotry that's associated to religious differences. In addition, we are committed to sharing knowledge. We've done so from the perspective of EDI that is anchored in psychological science.

We've served in many different ways and to support the understanding of mental health as we're looking at the ever-evolving society that is connected to COVID and that is connected to reckoning with the racism pandemic, two huge elements that we're tackling. How have we done that? Well, we've moderated a discussion at the hill in collaboration with the National Association of Latino elected and appointed officials.

As Dr. Evans indicated, we've been intimately connected to the Biden Health Equity Task Force. Most recently, I was selected as one of the advisors to the Oprah Winfrey Own Network series that is connected to Black women's health. Also, tackling this issue with our children through a series of EDI-focused collaborations with Sesame Street. It's so important to look at this perspective from all ages and all walks of life.

What are our next steps here? We've done quite a bit but we wanted to make sure that we were focused on also creating a framework for our members and for others that are connected to us. The next stage in our work is going to be focused on the execution and the implementation of the EDI Framework. We're going to be creating mechanisms and goals and metrics that are going to hold all of us accountable for pursuing EDI excellence.

Just as a quick overview for this, we wanted to continue to build on a strong foundation of EDI. This work has been done although oftentimes uncoordinated for a very long time. Our major priority was to create a coordinated language and a consolidated approach to EDI. Remember that as you receive the EDI framework and you're looking through it, it is a guiding principle for you. It's an ever-evolving document, but it is also a foundational tool for the EDI work that you will be doing. We are looking to move EDI across the association, across the field of psychology, and within society.

Thank you so much for this time. I want to be able to make sure that we are strengthening our awareness and our understanding in our application of EDI, and that we are encompassing a clear message that will reinforce and sustain our knowledge in this direction. We will continue to listen and to hear you and to improve our work through our lived experiences.

**Dr. Jennifer:** Thank you. Maysa, I have a question and I may have missed this. Is there a way in which the EDI framework and then I saw it, is there a way that this can be posted? I don't know if it's too late to get this here, but I want to make sure that the attendees can get a copy of that.

**Dr. Maysa:** I will work on that right now with Alyssa so that we can post it in the comment section in that way it can be pulled from there. It can also be attained through our EDI web page and we can put the link to that web page as well. I think it will be in our resources. They can go through the web page to pull out not just the EDI Framework but other EDI resources as well that we will have available.

**Dr. Jennifer:** Thank you.

**Moderator:** Thank you. That's a great question and we have seen lots of requests for both the framework and additional resources. Just want to make people aware, you can go to the handout section of the webinar control panel, download the slides right now and start exploring the framework. Also, we will provide a slide at the end that has many resources including the EDI framework and the web page that you may find helpful and useful. I'm going to go ahead and get started because we have a lot of great questions coming in.

Start with a big picture question that a number of folks are asking, EDI, Diversity, Equity, and Inclusion is being talked about a lot right now. As Dr. Evans alluded to, national events or international events have caused people to make this a more frequent topic of conversation to explore, how is APA going to sustain this work? How is APA besides making a long-term commitment, how are you planning to ensure that this work continues and we're doing more than just giving lip service to these important values?

**Dr. Jennifer:** I think you're muted, Dr. Evans.

**Dr. Arthur:** Yes. I'll start. I think that the first thing is to understand why we're doing EDI work. It's not only because of the values of psychologists and psychology, but it's also because we know that this work will create a better profession and discipline. We know that this work will create a better society which is part of our mission, that's core to our mission.

I think the first thing is to reframe these issues. It's not just a nice social thing to do but to understand that it as being critical and fundamental to our effectiveness as a field. Our science isn't as good if we don't have diversity of ideas that compete. Our practice isn't as good if we don't have the ability to reach all of the different communities that are out there effectively.

The first thing is to really understand that this is fundamental to our effectiveness as a field and as a discipline. Secondly, the second reason why I'm very confident is that we are really integrating this work into our work. Rather than seeing this as a component over here where you have a small group of people working on it, we're really trying to look at all of our work through that lens. When we're looking at science, one of the issues we want to know is do we have a diversity of viewpoints, do we have a diversity of people who are doing the work?

Every chief in our association knows that part of their work is to make sure that they are using that lens to look at their work again because that's going to help to make us more effective in all of these various scenarios. I don't know if Jennifer, you, or Maysa want to add to that.

**Dr. Jennifer:** I wanted to add something to that. One of the things that I really wanted to see happen is to make sure that the infrastructure is in place. This is is going to go beyond me, beyond my presidential year. Of course, I'm all committed to eliminating health disparities and improving health equity, and advancing health equity. I want to make sure that this becomes part of the association and it is part of the culture of the association and that we have accountability, and that we're doing more than just checking the boxes.

