

REPORT OF THE BOARD OF TRUSTEES STRUCTURAL RACISM ACCOUNTABILITY COMMITTEE

Chairs: Drs. Mary Roessel and Felix Torres

Members: Drs. Elie Aoun, Ken Certa, Jeffrey Geller, Glenn Martin, Urooj Yazdani and Mindy Young

Consultant: Dr. Altha Stewart

Executive Summary and Requested Actions for Consideration by the Board of Trustees

Requested Actions for Consideration by the Board of Trustees:

ACTION 1

A: Will the Board of Trustees require that various APA components, to include the JRC, invite SRAC to participate in its discussions on implementation of the Task Force Recommendations and Diversity, Equity, & Inclusion (DEI)/Anti Racism (AR) activities?

B: Will the Board of Trustees request that various APA components, to include the AEC and Area Councils, invite SRAC to participate in its discussions on implementation of the Task Force Recommendations and Diversity, Equity, & Inclusion (DEI)/Anti Racism (AR) activities?

[cc] ACTION 2: Will the Board of Trustees request that the Administration report to the SRAC and Board of Trustees on the outcome measures identified [for Task Force Action 8]?

ACTION 3: Will the Board of Trustees, based on lessons learned from the Advocate/Protégée Program request that the Administration work with the APA Foundation to propose a gradual expansion into a formal sponsorship program for URM psychiatrists across the APA membership?

ACTION 4: Will the Board of Trustees vote to approve the incorporation of [Task Force Action 10] into the elections process in APA's Operations Manual?

[cc] ACTION 5: Since ensuring diversity in component membership is not fully within components' control, will the Board of Trustees vote to revise [Task Force Action 13] to "...shall (1) recommend a diverse group for its membership and (2) promote and advance diversity, equity, inclusion, and antiracism in its agendas, discussions, and work products, both of which shall be reported to the JRC on an annual basis?"

[cc] ACTION 6: Will the Board of Trustees request the Administration provide an analysis of:

A: Whether the adoption of term limits for Council chairpersons has adversely affected M/UR representation within Council leadership due to chairpersons who are M/UR representatives terming out in 2021; and

B: Whether the adoption of term limits for other Council members has adversely affected M/UR representation on the Councils due to the attrition of the M/UR representatives who have been involved in Councils terming out in 2021?

REPORT OF THE BOARD OF TRUSTEES STRUCTURAL RACISM ACCOUNTABILITY COMMITTEE

I. Executive Summary

The Board of Trustees Structural Racism Accountability Committee (SRAC) is responsible for ensuring that the recommendations of the APA Presidential Task Force to Address Structural Racism Throughout Psychiatry (TFSR) are carried out, evaluating their success, making recommendations for improvements, and accomplishing the other objectives that were noted in the final task force report. The SRAC is composed of Board members who will consult with other APA members who have the position, expertise, and influence that align with each action item and receives staff support in gathering background information and existing resources to build an infrastructure for timely monitoring and reporting.

By the time of the March Board of Trustees Meeting, the SRAC will have held seven virtual meetings. SRAC members volunteered to follow up on approved action items and report on a) status/implementation of action item; b) metrics to evaluate impact/success; c) accountability; d) sustainability; and e) recommendations to improve success. In October, the SRAC reported that its inquiries to the Assembly and components were met with confusion and resistance. The Committee believes that the importance of eliminating structural racism in the organization is not uniformly understood or embraced and that such resistance will make accomplishment of our objectives more difficult. To assist in ensuring that the membership is aware of the SRAC and its role and to implement sustainable change, the Board at its October meeting approved the SRAC's actions below. The SRAC reached consensus that in order to implement sustainable change, there needs to be clear and transparent communication from the Board of Trustees to all APA components and leadership, and to our membership at large.

SRAC has discussed and developed several ideas on how implementation of the Task Force's recommendations can be accomplished and measured. Additionally, while there is much work ongoing at APA around DEI/AR, there does not appear to be much coordination of the efforts and groups report their work to different places. SRAC would like to send a representative to participate in meetings of the AEC, Area Councils, District Branches, and JRC to work with these groups on implementation and evaluation plans and to increase the Board's presence among the membership around APA's DEI/AR work. Below are some of the ideas we plan to share, and we ask that the Board approve SRAC's participation on its behalf in these groups.

