Title: APA Town Hall on the ‘Racism Pandemic’ Facing our Nation  
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**Alissa Fogg:** Welcome to tonight's APA Town Hall about the 'racism pandemic' facing our nation. Thank you all for joining us. I'm pleased to introduce those leading tonight's conversation. APA President Dr. Sandy Shullman, APA president-elect Dr. Jennifer F. Kelly, past president Dr. Rosie Phillips Davis and APA CEO, Dr. Arthur Evans. To get things started, I'll turn next to APA president, Dr. Sandy Shullman.

**APA President Sandra Shullman:** Thank you very much. Good afternoon, good evening and good morning to our international colleagues. I want to start by bringing into this room the name of George Floyd. Let's remember and acknowledge his tragically shortened life on the day of his memorial. The conversation tonight is about us as a community and us as an association. We are here as your leadership team, the presidential trio of the past president, the current president, the president-elect, and our APA CEO. We are here making an ongoing, sustainable organizational commitment to finding unique or most impactful ways, working collaboratively to eradicate racism, institutionally, and systemically.

We recognize that if we're going to go forward, this means we also need to look at ourselves as an organization and at psychology as a whole, both as a discipline and a profession to eliminate the racism in our own house. As 2020 APA president, I put forth the concept of learn, lead, and change. Tonight is about learning from all voices, all of you and all of us, so that we may evolve plans to lead toward real lasting change in this association, in psychology, in the United States, and across the globe. Arthur, I'm going to turn it over to you now.

**APA CEO Arthur Evans:** Thank you, Sandy. As the events of this week unfolded, there were two responses that we heard over and over from our members. They wanted us number one to respond and to make our voice known, and they wanted to know what is APA going to do. As many of, our president Sandy Shullman sent out a very strongly worded statement that articulated our position about race and racism and the events that had happened and we're going to continue that.

People also asked us, "Well, what is APA going to do?" We recognize that to really do, to identify that we have to have a process, but we've done some early thinking about what it is that we can do as an association to address the race issues in our country. One of the things that we want to do tonight is to make this an open forum so that you can talk about whatever you want related to tonight's topic, but also to give us some feedback on what are early thinkings and other ideas that you may have that go beyond that. The three things that we've identified at this point are number one immediately to make our voice known on this issue, to make the psychological science that we know that is relevant, known to the public, and to begin building partnerships with others who can use that information and whom we can partner with to advance our progress on this issue.

The second thing is to address the issue of policing for communities of color and particularly relative to African American men. One of the things that we've decided is that the president Dr. Shullman will be appointing a task force to look at this, but to do this very quickly so that we can identify recommendations that can be implemented in the near term. We know that we have to do that in partnership with other organizations to partner both with developing those recommendations, but more importantly, to make sure that those recommendations get implemented.

Then the third level is a more long-term commitment. As you heard from Dr. Shullman to stay engaged on the issue of race and racism in this country. APA has a long history of taking a stand on these issues, but we also know that we have our own issues as an association. We have our own issues as a field, and we asked to if we're going to be authentic, if we're going to be a genuine partner, we have to look at our role as a discipline and a profession and perpetuating some of the things that are being protests. That has to be a part of our commitment, but we are looking at how we can sustain this because one of the things that we've heard over and over again is that we don't want to have this conversation again the same way that we've been having. We want to want this to be a real turning point in our nation and whether it is or not, we're making a long-term commitment so that APA will continue to work on these issues over the long-term. Your feedback on these ideas will be important.

The last thing that I will say on a personal note is as an African-American man, I feel what many people are expressing. As an African-American man, I have to compartmentalize many days when I walk into the office, how I'm feeling about the issues of the day, and the work that I have to do on behalf of our association. I will say to you that it has been difficult this week to do that. I know for many people, it has been difficult to do that compartmentalization. We hope to give voice and visibility and validation to those feelings that you all are having as APA members and to use that to guide us in the work that we're going to go forward with. With that, I'm going to turn it over to Dr. Jennifer F. Kelly, and then she'll then turn it over to **[inaudible 00:06:33]**. Make sure you unmute.

**APA President-Elect Jennifer F. Kelly:** Good evening and good afternoon everyone. I feel honored--

**Sandy:** You're muted **[unintelligible 00:06:44]**

**Jennifer:** I don't know why I'm muted. I'm not muted on my screen.

**Sandy:** You're not muted anymore.

**Arthur:** You're okay.

**Jennifer: [unintelligible 00:06:58]** All right. Good afternoon and good evening everyone. Can you hear me okay? Thank you. I feel honored to be able to be here at this critical time in our nation and the world. We are in the midst of troubling times. Unfortunately, I can say that I am not surprised with what is occurring with what I am saying, but I look forward to hearing from you as we move forward as an association. I am here to listen and learn, to help me to lead, to affect the change that is desperately needed in our nation and the world. Thank you. Now we'll turn it over to Rosie, past president. They have you muted as well.

**APA Past-President Rosie Phillips Davis:** Thank you, Jennifer, and good evening friends. I'm so glad. I'm okay. There's a delay. I think you can hear me now?

**Jennifer:** Yes.

**Rosie:** Can you hear me now?

**Jennifer:** Yes.

**Rosie:** You can hear me. Okay. Thank you. I just want to say the name one more time, George Floyd, because every time I want us to remember that name and Ahmad Aubrey and I even want to add Christian Cooper because they point to the systemic racism, the white supremacy, even the white privilege that we experience in this society and we're committed to address it and we're committed to allowing space for you to speak. I want every one of you out there to speak as much as possible.

Now we have 1,000 people on, 10,000 signed up, but this is the limitation of technology. We're also going to ask you to speak, but to remember to speak for two minutes and let as many people give voices, they can. I wish I could hear from everybody who has something to say, and I don't want anybody to be reticent to say what is on your hearts and minds. Then remember that you can always write to each one of us. I say, especially to our CEO and our president, our president-elect, they will listen. We all together will come up with some solutions. Now we're going to open this for you to talk. I'm going to hand this back over to Dr. Evan, so he can moderate to help us get through this in a way that gives us much time as we can to everybody. Thank you.

**Arthur:** Okay. We have a list of folk who's going to be helping us to identify people who would like to speak, and we're going to spend the rest of the time listening. If you do have questions, we have the four of us and Dr. Brian Smedley also is listening, who is our Chief Diversity Officer and Chief of Psychology and the Public Interest. If we can't answer your question tonight, we'll get back to you in some other way. **[unintelligible 00:09:55]**, do we have someone who's ready to speak?