I think that what happened last year was a call to action even though we were doing some things. It was a big call to action, but I want this to be everlasting and be a part of how we think, how we do, how we act, and how we grow as a profession.

**Dr. Maysa:** I have to completely agree with that. I remember during one of my very first conversations with Arthur, one of the things that he impressed as we were talking about this is how does EDI become part of the DNA of the association, the DNA of psychology. We're not talking about it as an adjunct or a separate area of work. Part of the commitment is to make sure that we're driving towards that effort. It won't be easy. It won't be without mistakes. It won't be without any feedback needed.

We're committed. We're committed to continuing moving forward. We're committing to looking at the entire landscape of EDI and making sure that we are, of course, correcting as we're moving forward. We understand that this is an iterative process. This is part of how we want to not only move EDI work forward but model the way that EDI work should be done. It is not a perfect science.

**Moderator:** Thank you. Next, I want to turn to Valerie Myers who had her hand raised. Valerie?

**Dr. Jennifer:** Hi, Valerie.

**Dr. Valerie:** She's unmuted. Valerie, can you hear us? I may return to you shortly then, Valerie, and will come back. In the meantime, we've had a few more questions come in about different aspects of EDI. I won't go through all of them but folks asking about particular populations, and communities, and angles. I think with, for example, some of the national and international events we've seen around, the rise in hate crimes whether it's toward Asian Americans, or rising levels of anti-Semitism, curious how APA is incorporating all of these different aspects into its EDI work. Maybe you can talk a little bit about the framework and how it helps to bring in all of those different pieces and angles.

**Dr. Maysa:** Absolutely. The framework itself was created understanding that we have a commitment to tackling all aspects of EDI. Really, our focus is to champion every area that is necessary, not just the area of diversity but understanding that diversity is not synonymous with equity and inclusion. People, in order for them to feel heard, we have to be able to elevate and amplify the voices of those who have been historically marginalized and minoritized.

As we're doing this work, we're being careful of considering that. It's really difficult sometimes to do this work without a guiding tool, which is why we wanted to prepare the EDI framework to support the continuation of this conversation. This will challenge the way that perhaps psychology over its hundred-plus year existence needs to be decolonized over time, how we need to support learning institutions in looking at essential pedagogy that is sensitive to EDI.

How we will create pathway programs for those that are seeking entry into the field? How we will look at our science in terms of who is reviewing our science, who is publishing in our science, and to be more inclusive in the ways that we do that? There's a lot of different areas that we're focused on in terms of the EDI components. We're hoping not just to do this work alone, but the participation of our membership of psychologist in this work is going to be crucial to moving it forward.

**Dr. Jennifer:** One of the things that I want to be clear about myself and I hope for the association, is that we stand against hate in all its form, whether it is based on race, ethnicity, religion, all of its forms, ageism. We stand against hate in all its forms and every opportunity I have to speak out against that, I will.

**Moderator:** Great. Thank you both. I'm going to go ahead and try to hop over to Arthur Pop, who has his hand raised. Arthur, are you there?

**Arthur Pop:** I am. I don't know if you can hear me.

**Dr. Jennifer:** We can hear you.

**Arthur:** I'm sorry. I raised the hand by accident and if you don't mind, I'd like to continue to listen. Give me the opportunity to learn further about APA's great efforts on behalf of EDI.

**Moderator:** Absolutely. Thank you to Dr. Pop. I'm going to turn next to Dr. Rosie Davis, who has her hand up. Hi, Dr. Davis.

**Dr. Jennifer:** Hi, Dr. Rosie.

**Dr. Rosie Davis:** Well, you all have done a good job as usual. My question actually is, probably the next step is the what comes after next step, and that is the how to. Even as I do my work, and **[inaudible 00:42:16]** the how to part, people are constantly asking me to come and do a workshop. I don't have workshop material. Is the how do you change the mind fit? How do we help to get EDI into research, education practice, and more practice? Is that mindset thing that is so difficult. I know that you can't do all of that, but if you could consider how to the gather people or is there a way to do some training to help on some of us with how to do it, how to get it out there? Is there a way to think about that? Does this make sense, Maysa, because I know, it's you who has to do it?

**Dr. Jennifer:** Well, I was just thinking about that. I was like, we're going to add something else to a great Dr. Akbar's work here and to see your plate. Rosie, I think that you're actually part of that process that you've really **[inaudible 00:43:15]** This is something that [crosstalk]

**Dr. Rosie:** I'd be happy to be a trainee.

**Dr. Maysa:** I think Rosie spending time with you and knowing the amount of work and knowledge that you have in this area, I have to agree with Jennifer. I think of it, it's a complicated question and you're right. One of the things that I pride ourselves in is that we understand the science of human behavior. This is not separate and apart from the way that we as people think about diversity. A lot of times, we step into situations with our own belief systems, our worldviews, the way that we've grown up, how we've been socialized and that starts to create a frame in the way that we see the world.