ACTION 1 FOR MARCH BOARD CONSIDERATION:

A: Will the Board of Trustees require that various APA components, to include the JRC, invite SRAC to participate in its discussions on implementation of the Task Force Recommendations and Diversity, Equity, & Inclusion (DEI)/Anti Racism (AR) activities?

B: Will the Board of Trustees request that various APA components, to include the AEC and Area Councils, invite SRAC to participate in its discussions on implementation of the Task Force Recommendations and Diversity, Equity, & Inclusion (DEI)/Anti Racism (AR) activities?

II. Updates on October Board Actions

At the October Board meeting, the Board approved the following actions:

Board Approved Action 1. *APA will communicate to members, through all available means (including, but not limited to, the APA website homepage, Psychiatric News digital and print alerts/updates, APA Headlines, APA News & Notes for District Branches/State Associations, APA listservs, email cascades, and social media*

REPORT OF THE BOARD OF TRUSTEES STRUCTURAL RACISM ACCOUNTABILITY COMMITTEE

accounts) the existence of the SRAC, its charge and scope, and the APA's commitment to continue the work of the APA Presidential Task Force to Address Structural Racism Throughout Psychiatry (TFSR).

PROGRESS TO DATE

APA has created a home for SRAC information and updates at psychiatry.org/SRAC. This site section includes the committee's charge, membership, reports, work outcomes, and related *Psychiatric News* articles. SRAC information has also been prominently placed on APA's homepage since December 7, 2021 and included as a top-level "Psychiatrists" main navigation item across the website.

The SRAC site section is connected to APA's online hub for all information concerning diversity, equity, inclusion, and antiracism at psychiatry.org/diversity. This section features DEI-related initiatives and upcoming events. DDHE is working with the marketing team to update this section regularly, with plans to further invest in the site section and transition resources on structural racism produced by the Structural Racism Task Force to a more visitor-centric structural racism educational page within the diversity section after the launch of APA's website this spring.

SRAC information and activities were highlighted through articles in Psych News in both January and March, complemented by coverage through APA digital products (Psych News Alert, Psych

News Update, APA Headlines) over the past few months. In addition, APA social media platforms have amplified this information since January 2022.

APA is currently celebrating Black History Month in several ways through our messaging and outreach. This includes a psychiatry.org homepage [feature](#) and [news release](#) focusing on the APA Foundation Library's Exhibition and Town Hall on Central State Hospital. In addition, APA is publishing a blog and op-ed on Black Youth Suicide and Mental Health and posting a series of social media messages across all platforms.

The Administration is also at work developing a campaign to encourage members to fill out their member profiles, and in particular, to self-identify their race/ethnicity within the profile.

Diverse APA leaders will be engaged to give a brief testimonial as to why it's important for APA to understand the composition of our membership to serve its needs. This is in addition to the new inclusion this year of Race/Ethnicity questions within the Annual Meeting registration form, and within the upcoming Membership Survey. Responses to those items will be included in the member database.

Moving forward, APA will continue to utilize APA's communications vehicles to regularly promote the work of SRAC and spotlight DDHE's DEI initiatives to the membership and external audiences.

Board Approved Action 2. *The formation of an advisory group to include APA members, the Division of Diversity and Health Equity, and the Division of Research to formally review current nomenclature, make recommendations to define "URM" and revise current nomenclature.*

PROGRESS TO DATE

REPORT OF THE BOARD OF TRUSTEES STRUCTURAL RACISM ACCOUNTABILITY COMMITTEE

At its October 2021 meeting, the BOT approved the SRAC recommended action to form **“an advisory group to include APA members, DDHE, and the Division of Research to formally review current nomenclature, make recommendations to define ‘URM’, and revise current nomenclature.”**

On 12/10/2021, DDHE submitted to the SRAC a report on “Abbreviations Utilized to Represent Membership Diversity” across medical organizations. As stated in the report’s conclusion:

“Our efforts revealed that medical organizations tend to use the following terms to identify diverse groups within their membership organizations: underrepresented minority (URM) and underrepresented in medicine (URiM). Most organizations are generally in alignment with original AAMC use of URM, or the current term URiM. In addition, there are groups that use URM, but define the term as underrepresented in medicine.