**Alisa:** Yes we do. Just a reminder to everyone to please press the raise your hand button and that will signal to me that you have a question or a comment. First, we have Patricia Wisniewski. Patricia? You may need to unmute yourself as well. Patricia seems to be having some technical difficulties. I'm going to go next to Mercedes Williams. Mercedes?

**Mercedes Williams:** Yes. Can you hear me? Okay. Hi. How are you all doing? Thank you for allowing me this opportunity to speak. My issue right now-- Rest in peace, Mr. Floyd. My issue right now is that even though we didn't-- I'm alive. Let me just speak for myself. Even I didn't die but my health is now at stake because of what happened to me in the workplace, because of the racism that I experienced. One of the issues that I know that many of us face in the workplace is EEOC delay investigations. While they are waiting and then try to cover up and to protect the major industries, we all get sick. It impacts our finances, our health, and everything. What can you do to help? Because this needs to be brought up? I know what's happened to me. I know how my life has been turned upside down. I know how sick I am because of what happened to me in the workplace. It's just too much.

**Arthur:** Thank you.

**Alisa:** Our next question and comment comes in from John LaMuth. John.

**John LaMuth:** Hello, my name is John Lamuth, and I noticed a lot of the protesters are shouting, "No justice, no peace." These are very abstract concepts which I am able to show in a behavioral communicational context that I've approached different APA presidents about. Can you still hear me?

**Sandy:** Yes.

**John:** As I show on my website, worldpeace2.com. I'm just hoping that if we can get more of a handle on a lot of these complex issues that everybody is desiring to express themselves or to understand each other's viewpoints, the communicational factor. I was hoping that this could have a very good outcome as far as more long term, and it also shows the opposites of these virtues. For justice there's opposite is vengeance. For peace, the opposite is belligerence. We see a lot of that going to an extreme degree out in the field and so that's my question. I was just wondering if-- I'd be willing to donate my intellectual property to help bring this country back together and in a capacity that you saw fit.

**Arthur:** Thank you. Does anyone want to respond?

**Sandy:** I'd like to respond to the first--

**Jennifer:** I just wanted to [crosstalk].

**Sandy:** Jennifer, go ahead.

**Jennifer:** No, I was just wanting to know from John, what your contact was.

**John:** I can hear you. Yes. Like I said-

**Jennifer:** I wanted to know what your contact was.

**John:** You can get through to me on my website. It's worldpeace2.com and it says contact the author. Then you can contact me through that or my name, JohnLaMuth33@gmail.com. Like I said, this is so systematic, that it'll really be something that's never been attempted on the world scene. I think that it could really if you can see everything in context how every--

**Alisa:** Sorry about that. **[unintelligible 00:15:03]** getting fuzzy there. Next, we have Candice Columbo. Candice?

**Candice:** Hi. My name is Candice, and I had a question for the APA. I wanted to know if the APA would be making a statement explicitly and directly condemning police violence and police brutality in the most direct language as possible? Also condemning the use of equipment like chemical agents, such as rubber bullets which sometimes contain metal cores, mace and pepper spray, and pepper bullets, things that are being used against often peaceful protesters during a pandemic of COVID-19, that affects the upper respiratory tract.

The police are using these chemical agents that people inhale. I wanted to know if the APA would be making a statement specifically and publicly condemning violent police actions against peaceful protesters which have been widely recorded and happening across the US nation. Thank you.

**Arthur:** Sandy, do you want to answer that, or would you like for me?

**Sandy:** I can take a whack at the first part of that, and then you can follow on, Arthur, that would be very, very helpful. The task force that we are going to form will be asked to look at a number of things, and I think part of what you're addressing is the military model of policing that we have adopted in this country and the procedural justice approach that we have to our legal system, rather than looking at justice in many different ways.

As we go forth with some of these plans, we will be making from my perspective, hopefully, commentary about how we can change practices. In so doing, we're obviously going to directly talk about the problems with the existing practices and the existing brutality. As we have things to replace it with as we have forward solutions to propose, yes, I think it would be very much. We want to condemn, but we also want to change. We want to bring our science with it so that we're able to really make forceful statements with an evidentiary base.

**Arthur:** What I would add to that is that we want to go behold statements. We want to make those strong statements as Dr. Shullman is saying, but we want to go beyond that and make sure that our advocacy-- In fact, I had a meeting today with our chief advocacy officer, and we were talking about legislation that we can support as an association, and that includes looking at police tactics, and procedures, and making sure that we're advocating for those.

Then thirdly, looking at our partnerships so that we can take our views, take our science, and work with other organizations to get those policies implemented.

**Alisa:** Thank you. Next, I'm turning to Anita Verma. Anita, you're unmuted. Anita? All right, we have some technical difficulties there. I'm going to turn next to Irene Laura **[unintelligible 00:18:41]**

**Irene:** Hi. Good evening. I'm very happy to be able to participate this evening with all of you. I live in Argentina. I'm a Ph.D. I work especially with people in grief and bereavement. I was really shocked by the way George Floyd was assassinated, but this is not a striking situation because it happened during the last four years of our democracy in Argentina, that policemen were treating very badly and with very violence, and we had many young people killed.

We have a lot of things of racism in our country too. I would like to know one thing. I think that justice must be made because it's really needed for people who are in bereavement and grief. Also for the whole society of the United States because I heard that many policemen that committed this assassination of other black people in your country, didn't really went into jail and prison, were relieved. I think this time should be useful to have a new experience in your country, and also I would like-- I appreciate how young people were able to participate moving in many ways, many States, and this was new in your country. It was not new in Argentina and Chile and Columbia where so many young people were mobilized last year. That they should this aggression, this participation should be canalized.

Also, that people should take participation in voting because if they don't vote in a serious and intelligent way, then we will keep on having psychopathic people in the government. When Trump was asking the army to participate and the defense department decided not to do it was very wise because we had a lot of coops in different Latin American countries, which were really very violent. When the army participates, it's really horrible.

I would like that also the policemen should have training programs, new training programs, so they don't use the violence in such a horrible way against any people, young people, Jewish people, because also antisemitism has raised a lot in United States, even in my country and Europe. New training programs should be developed and also the way of evaluating policemen to see where really have a good mental health to be able to have guns. Otherwise, they will be keeping on doing such a horrible, violent things to other people. Everybody should be really respected no matter what race, religion, or color of their skin. Thank you very much.

**Arthur:** Thank you.

**Alisa:** Our next question here is from Holiday Adea. Holiday.

**Holiday:** Thank you. I'm wondering if one of the results of the task force will be sets of materials that the different environments that psychologists find themselves in might be able to use like therapists in private practice, higher Ed educators, elementary schools, school psychologists, would that be a result of the task force?