There are times where when we're talking about diversity, equity, inclusion, the combination of psychological safety, belongingness, all of those areas that we have been major contributors in there is an opportunity here to think about the humanistic side of this and how we are participating, and how we are standing against these areas of discrimination. I think that yes, there is training that is necessary, but we all know that even though we listen to the trainings, we participate, we're active participants in the training, it doesn't always exact to contextualizing that information into our everyday work.

Part of this is continued exposure to this conversation, getting us more comfortable to talk about the difficult things, understanding that courageous conversations are necessary in order for us to do this work. That part of the interconnectivity has to do with not just the pieces of our science, whether I'm a practitioner or a scientist, or I'm in apply, but it's just intersectionality of the pieces of our science and the way that we're going to incorporate these components EDI into our work. This is a multi-prong, multi-step, multi-year process. I'm glad that Jennifer said that this will be far beyond her tenure, but that it's a long-term commitment of the association.

**Dr. Jennifer:** I want to just shift the focus for one second, because I want to have Dr. Akbar, just spend a minute talking about some of the things that we're doing right now as it relates to dismantling racism and the taskforce that we have put together, and where we are right now. This is going to help drive us with some of the work that we will be doing from here on. Dr. Akbar, can you talk a little bit about what we've been working very diligently on as it relates to dismantling racism, and some of the things that Dr. Bravada Garrett-Akinsanya assisted us in moving us to that direction. Thank you.

**Dr. Maysa:** Absolutely. I love the idea, and this is what brings a lot of energy is that this is a historic time for us in that not only are we looking at ourselves internally, but we also have to understand what is the process for when we evaluate ourselves in terms of how we are able to move forward with communities that we have, either implicitly, complicitly or explicitly harmed. One of the incredible tasks that we're going to take on in a task that, at least for the past 5 to 10 years, we've tried to get underway in different types of mechanisms but it never resolved to getting there is to create an opportunity for a public apology around those harms.

There are initiatives that dated back to at least 2016, or before where we were looking at the indigenous community, and making sure that we lifted the first peoples of this nation in terms of harms that were potentially done from the perspective of psychology or APA. Now, we're engaged in initiatives that's globally focused on eradicating racism, discrimination, and hate. We are moving forward with an apology to communities of color to all BIPOC communities with special attention in the areas of reconciliation, healing, and action steps and how we are going to move forward in this path.

We understand that the apology is really the beginning steps. It is, and Jennifer, you've said this many, many times, an apology on paper is meaningless unless it is backed by action, and backed by the steps that we're going to take to make sure that we don't continue to perpetuate those harms in the future. We are very committed to this process. Rosie, thank you for your work and co-chairing the indigenous workgroup, and moving that forward in a pace that is relevant to the indigenous community.

**Dr. Jennifer:** Can you mention who the co-chairs of the taskforce then in terms of the big audacious that goal that we're doing? I would really like to give them a shout out because they're given a tremendous amount of their time and energy for that.

**Dr. Maysa:** That's right. For the General Task Force, it's **[unintelligible 00:49:09]** and **[unintelligible 00:49:11]** are two phenomenal co-chairs. They are extremely committed to this work, moving it forward with a sensitivity, a compassion, incredible understanding of what it takes to move this initiative forward.

**Dr. Jennifer:** We would be remiss if I did not mention that Dr. Bravada Garrett-Akinsanya, who was so passionate about, really working towards eradicating hate and she's in Minnesota. She did this before everything happened with George Floyd. I will give her a shout out because this is somebody who's just really had the boost on the ground in terms of the grassroots work in and working to eradicate racism in her community and the work that she's been doing with the police department and the community in Minnesota. I don't even know Bravada's on this call. I want to thank her for just doing the work that she does.

**Moderator:** Thank you, Dr. Kelly. Bravada it doesn't look like she's on right now, but I'm sure she's hearing you sing her praises. Well, I know we're getting close on time. I do want to try and group a couple of questions together that are coming in, lots of questions around education and training. Everything Patricia Cariño has written in about our accreditation and how APA is pursuing either violations of EDI or harmful actions against historically marginalized and oppressed members.

We have people asking about educational standards and training and curriculum for students and how psychology can better inform that all the way to recruitment and retention of diverse faculty and students, adults **[unintelligible 00:51:01]** the list goes on and on. I believe we have our Chief Education Officer, Dr. Catherine Grus on here as well. I want to turn it to our panelists first and see if you have any comments or framing about how APA is thinking about EDI in relation to education and training very broadly speaking.