“Moving forward, in lieu of terms such as URMs, should we begin to adopt practices and norms that recognize individuals, who can self-identify to be a part of a group (race/ethnicity, gender, sexual orientation, graduate status)? The right to rename a group lies within the group members. One approach to this scenario is to use the name that group members use to refer to themselves – and abbreviate that. This approach is appreciated by organizations that embrace and reference their racial and ethnic identities such as the Society for Advancement of Chicanos/Hispanics and Native Americans in Science (SACNAS) and National Society of Black Engineers (NSBE).”

Next Steps:

- 1) Appointment of members to the advisory group.
- 2) Formal review by the advisory group of the current nomenclature of M/UR as codified in the *Procedural Code of the Assembly*, Article IV: Minority/Underrepresented Groups.
- 3) Recommendations by the advisory group to the SRAC on the definition of “URM” or other proposed nomenclature.
- 4) Review by the SRAC of the advisory group’s recommendations with report/recommendations to the Board of Trustees.

III. Updates on implementation of the recommendations of the Task Force on Structural Racism

SRAC has brainstormed ideas on how the Task Force and Board approved action items below can be implemented and how the SRAC itself can best assist in their implementation. SRAC also recognizes that there is anti-racism work happening across APA and would like to help streamline the dissemination of this work to maximize its utilization. SRAC would welcome the opportunity to send a designee to component meetings relevant to the below action items (e.g., AEC, JRC, and DB meetings) so the SRAC is aware of the work conducted across the organization and can offer suggestions and maintain an increased Board presence in this work. Some of the suggestions SRAC would make to these groups for each action item are outlined below.

Task Force Action 1: The Board of Trustees voted to approve that a list of Black APA/APAF Fellows be reported to the District Branches to encourage involvement in leadership of the District Branches and also for consideration as APA Assembly Representatives.

REPORT OF THE BOARD OF TRUSTEES STRUCTURAL RACISM ACCOUNTABILITY COMMITTEE

Communication to District Branches and State Associations takes place in many forms, as outlined in [SRAC's October Board Report](#). Additionally, Dr. Levin reminds District Branch Executive Directors each month to reach out to the Fellows in their Areas regularly. Metrics to evaluate success include District Branch staff awareness of APA/APAF Fellows belonging to their District Branch and an increase in appointments of Fellows to components and/or nominations for election; however, APA cannot mandate an action from a District Branch or State Association regarding the implementation of this recommendation. SRAC has added questions regarding structural racism issues to a larger survey that will be sent to the Assembly, District Branch Executive Directors, and District Branch Presidents in the coming weeks. One of the suggested questions on the survey to District Branch Executive Directors and/or Presidents will ask them to verify receipt of the Fellows' information. SRAC looks forward to receiving this information and using it to evaluate the effectiveness of this action item.

Task Force Action 2: The Board of Trustees voted to recommend to the Assembly Executive Committee that the Assembly establish a mentor/sponsor program from senior Assembly leaders for Black psychiatrists.

No additional updates since the October Board Report. Metrics to evaluate success include the number of Black Assembly members paired with a senior Assembly leader for mentorship/sponsorship. In addition to the suggestions in the October Board Report, SRAC suggests that the Assembly establish a member to provide oversight of this program and match members with senior Assembly leadership. SRAC believes it could be productive to develop a model mentor/sponsor program, including

- 1) a mission/vision statement,
- 2) the metrics to assess impact,
- 3) identification of pool of mentors,
- 4) proactive assignment of junior Assembly members to a mentor, and
- 5) a plan for sustainability,

and would welcome the opportunity to work with the Assembly to accomplish this and report on its progress. One idea is to ask each Area to report on the progress of their programs at specified intervals, and this information could then be reported to the AEC, SRAC and/or the Board of Trustees to track the progress of the program overall. It may also be helpful to development a pre- and post-survey that would allow for an objective means of comparison of progress throughout the mentorship.

Task Force Action 3: The Board of Trustees voted to recommend to the Assembly Executive Committee that the Assembly orientation include a presentation about advancement in the Assembly and the assignment of a mentor/sponsor.

The following slide is currently included in the Assembly Orientation PowerPoint: "Your Area Council Representative and Deputy Representative will help you find a mentor within your Area to help you navigate your way through the Assembly" along with the names of each Area Representative and Deputy Representative; however, there is no information regarding advancement in the Assembly. The suggested metrics to evaluate success are the same as those for Action 2, and its implementation depends on the establishment of a mentor/sponsor program as outlined in Action 2. SRAC suggests incorporating information about the mentor/sponsor program as a priority in the Assembly Orientation presentation and prioritizing relationship building and career guidance when designing the program.