**Arthur:** We don't know what the results will be in terms of the specific products or recommendations that they will make. One of the aspects of what is produced is it has to really reflect the complexity of this issue. There is no one thing that is going to solve this problem. We have 400 years of racism in this country. Many of the issues that we are dealing with are baked into the way our policing happens and to many other institutions within our society. What I hope is that the task force will be able to reflect that complexity and come up with a range of recommendations that can be implemented across police departments. To your suggestion, there may be some things outside of policing and the police departments that can be done. Sandy. I don't know if you want to add anything to that.

**Sandy:** I would add to that and it also, in some ways responds to Mercedes question in the beginning of this that we never addressed, which is the issue of how we work systemically and institutionally to eradicate racism. One of the pieces that we would be doing with this taskforce in a different way than we've worked before is we've worked in silos at APA for many years and in psychology.

One of the things that we're going to be doing, particularly with this task force is bringing our applied psychologists who work in institutions who work with police departments, who work in ways that are already working against racism, bring them together to help us with solutions to various contexts. That could be school systems that could be various educational systems that could be employment systems that could be healthcare systems. That's probably what will happen as a result of this is that we will bring our best and our best interventions from various parts of psychology. We've not worked together as one discipline or one APA in the past. The level of racism we have in this country requires all of us working together. That's one of the things we'll try to do.

**Alisa:** Our next comment comes in from Dana Jackson. Dana, you may need to unmute yourself as well. I think we are having some muting problems there. Our next comment comes in from Laurie Naughton. Laurie, you've been unmuted, but again, you may need to unmute yourself on your end as well.

**Laurie Naughton:** All right, can you hear me?

**Sandy:** Yes.

**Laurie:** Hi, thank you for taking my question. I'm wondering if as psychologists, we should be organizing emergency response teams in our communities. I'm thinking about how we responded after 9/11. What we do for schools when there's a suicide, we send people in to support people who are hurting and pain and I'm just wondering if that's something we should be doing now for our local communities.

**Arthur:** Who would like to take that?

**Sandy:** I was thinking you might, Arthur.

**Arthur:** Okay, I'll take that. I think it's a wonderful idea and I think it's a great example of the kinds of things that psychologists can do in their community. APA has had a long history of supporting emergency responses through our work and it's clear that communities are really reeling from these events. There is something really important about us being in communities in the aftermath, and not waiting for people to develop post-traumatic stress before they can get help. I think it's a wonderful idea and I hope more psychologists can actually organize that within their community.

**Jennifer:** Yes, let me just add something to this and one of the things that I'm seeing is that we do have psychologists working into communities but it hasn't been an organized effort from either necessarily the state associations or from APAs. For example, we have Bravada Garrett-Akinsanya was in Minnesota, she's in Minnesota, and she's been organizing things in response to what's been happening and she's been working with a state association.

Maybe we can kind of see these things as templates, models, and how to do this. We have a disaster response team. I envision what we're doing in this, to me is this is a disaster as well, an emergency and disaster and we can really see how we can organize our efforts with ease as well using resources like the state psychological associations to help facilitate this. If Bravada is listening, we're going to be calling on you Bravada.

**Alisa:** Our next comment we're going to return back to Dana Jackson. Dana.

**Dana Jackson:** Hello, can you hear me?

**Sandy:** Yes.

**Jennifer:** Hi, Dana.

**Dana:** Thank you for coming back for me and I apologize for that earlier. In addition to the earlier names, that will call I would like to call some other names, Sean Bell, Michael Stewart, Michael Griffith, Yusef Hawkins, Amadou Diallo, and the names go on and on and on. I really wanted to just address what one of the individuals said about in-house, the APA, and the community of psychologists. I think there needs to be more done with promoting and advancing colleges of color and leadership roles or in administrative positions.

I've never had a psychologism color as a supervisor, either on internship and all of the jobs I've had and I think that there's not an equal representation in these leadership roles for psychologists of color. In addition to everywhere I go, I'm the only African American male psychologist. I don't think that, again, there's equal representation we serve in a community of consumers who are over-represented as ethnic minorities, but underrepresented as people of color delivering services, and I think that APA could do more, should do more. That's my comment. I would like to hear a feedback regarding that. Thank you.

**Arthur:** Rosie, would you like to?

**Rosie:** Well, Dana, I think that you're right, that there isn't enough. We have a lot of efforts going forward. One of the things that I do want to say for everybody on the call and forced to push everybody is that so much of this depends on a lot of advocacy so that I want our students to mobilize and say, they're not enough of us. I want white students to stay that, I want my white colleagues to stay that because APA can release a statement, but the hands of doing are those of us who are out there to object to what is going on and to say change most come. It feels to me like what we do is give away too much power and not claim enough power. When I say that power that has to be way beyond African-Americans saying that not enough of us.

In all of these programs around the country, I challenge you to begin to look at what you doing in admitting these programs and promoting individuals because that's the-- When Dr. Evan's talked about it being baked into our system, it is interwoven into our system and it is going to take all of us doing a lot. Even that whole disaster response thing, I hadn't even thought of that, but it's going to be long-term and different than what we talk about, what happens with the Hurricane. Yes, I think you're right. I think you're right. Is better, but it's not nearly good enough and so we go to-- I say, Dana, join APA, join ABPsi, join **[unintelligible 00:31:48]**, join SIP, join whatever the Asian American psychological association, because it's going to take every single one of us to make these changes, but they are needed.

**Alisa:** Next I'm going to turn to Chico Hooper.

**Chico Hooper:** Hi. Hopefully, you can hear me. Great. My question is, I'm wondering if APA would be willing to generate and maybe on this task force generate strongly worded recommendations or mandates for state psychology boards to sanction overt expressions of racism by licensed professionals. On social media this past week or so it's just been, of course, a lot of talk America's talking, but there have been some just awful egregious statements by licensed professionals. Even when being told wrong defending their stance. I don't know, I'm just wondering if that would be something that the task force could look at or APA as a whole consider what could be done about those types of expressions

**Arthur:** Jennifer, you want to take that?

**Jennifer:** I'm just feeling just overwhelmed even by hearing this, given our profession and what it is that we're supposed to be doing. We do have the association of state psychology licensing boards, and I can make a contact with them and just see what is out there already. I'm just appalled that I'm hearing that, but I am going to put that on my list of who I am going to contact to see is there an ethical violation with this? Where does this fall? I know we have the thing of free speech, but at the same time, we all happened for profession. I do know the executive director of that organization, and I'm going to see what is that can be done about that.