**Dr. Evans:** I think it would be good--

**Dr. Jennifer:** Go on, Dr. Evans.

**Dr. Evans:** No, no, I was just going to say I think it would be good to hear Cathy because the issue around accreditation comes up quite a bit. If she could speak to that, or more broadly about how those issues are being addressed within education, that would be great.

**Dr. Catherine Grus:** Sure. I'd be happy--

**Dr. Jennifer:** One of the things that I want to note is that this is an example of how is not just one person that's doing this. It's not just Dr. Evans or Dr. Akbar or me is really we want this to be integrated into the entire association and the organization. This isn't yet another example of that.

**Catherine:** Thank you, Dr. Kelly, and thank you for the opportunity to share a little bit about what we're doing in the education directorate at APA. It is definitely EDI is infused in all the areas that we touch on education would ranges from applications of psychology to pre-K to 12 educational on through lifelong learning. Every aspect of our work in the education directorate is touched by an EDI framework. I'll give you a few examples of some of the things that we're doing.

We partner very closely with our board of educational affairs in this work. Through the pre-K to 12 spectrum of education, we have a task force that's actually reviewing a document that had been put forward many, many years ago, looking at psychological research and what it tells us about ethnic and racial disparities of pre-K through 12 education. We also have some new work that's been slowly put forward through our board of educational affairs. We have a task force that is looking at a holistic admissions practices to graduate school and what that might look like and what recommendations APA might have in that space.

We're also going to partner with our science directorate on a project looking at pathways into faculty positions and how we can diversify our academic workforce. EDI is, of course, infused in all the standards that we use, including our standards for accreditation, which looks at both the curricular training that students receive in the area of EDI, but also looks at the efforts of a program to both recruit and retain students and faculty members that are diverse student body.

In our continuing education standards, we also have a robust requirement for anybody who's offering APA approved CE that they make sure that they're paying attention to EDI in both the curricular content, and the types of instructors that offer the continuing education programs. Those are just a few examples of the many, many things that we're doing in the education area, just to give you a sense that it really is infused in all the work that we do.

**Moderator:** Thank you.

**Dr. Maysa:** I'd like to highlight a few things in terms of our collaboration with science. We have started to put together micro trainings to make sure that we're educating scholars around EDI and the intersectionality of EDI and research where there's a task force that has been put together that's looking at tenure and promotion, in terms of science related to scholars of color, and as Kathy mentioned, looking at different areas in terms of pathways, opportunities for scholars of color. Many different initiatives going on and I appreciate Mitch, our Chief of Science for all of the support that he's given in this area.

**Moderator:** Thank you. I just want to say as moderating this event, there are so many excellent questions coming in. I know that people are asking when their question is going to get asked. I do hope you will continue to ask questions, continue to stay tuned into what APA is doing in the area of EDI, which, as we've heard today, spreads across all of the work of the association. I do want to say just thank you for your great questions, your thoughtful questions, and comments.

I have shared here on the screen, just a sample of some resources that APA has related to EDI, including the framework, including our EDI web page, and including Dr. Kelly's presidential health equity initiative. With that we are about at the hour and I want to turn it back to our three panelists to close us out. Thank you again for joining today.

**Dr. Jennifer:** I want to make one more comment before we close out. I want to acknowledge and thank our past president, Dr. Sandy Shullman, for the work that she did last year when she was president and really getting this off the ground. It was very courageous of you. I don't know if Dr. Shullman is listening, and I hope so. It was so courageous for her to do this, and it really set the groundwork in the stage to get to the point where we are right now. Thank you, Dr. Shullman.

I think this is all that we have for today. We might have to end up having a part two on this one as we did last year. We want to thank you so much for tuning in and stay tuned because we're going to continue to work. There's so much work that we need to do, and will continue to do in this area. Dr. Evans and Dr. Akbar, do you have anything you want to say?

**Dr. Evans:** Well, I would just say thank you to everyone who has gotten on. As Jennifer just mentioned last year, we were just overwhelmed with the response when we did this. We had lots of people who wanted to be a part of this discussion and to hear what the association was doing and actually to help us inform what the association is doing. I hope what you've heard today is that we heard you last year, that we have taken a lot of what we heard last year, move that forward, but our association, and by extension, our field has some momentum around these issues, and it's very exciting to see the impact that we're going to have.

**Dr. Maysa:** I'm equally thankful for this opportunity. Please stay tuned as there's so much more to be done. As Dr. Smedley and I continue to work forward in the apology and with the task force, we are here to be a resource to you. We want to continue listening, reach out to the EDI office at edi@apa.org if you have any questions, or you want any time with us in terms of supporting the work that you're doing related to EDI. We welcome another opportunity to have this discussion in the future. Thank you.

**Dr. Jennifer:** Thank you.

**Dr. Evans:** Thank you.

**[00:58:22] [END OF AUDIO]**