REPORT OF THE BOARD OF TRUSTEES STRUCTURAL RACISM ACCOUNTABILITY COMMITTEE

Task Force Action 4: The Board of Trustees voted to recommend to the Assembly Executive Committee that the Assembly Nominating Committee be given instructions about the importance of nominating a diverse pool of nominees.

The Assembly Nominating Committee was given instructions this year about the importance of nominating a diverse pool of nominees, which was successful. SRAC suggests that the Assembly establish a member to provide oversight of this action. SRAC recommends that, together with Action 5, the Assembly engage M/UR Caucuses and the Assembly Committee of Representatives of M/UR Groups in actively submitting a minimum number of nominations every year. SRAC would welcome the opportunity to speak with the M/UR caucuses at APA's upcoming annual meeting to solicit their feedback and learn about any potential obstacles or adverse effects that could result in the implementation of this type of policy.

Task Force Action 5: The Board of Trustees voted to recommend to the Assembly Executive Committee that the Assembly include the M/UR Caucuses and M/UR Committee of the Assembly in the Assembly nomination process by having them submit nominations directly to the Assembly Nominating Committee.

The AEC determined this was already being done, but it is not formally found in the *Procedural Code of the Assembly*. SRAC suggests that the Assembly establish a member to provide oversight of this action. SRAC recommends that, together with Action 4, the AEC engage M/UR Caucuses and the Assembly Committee of Representatives of M/UR Groups in actively submitting a minimum number of nominations every year. Additionally, the AEC might consider adding language to the *Procedural Code of the Assembly* to codify the participation of M/UR Caucuses and the Assembly Committee of Representatives of M/UR Groups in the nomination process (precedent found in the *Operations Manual of the BOT and Assembly of the APA* for the nominations of ECP Trustee-at-Large, RFMTE, and M/UR Trustee). SRAC would welcome the opportunity to speak with the M/UR caucuses at APA's upcoming annual meeting to solicit their feedback and learn about any potential obstacles or adverse effects that could result in the implementation of this type of policy.

Task Force Action 6: The Board of Trustees voted to recommend to the Assembly Executive Committee that the Assembly leadership identify "Equity Advisors" to advise the Assembly on all aspects related to diversity and equity.

No additional updates since the October Board Report. One metric to evaluate success is the impact of the role of the "Equity Advisors" in ensuring the consideration of diversity, equity, inclusion, and antiracism issues is woven into the fabric of the Assembly's proceedings/decisions. SRAC welcomes the opportunity to review an assessment from Area 1 about how the Equity Advisor pilot program has been implemented, the responsibilities of the Equity Advisor(s), and the impact on the Area 1 Council's proceedings/decisions. SRAC would be glad to work with the AEC to implement the following next steps:

- 1) develop a brief presentation regarding "Equity Advisors" to be included in the next Assembly meeting at a plenary session,
- 2) develop materials on equity advising to be distributed to the AEC,
- 3) ask AEC members to discuss equity advisors at upcoming Area Council meetings and Assembly Committee meetings,
- 4) develop materials to be distributed to AEC members on standard language to discuss this issue, and
- 5) request the Area Councils and Assembly Committees formulate plans regarding implementation of an equity advisor process.

REPORT OF THE BOARD OF TRUSTEES STRUCTURAL RACISM ACCOUNTABILITY COMMITTEE

SRAC would also be glad to assist with developing metrics to assess impact and success and a plan of sustainability for this action item.

Task Force Action 7: The Board of Trustees voted to recommend to the Assembly Executive Committee that the Assembly adopt consistent term limits for all Assembly Area Representatives and Assembly Area Deputy Representatives.

The term limits recommended by the Task Force already exist. As some District Branch appointments to the Assembly may not follow consistent term limits, consideration should be given to extend this particular action to review of term limits for DB Representatives. SRAC thinks it would be beneficial for the AEC to evaluate term limits across District Branches for DB Representatives and make recommendations for term limits. Additionally, SRAC recommends that the AEC determine if the adoption of term limits has adversely affected M/UR representation through attrition of those few who have been historically involved. SRAC and the Assembly will have much more information on this after the surveys described in Action 1 go out later in the month.

NOTE for Actions 8-10:

The term “URM” is used in approved Actions 8, 9 and 10 yet no definition for “URM” psychiatrist currently exists.