**Sandy:** If I could add to that the next generation of our ethics code and the people that are drafting it right now are working very hard to incorporate the guidelines that we have developed around multiculturalism and other areas as part of our ethics code. I think at this point the question would be, can we in our own house say, does that constitute an ethical **[inaudible 00:34:37]** that would really help the state boards and ASP PB be able to put more teeth into trying to get a more respectful environment. That that's a little longer term, but that is part of the issue. What is ethical practice? Is that considered ethical?

**Jennifer:** I'm just appalled to hear that, but we will certainly look into this.

**Rosie:** I do think that it is-- This is Rose. I do think that it's important to know that APA does not control those license boards. I think the right approach is to contact our national organization and to do what we can with our ethics committee. Then one of the things that we have-- I hate to say it, but amongst psychologists there is a range. We're going through a helping profession and we think everybody is going in to help like we are going in to help, but it's not true. It's just simply not true. That's why I keep calling on everybody to speak up. [crosstalk]

**Jennifer:** Right and we can certainly make a strong statement in response to that, but I would like to see a change occur in this. Is this in your state association? Is that Chico?

**Sandy:** Perhaps she could contact you later Jennifer and maybe we could put her in some contact with some folks in her state that might be able to be helpful with that.

**Chico:** I apologize, it just let me unmute myself. I'm in the state of Florida.

**Jenifer:** Okay, thank you. If you do JKelly@APAboard.org and can contact me and I will follow-up on this with you, Chico, okay?

**Arthur:** Thank you.

**Sandy:** Thanks, Jennifer.

**Chico:** I appreciate it.

**Arthur:** Thank you.

**Alisa:** Great. Our next in line is Theopia Jackson.

**Jennifer:** Hi Theopia. How are you?

**Theopia Jackson:** I am blessed, hello. You have to understand I'm just seated doing a happy dance when I finally heard the reference that the cultural guidelines are now being considered for implications for the ethics because that's been one of my long-standing critique, so, thank you. Thank you for these conversations tonight as well. I wanted to offer two other considerations. We're thinking about the increase of our workforce. One is, Ronald Williams, one of our founders for the Association of Black Psychologists presented APA with a template plan in terms of how to increase the workforce in terms of people of African ancestry.

I wonder if it's worth revisiting that for our own self-assessment. How are we? What's our grading on this for myself now. Also, its implications for bringing in others of different cultural backgrounds because what we want to hold on to be true based on APA's own data. 20% of all psychologists are people of color and only 4% of them, they identify as black or African-American. Those numbers have been pretty consistent each time I look for the last 10 to 15 years. That too could be one of the measurable outcomes APA might have for itself.

Then I would also invite us to consider particular education training to move beyond the "benefit of requirement" for there to be a number of students of color in the programs and instead look at retention their capacity to graduate and that the programs are evaluated along that piece of what can be learned because all kinds of barriers are in the way that is situational and not represented of the actual capacity of the person. I think if we look, if we grade our institutions on their capacity to graduate students of color and all other different backgrounds, that becomes a good marker.

Then my last one will be is-- Also we're requiring and supporting institutions to access diverse literature. The Journal Black Psychology is a wonderful example. We've been doing this work for more than 50 years. It's a strong scholarship at the same par as anyone else, but schools are choosing to access it or not because it's not a dominant discourse. We have too many folks going through training and of course working with people of color, yet never have tapped into the scholarship that is written by us, for us. How does APA position the value of diversifying the curriculum to include direct writings from the members and the scholars from that community alongside our more dominant folks, in terms of Floyd and others?

**Sandy:** Theopia, this is Sandy Schulman. The first part that you talked about, about the employment picture and the work picture, if you could put me in touch with those documents, we have a workgroup in Applied Psychology that's working on workforce issues and racism. I think we would certainly want to make sure we were revisiting the things that you were talking about as we're going forward. I'd be glad to help with that.

**Theopia:** Beautiful idea, Sandy, but just to be clear, I did take it from APA's website. It's what you're producing.

[laughter]

**Sandy:** Thank you for directing me back, Theopia. I don't mind at all. That's great.

**Theopia:** It's your data but now that we're on this question of data, what would also be nice as social scientists, is looking at the after patient data. What does that look like? Because I think that will tell another story that as we have clicked-- I believe the last time I looked, don't quote me on this, but check your own resources. That the general profile for a psychologist was a heterosexual, white woman, 52 years of age.

If that's the general profile that's derived from the data, I wonder what the patient data, client data would look like. Because I would submit that there's a high number of clients of color, particularly black clients, who are training-- I say this lovingly and respectfully, training up the workforce of APA in terms of who are our supervisees sitting with and who are our dissertation research students working with. I think if we put that relational data together, that will also tell a story for how we're doing at APA and give some guidance as to where we want to go around that.

**Sandy:** Thank you.

**Rosie:** Did Theopia tell people that she's the president of the Association of Black Psychologists?

**Jennifer:** Yes, Theopia, talk about who you are. Tell us who you are, Theopia.

**Rosie:** We appreciate your service, Theopia, and thank you for that. I do like that idea about the focus on retention. That's what a lot of schools have particularly gone through with undergrads is that, in fact, the way we get funding in our state now switch from who they enroll to who's graduating. Looking at that makes a lot of sense to me.

**Jennifer:** Theopia, I was thinking, we have the Center for Workforce Studies here with APA. I think that they are really good in telling us what's out there, and what everything looks like, but the question is, what do we do with that information that we have?

**Theopia:** Correct. I think that's like anything else. It begins to give us some markers. Let me back up too and say thank you. Yes, I am the current president for the Association of Black Psychologists, which is a honor and also huge challenge given our current state of affairs. I also want to appreciate particularly you, Sandy, and others, but definitely since you're sitting in this similar space, your responsiveness and receptiveness to my critique as a member of APA, while representing ABPsi, that's intentional for me because I believe if it's going to affect change, I got to stay in here and wrestle with you.

I am very clear that we have licensed professional psychologists who are clear about their white supremacy ideology and they are training up the workforce and therefore imposing more stress on our students of color and setting them up for failure. That's why I'm recommending the APA becomes more intentional in evaluating itself along those 10 point thrust that was brought out by Dr. Ronald Williams.

I'm pulling the article up now. It looks like it was republished in the Journal of Black Psychology in 2008. This is what he presented to APA in 1968, which resulted from the birth of ABPsi. To your point, as well, Jennifer, as I said, that gives us a benchmark of how we're doing. I would also submit to you the realization that many students of color and early career professionals of color, do not know that ethnic psychological associations exist, is another benchmark for APA because APA's capacity to promote different ways of

being and thinking is part of it's endorsement of that. When these are still subgroups within the greater domain or hidden or not promoted and not even made aware of most graduate campuses than we, I'm going to be nice unintentionally, but there's some who are doing it intentionally perpetuating the problem.

**Arthur:** Great. Thank you.

**Alisa:** Great. Thank you. Our next comment comes in from Sandra Kaler. Sandra, you may need to unmute yourself. While we're waiting for her to come in. We're going to turn to Patricia Whittingham, Patricia.

**Patricia:** And how do I do that? You're unmuted, okay.

**Alisa:** Patricia, are you there? All right, we're having some technical difficulties. I'm going to turn next to Mercedes Williams, Mercedes Williams. Let's see. Next here we have Catherine Lear Months. Catherine?

**Catherine:** Hi there. I'm listening to this conversation. I am white and I keep thinking I am from the organizational psychology field and how important it is for the APA to be an example of how it can look at itself internally and not through policies and work groups and so on, recommendations, it's very important. But I mean as an organization, to be able to look at itself and say, where are we and how are we approaching this? Looking at white fragility, for white membership to have that conversation, be able to have that conversation in some way, for the APA to set up some structure of facilitated conversations, they certainly have the expertise to do that and to have an ongoing process and mechanisms inside the organization.

To have these conversations whether it's within the minority groups, within the majority group, white groups, to have those conversations and understand what they're doing and to understand the privilege of whiteness and how that impacts things and our role in that. Then to have groups where we are cross-race discussing, and if the APA can't do that for themselves internally and can't say to the world, "This is what we are doing." Then I think it's a great weakness of the organization, particularly given the subject matter for which we have expertise.

**Rosie Davis:** This is Rosie Davis. I just got a text from one of my colleagues who's listening on Facebook live. Interestingly enough, she said, "In APA, can we start a psychologist against racism movement within APA?" Actually, in division 17, there's a side of a counseling psychology, there is a group. They have a group of white individuals or at least people not black talking about ending racism. It's new ways of looking at doing things and maybe ways that we haven't considered, but perhaps, there are some ways that we can begin to do some of that.

**Sandy:** I think your concept of continuing difficult dialogues and creating a culture where we can have those dialogues regularly is important and certainly, we can put that under consideration as we're going forward. I know some divisions are already starting some of those processes and we can see what we can do to supplement that.

**Rosie Davis:** We have places where it happens because, when we created the national multicultural conference summit, it was deliberate there, but then within APA is looking at that and how is a way to expand that and to do it more intentionally. It was very difficult and very challenging for all of us white individuals to look at what white privilege means, because it's hard to give it up. It's hard to recognize it. It's hard to own it. It's hard to deal with the shame of it, all of that. It is a challenging problem of course, but we must address it.

**Jennifer:** This is interesting because, I am a graduate of leadership Atlanta, some Alumni of leadership Atlanta and this is one of the things that they've done is that, it is Atlanta. So, the leaders know that in order to really move forward as a city, we have to address the issue of race and so, one of the things that we did is created a space for the-- we call it the whites. We call it the whites, I was going to say it was a non-black, but it was really all the people of color and then they were in a group and then we have the whites, and it was for them to have a space to really talk about how they deal with racism and to address it in an environment that they could feel safe and not feel scrutinized by some of the things that they would discuss. I think there's a place for that.

**Rosie Davis:** Yes.

**Arthur:** Thank you.

**Alisa:** All right, next we have Gregory Hedges, Gregory.

**Gregory Hedges:** Hi. First of all, I just wanted to say, I appreciate everything that this group does. I particularly am not anyone of consequence, is just that I really appreciate what Dr. Philman has said in regards to using science and getting back to some of the basics to address some of this and I think that that is critical and that this organization as a whole really needs to focus in that direction. Again, these are opinions in mind but it's obvious that racism and any kind of judgment based on color is an irrational decision.

It's obvious that any of these certain actions are based on a combination of many complicated events and things that individuals have dealt with or what have you, but is there an intent for this organization to focus on those priming effects, those things that actually create these idealistic and irrational actions? They are absurd. They don't make sense. I will tell you, I'm white. I have what's considered to be the white privilege, but I see the absurdity and all of this and it's because of just education and understanding of where they come from.

I think that if we make an effort to help people understand why and where this is happening and the subconscious elements that are involved with all of this, I think that could push us a lot further than dealing with simply the emotional aspects of it. Look, apart from that, I'll just leave it at that I'm not an expert and I am definitely no one who can tell this organization anything that they should or should not do but I believe that this is an unprecedented opportunity to not only change the way that Americans see people of color but the world sees people as people.

**Rosie Davis:** Well, I can respond to part of what you said Gregory and I hope Rosie and Jennifer can jump into some other pieces of that, I think, because for me, trying to separate the emotional aspects of this and the behavioral and cognitive aspects of this are pretty tough. Here's one piece that I would say, when I talk about getting back to basics and evidence-based approaches, first thing we have to do is look at the inherent racism in our scientific approaches, the questions you ask determine the answers, you get. The people you sample determine the results. The methods you use determine who might be available. The way you go about analyzing the data may say something about the results as well.

There are a lot of things that we have to look at and make sure we are asking the right questions that we are looking at the right sampling approaches, that we are doing the kinds of questioning of are our own methodologies that will get us to some of those basic evidence-based interventions. In terms of separating out the emotion from the experience, I guess I would ask my colleagues for help here. That's not something I've always been able to do in my life. These issues to me just affect every part of my being. I just can't imagine it doesn't for you.

**Alisa:** I think that actually, our CEO is pretty good in compartmentalizing the emotions from the cognitive aspect. Arthur, do you want to take a stab at this? You're good at this

**Arthur:** The issue is, how do we make progress on issues of race in our country? One of the things that gets in the way is that we don't create spaces for people to have not discussions that are devoid of emotion, but spaces where you can have emotion, bring emotion into the conversation but not be overwhelmed by it, and to be able to work through that and to make progress on understanding each other.

One of the things we can do with psychologists is really work hard in our communities and the organizations that we're in to create those kinds of spaces. I'm going to take a risk here and say that, that for many whites, that it can be scary and intimidating to have a conversation about race because you don't know if you're going to say something that will get you into "trouble". As long as that is the case, we're not going to make progress. We have to figure out, we're the behavioral experts, we have to figure out, how do we create those spaces, where people can be true and honest and authentic, but it's still safe to say what you're thinking, what you're feeling and be able to work through that in a way that people come out with mutual understanding.

**Rosie:** I'll just say ditto to that Arthur and then the other thing is that I'm the wrong person to ask about conceptualizing, because I think what our science doesn't know yet is, even though we say the mind and the body are connected, I think that we don't get it, that they really aren't separate, the same brain that tells me I'm hurting from being cut. It's the same brain that tells me I'm depressed. There was an interesting story or a report about Phantom pain on that I was listening to earlier. It talks about how the brain is reorganized in a way that makes us think that that Phantom limb is still there and that pain is still there.

I think we don't know enough. I think we need to continue to use our science to explore how we see it. In the meantime, I do think that what Arthur you said is correct. Let us create the spaces to begin to have the conversation so that we begin to know and continue to explore what the science is going to tell us, but it is a whole mind-body experience. My brain tells me I'm hurting and it can make my pain worse or better. My mind can do that. It's real pain.

**Alisa:** Next we have--

**Jennifer:** Yes. Alisa, can I just interrupt something for a minute? I am getting responses, emails and texts from people who are live streaming. I just want to make a couple of comments that they have. One is from Michelle Casimir, she's in Georgia. What she's saying is that she thinks that it would be good if APA would think about how to further educate families to talk about racism in their homes with each other and especially the children and research and town halls, et cetera. She's looking at more of, how can we really get to the family approach because, a lot of it begins with the families and especially dealing with the pain that we have been experiencing over the last couple of days, several days, have another one from Janelia Rosa in New York and this is what she has talked about looking at things, but especially the taskforce from the SPTA, State Provincial Territorial Association perspective and she would like to see representation from the SPTAs and number two, to collect data on what each state is doing to address the police brutality. Number three, what mental health services are being provided in addition to testing for fitness. Number four, look at, what about the implicit bias, is that training about implicit bias and with the police department.

She feels that maybe all of these can be done through surveys. Is there any type of collaboration between the SPTAs and the police departments of the various States and how many of our members are working with police offices and what is it that they do? Testing, training, et cetera. That's what I'm getting from a couple of the members that's live streaming here. I feel like it will take me **[inaudible 01:01:26]**.

**Sandy:** I should add to all of this that for everybody that has sent me individual emails and I'm asking my colleagues here as well, when we get good suggestions like that, we are accumulating them, amalgamating them and staff is helping us put together suggestions in categories so that every message that you send to any of us or to your listeners that offers things that we could consider doing, we've been collecting systematically so that we don't lose any of the good ideas that are out there.

**Jennifer:** This is one of the things that we wanted to do is to listen so we can be able to learn and act based on the information that we have.

**Sandy:** Thank you for that.

**Alisa:** I'm going to turn back--

**Jennifer: [unintelligible 01:02:15]** I turn back over to you. [laughs]

**Alisa:** That's okay. I appreciated that. Thank you. I'm going to turn next to Sandra Kaylor again. We'll try this again, Sandra, if you can unmute yourself.

**Sandra:** Yes. Hello. Can you hear me?

**Sandy:** Yes.

**Sandra:** Great. I'm so glad I came in. As a white person who on the surface would be a person of white privilege, I think many of the white people I've spoken with right now are very anxious. They have colleagues who are persons of color and they don't want to say the wrong thing without being simplistic. We know whatnot to say, but we honestly don't know what's right to say at this present time.

**Jennifer:** Well, as the white person, Sandy.

[laughter]

**Sandy:** Speaking for all white people.

**Jennifer:** I know.

**Sandy:** I think first and foremost that you have to look at why you're trying to say something. Is it about your own reaction, your own guilt, your own whatever with my colleagues, I share my heart at this point. I share what's on my mind, what I'm experiencing or I might ask them how I can be helpful to them. I think we have to look at our motive. Sometimes we're hoping that the person of color is going to help us figure out our pain or our anxiety.

I think for me sometimes, I just have to trust that if I'm well-intended and I engage and I'm willing to learn and I go in with the notion that it's as Arthur said earlier, is that that if we're not willing to be in a learning mode and take the risk and say what's on our minds and then be prepared to listen and learn from what you, you get from other people. That's a mutual process. If you're willing to do that, I have never found that anything but productive and helpful in any conversations that I've had. There's some risk involved in that, but it's also the risk of learning. If you're not willing to risk the learning, we're not going to get anywhere.

**Rosie:** I'll tell you what, and what I found doing this whole thing, it was horrible. What I found deafening was my white colleagues not even contacting me. I wasn't as concerned. It's the same problem. You run not the same, but when I'm dealing with grief and somebody had died, I don't know what to say, but I sure want to show up and let them see, I hear them and I care. I don't know that this thing to say, but I do know that silence is deafening.

**Jennifer:** I will tell you, on the flip side of that, Rosie, I have had so many of my white friends and colleagues communicate with me, just send me a text message and telling me, "I don't know what to say, except that if you want to talk, I'm here to listen and how I feel and the empathy," and that just meant all the world to me that they were thinking of me and what I have been going through.

**Rosie:** Well, Jennifer, I guess is because you're so lovable. I just may not be that lovable.

**Jennifer:** I just talk a little bit more probably.

[laughter]

**Rosie:** Next we have Sean Garrison. Sean.

**Jennifer:** Hi, Sean. [crosstalk]

**Sean:** Hi, can you all hear me?

**Jennifer:** Yes, Sean.

**Sean:** Oh, great because I'm trying to make sure I stay on muted. I've just been typing away in the little question box, I don't know whether y'all going to get this. I've asked this a couple of times. I sent it ahead of time. I typed it in the question box, but I would like for APA to make a statement, of course, after some task force activity as always on suggesting ways that organizations might judge and look at anti-racism trainings, because I think that would be the very next and right step. I appreciate the young man who identified himself as white and yes, I'm going to assume he's a young man because, I think that helping him by to know what to do next involves being very, very clear about what our systemic racism is about and how this particular system is designed specifically to be invisible to white people and sort of all the things.

But there's a lot of stuff out there now and people are going to start coming up with all kinds of training just to get somebody to **[unintelligible 01:07:06]** some way to come into your organization because, "Ohh, it's the time now." I would like for APA helpfully as possible to be able to make some statement about how one would identify and then analyze, some of that would be good in that way. I'm at Morehouse school of medicine. I even think that we need to talk about anti-racism training and then just for my own soapbox, I would like to see if we might be able to move away from talking about unconscious bias and talk more about just straight-up racism. Unconscious bias is based on an evolutionary process of our brain in-group, out-group, we do not need to--

**Sandra:** Absolutely. I don't. I don't. I don't. I don't. I don't. **[unintelligible 01:07:53]** so much.

**?Speaker:** Sorry, was that **[unintelligible 01:07:57]**? Go ahead, Sean.

**Sean:** I'm unmuted. The computer said to me, you're unmuted and she was **[unintelligible 01:08:05].** The unconscious bias is what we're supposed to do and that what we need to spend time on is the higher-order thinking that our brain does about motivational things and then how we choose what behaviors we choose. Everybody has an in-group, out-group basic evolutionary urge. We don't make sense, I was trying to get rid of it. That's ridiculous. I'd like to say those two things and specifically talk about the anti-racists in June. Thank you very much.

**Jennifer:** Sean, are you still on the line?

**Sean:** Yes. Ma'am.

**Jennifer:** The other thing is that you had been doing some work with Hank Johnson, one of our legislators as well regarding the inequities related to COVID-19. Can you just talk a little bit about that?

**Sean:** Well, actually I was helping to put together a list of people to speak. It turns out that I ended up not being on that call interestingly enough, but the point was to talk about the mental health needs of his constituents, mostly in relation to COVID-19. Then we were early on talking about having to shelter at home makes vulnerable people more vulnerable. Also to talk about generally how it is we might be able to highlight the effects of sheltering at home, not only the negative effects but some potential positive things that one might be able to do, but negative ones, people who--the sheltered health gets weaponized for folk who are being abused by intimate **[unintelligible 01:09:51]** and that sort of thing. It was very well received.

We had several diverse perspectives on that call. I think it was a very good idea, and I believe there may be some further planning for things to go forward then. Thank You Jennifer for that opportunity.

**Rosie:** Sean, this is Rosie. Would you send me your contact information because I believe exactly what you said about that unconscious bias? You're the first person I've heard say that, and I agree. So what you send it [crosstalk] so I can talk to you about this?

**Chad:** All right and--

**Rosie:** I have her contact, I can give it to you, that's why.

**Sean:** Is this **[unintelligible 01:10:28]**. Let me just throw it clearly, The Georgia Psychological Association had as this conference, I don't know, a year or so ago. A young woman from the University of Georgia that did a whole presentation on the neurobiology of racism. It was an excellent, very long incredibly dense presentation. I'd be happy to put you in contact with her as well this year, **[unintelligible 01:10:53]**.edu.

**Sandy:** Thank you.

**Rosie:** Thanks, Sean.

**Arthur:** Thank you.

**Alisa:** Turning to next is MJ Miller. MJ?

**MJ:** Hello. Can you hear me okay?

**Arthur:** Yes. We can.

**Sandy:** Sure.

**Jennifer:** Yes.

**MJ:** Okay, great. I did type a message. This is one of the things that I'm glad. I believe her name was Shana, please forgive me if-- we just spoke a few minutes about. My question really ties into that. When I completed my dissertation for my doctorate degree, I looked at cultural and transgenerational trauma in African-American community and particularly in relationship to the excessive diagnosing of schizophrenia to the point as it was talked about diagnosis bias. I really appreciate what Shauna just said about this bias where there really is different layers of that.

That can very well tie into racism and not being able to really bring in the cultural aspect of the African-American experience. That was one of the things that I did in my dissertation, but also the trauma, whether that is the cultural trauma that has been going on for the past several 100 years, the day-to-day racism-related stress as well as transgenerational trauma within the family. Those were some areas that I'm just thinking that it would be really important as we're moving forward and addressing the racism pandemic is really creating more healing opportunities for African American people.

Please forgive me if you've already discussed it, I wasn't able to join until later, but this is the issue when African-Americans are going for help and they're being pathologized and automatically assumed if they have schizophrenia and it's not really talked about in a cultural context. I know at one point there was some criticism about the DSM that there wasn't a cultural context for African-Americans. There were other cultural groups that had a diagnosis that were related to their experience but at that time, there wasn't for African-Americans.

**Rosie:** Thank you. One of the things as we watch our programs change and how they do dissertation research, and we begin to look at that and looking at transgenerational trauma too, I want to give a shout out. I just was on a proposal hearing meeting for one of our doc students earlier this week and it is on transgenerational trauma and the ratio of black women's voiceless as Asia and was brilliant, brilliant, brilliant. It's so different than the way I was trained. I think they're going to change how we do our science and whatnot and begin to attend to that and I'm so grateful.

**Alisa:** Next, I'm turning to Bravada Garrett Atkins Anya.

[crosstalk]

**Rosie:** Yes. Bravada **[unintelligible 01:14:26]**

**Sandy:** Hey Bravada.

**Jennifer:** Your call must have been ringing Bravada. We were talking about you earlier.

**Bravada:** I didn't think I had signed up for the Town Hall but my reminder came and told me I had. So, woo, I'm glad to be here. Can you all hear me all right?

**Jennifer:** Yes, we can hear you well Bravada.

**Arthur:** Go right ahead.

**Bravada:** This has been a very difficult day and you all know I'm emotional, so I'm going to try to hold it together. What keeps hitting me is, I have a contract with the Minneapolis Police Department. We help them work on critical incident mental health issues and to help them get training. The work with the department was so difficult to break into that system. It was so misogynistic like that and it was so hard, even though the chief of police and the deputy chief really, really, really have opened the door for me to get in.

The problem is, it has taken a lot of courage because what we really need to do as psychologist is we need to take responsibility for bringing our science into the communities and what we don't do, we put it in our journals, which nobody who really gets to use it who's not a psychologist has time to do it, they never get to know. We need to have-- That's why at council last year, I brought to the floor a proposal to begin a public education campaign on eliminating race, discrimination, and bias because I know what I'm facing in the fields, I know what I'm facing when I work in the schools.

I know what I'm facing when I go to City Hall or to the city council or to the police department and I'm not the only one. Psychologists in the field, we need ammunition to fight the racism and psychology has those answers. They're in every one of the practice directorates, answers upon answers, but I don't have days, months, and years to go research all of that that's already been done.

My passion and my plea and my begging is that these kind of things, I feel so guilty because I said if I had been able to take my science, maybe I would have helped them know how to change culture because what people haven't noticed is that in each of these issues in my state, Philando Castile, Jamar Clark, here even now, recently, we had this killing with Mr. Floyd. Right there embedded was among brother, right there embedded was a biracial brother and we're not talking about how they have to cosign and leave their ethnic and racial learnings and teachings and identities at the door, because when you can blend in as white in the police department, you become white and the only people who aren't blending are the stone-cold black police officers.

We have to be aware of what the dynamics are on the ground and when I hear about us talking about increasing our workforce, that's all good and wonderful and beautiful, but what we got to do is bring the power of our science. We need to bring it relatively quickly to this forefront so that things can happen. My heart is just breaking. It's just breaking and I'm so tired. Many of us are so tired that even lawyers must rest, but we can't rest because, you're right, we don't have enough help, but all of a sudden now, thank God, a 17-year-old child, teenager, took a video and had the courage to move it forward. She changed the world.

Thank God finally, because it feels like to me, we've been shouting for 400 and some years as black people, that this has been going on right before our eyes and our white brothers and sisters, they don't see it because they have the privilege to go home and not to have to deal with it. In this space, in this sacred space of psychology, everybody on this call has a personal, individual responsibility. Don't look to APA to fix it, you step out and do something. You do one little thing, something to make it better instead of being silent. Matching is beautiful, I love it. It creates a we are the world feeling, but action is better.

Oh, I didn't mean to preach today, but I have to say, my community is at the epicenter of this work and I've got to say, there are answers in our field. Each of you know something, then that's why I think we have to have that public education campaign because it can create packets for people who don't know. We can create training for an army of psychologists to go into our communities, our churches, our schools, our synagogues, our mosque. We could change things because that's the only way systems change. They don't change on themselves. People change and they change system. We have to change.

**Sandy:** Thanks, Bravada.

**Jennifer:** Bravada, I thank you so much for everything you're doing and I hope that you're taking care of yourself.

**Rosie:** Amen.

**Jennifer:** Amen.

**Arthur:** Amen.

**Alisa:** Our next comment comes in from Reginald Banks.

**Arthur:** Hey, Reginald. What's up Reginald?

**Reginald:** Hello? Can you hear--

**Arthur:** Hello there Reginald.

**Reginald:** Can you hear me?

**Arthur:** Yes. We can hear you, Reginald.

**Reginald:** Hey brother Evans. How are you?

**Arthur:** Very good to hear from you.

**Reginald:** Your team and your board. I am a community psychologist here in Philadelphia. First of all, I'd like to just give thanks and an honor to Dr. Evans who helped me as a psychologist become a local provider for our community here in Philadelphia. As African American psychologist, my call has been to utilize culturally-based approaches to treatment here in Philadelphia. One of the challenges we have [crosstalk] Hello.

**Sandy:** You're there Reginald. You have some **[unintelligible 01:21:45]** but we can hear you.

**Reginald:** The challenge is, as we train roughly about 99% of our staff are people of color or women. Our challenge is trying to implement evidence-based practices from a cultural perspective or utilizing standardized traditional EBP, which are quite different, are difficult to utilize out in the community. My staff report that they end up altering the evidence-based practice. Obviously, it may not be [crosstalk] Hello. You can still hear me, right?

**Sandy:** We can hear you.

**Reginald:** The challenge simply is, how do we and I think this speaks to the last caller. How do we grab the research that is at the universities in our different silos to use in the field for our staff so that we can be more effective at what it is that we're doing and that we could utilize it so that we can receive funding and access to RFPs?

**Arthur:** I can jump in and speak to that. I think this is why I am such a proponent of people being trained as psychologists. I respect and value all of those who work in the field, whether they're psychiatrists or social workers. I think that there's something unique about our training, especially as scientists and practitioners, we can talk to the researchers, we can look at the journals, we can do the research and we can also deliver the services. That's a very unique position in the mental health world. I think more of us need to spend, have one foot in the academic world and one foot in the real world where services are being delivered, and to be able to be that bridge to translate back and forth.

You know from your experience in Philadelphia, that was a city where we were trying to do that on a large scale, working directly with the creators of EBP but implementing them in the context and Latinx communities and African-American communities and Southeast Asian communities. I really do believe it is going to take folks like yourself who have that training, who can do that translation. I think the other part of it that you're referencing is the importance of making sure that we have particularly the funding policies that line up with that approach.

That's why I believe we have to have more psychologists in public policy positions and then positions of **[inaudible 01:24:48]** and power who can make those decisions about what's going to be funded. If we're not in those positions, we need to be in a position to advocate and bring the data. That's one thing that psychologists can do. We can do the work, we can do clinical work, but we can also collect the compelling data to support the policy positions that we need to do. I think we have to as a field, particularly those of us who see themselves primarily as practitioners, we have to use our whole set of skills because that's the only way we're going to change anything and when we do bring those whole set of skills, we're able to influence the policymakers, the decision-makers and actually make important changes.

**Jeniffer:** Thank you. Elizabeth before we go further, I don't know if Brian Smedley is still on the call? If he is, he may have something to say about what he's been hearing. I'm looking at the time and he is the chief of public interest.

**Dr. Brian Smedley, APA Chief of Psychology in the Public Interest:** Thank you, Dr. Kelly. I've been listening, really interested in the conversation, it's been rich. We have been creating spaces for these kinds of conversations and hope to create more virtual spaces for people to share this kind of information. Equity flatten is an initiative that helps us to connect our concerns across other disciplines that are working toward equity issues. More to come on that, we hope to announce that we'll be able to reopen our least serve and other avenues for people to connect.

**Arthur:** That's going to have to be the last word for this evening. We want to thank all of you and I want to turn it back over now to our president, Dr. Sandy Shullman for some closing comments before we leave for tonight. Unmute.

**Sandy:** Thank you, everybody. This is a beginning. We are planning to hold another town hall next Tuesday night at 7:00 PM and we'll be exploring other ways that we can reach out virtually and have dialogue with various groups providing information, listening to your voices, learning from this experience, and moving things forward. I would encourage you if you have other suggestions or things that you would like to tell us, that we are all accessible, and we would encourage you to reach out. We are doing our best at this point, I talk about APA having an evolving plan for eradicating racism and working on this long-term.

I want to share the two pieces of that, one, we're making a long-term commitment to work on these issues. Number two, the plan is evolving. We don't have all the answers, we're going to work through this and partner with others and we're going to make a plan that is truly reflective of the evolving challenges we face, putting racism in the context of a pandemic, putting racism in the context of what's going on in our country overall right now and also putting racism in the context of global issues. We really encourage you and we thank you for being open, for caring, for bearing pain, and for helping us get better, do better and do better for the public.

**?Speaker:** Oh, yeah. Goodnight.

**Sandy:** Thank you.

**?Speaker:** Thank you. Have a good night.

**Arthur:** Thanks everyone

[crosstalk]

**[01:28:43] [END OF AUDIO]**