Task Force Action 8: The Board of Trustees voted to approve the development of a formal sponsorship program for URM psychiatrists under the aegis of the APA Division of Diversity and Health Equity (DDHE) including sponsors who are members of the BOT, Assembly leaders, Council Chairs and other component leaders.

The Advocate & Protégé Program of the APA Leadership, Equity and Diversity (LEAD) Institute was developed in 2021. DDHE anticipates that advocates will assist Protégés with exposure, increased visibility and networking opportunities which can lead to enhanced leadership opportunities. This year, the program is being piloted with first year SAMHSA MFP Fellows. DDHE plans to extend the program to all fellows in the upcoming years. A robust evaluation will be conducted. Select outcomes measures include: perception of usefulness, satisfaction level, number of interactions (virtual & in person), number of networking opportunities, career development opportunities facilitated by advocate, percentage expansion of career network, and leadership positions obtained. Measurement tools will include written surveys, individual interviews, and/or focus group discussions, and other tools as appropriate. The program will be monitored annually, and changes will be implemented accordingly. All SAMHSA incoming fellows were successfully matched with an APA leaders from the BOT, APAF BOD and Assembly.

We are pleased to share that the following APA leaders are serving as Advocates:

- APA Board of Trustee members Drs. Ellie Aoun, Rebecca Brendel, Jenny Boyer, Kenneth Certa, Sandra DeJong, Mary Fitz-Gerald, Saul Levin, Glen Martin, Adam Nelson, Michelle Reid, Mary Roessel, Richard Summers, and Bruce Schwartz

REPORT OF THE BOARD OF TRUSTEES STRUCTURAL RACISM ACCOUNTABILITY COMMITTEE

- Assembly leaders Drs. Kenneth Ashley, Amela Blekic, Steven Chan, Mary Davis, Adriana De Julio, Leslie Gise, Ray Hsiao, Sudhakar Madakasira, Saundra Maass-Robinson, Justin Schoen, Shannon Suo, and Nhi-Ha Trinh
- APAF Board of Director Members: Drs. Lama Bazzi, Gregory Dalack and Gabriel Shapiro

[cc] ACTION 2 FOR MARCH BOARD CONSIDERATION: Will the Board of Trustees request that the Administration report to the SRAC and Board of Trustees on the outcome measures identified above?

ACTION 3 FOR MARCH BOARD CONSIDERATION: Will the Board of Trustees, based on lessons learned from the Advocate/Protégée Program request that the Administration work with the APA Foundation to propose a gradual expansion into a formal sponsorship program for URM psychiatrists across the APA membership?

Task Force Action 9: The Board of Trustees voted to require the Nominating Committee to formally reach out annually to all Council Chairs, Assembly Leadership and District Branch Leaders to solicit suggestions for URM psychiatrists appropriate for nominations for national office.

Electronic communications have been sent to 94 APA leadership groups and individuals: APA Council, Component and Standing Committee Chairs; Assembly Officers/AEC; Assembly Representatives; Assembly Committees; DB Executives; Allied Organization Leaders; and M/UR Caucus Leaders, and there has been a concerted marketing/communications strategy across all APA platforms, including *Psych News* Updates, Alerts, and Print; the APA homepage; and APA listservs. Metrics to evaluate success will be dependent on self-identification of M/UR status by the nominees as well as the overall membership. The July 2021 update to the *Operations Manual of the BOT and Assembly of the APA* [refer to Chapter 2.A.1.(5)] (Chapter 2.A. §7) delineated the requirement of formal outreach to APA leadership and individuals listed above by adding the following language: “Formally reach out to all Council Chairs, Assembly Leadership and District Branch Leaders to solicit suggestions for Underrepresented minority (URM) psychiatrists appropriate for nominations for national office.”

Additionally, SRAC and APA Communications and Marketing are planning a campaign to encourage APA members to self-identify in the APA’s membership database. The campaign will seek to employ well-respected BIPOC leaders within the organization to encourage self-identification and provide education on its importance.

Task Force Action 10: The Board of Trustees voted to require the Nominating Committee to create a database that will be used annually to track the pool of potential URM nominees for national office that includes individuals suggested in prior years, new recommendations, and those who recently ran for national office or rotated off terms as elected leaders.

Metrics to evaluate success will be dependent on self-identification of M/UR status by the nominees as well as the overall membership. The Nominating Committee might consider the intentional appointment of unsuccessful nominees/candidates on committees that would ensure their continued engagement and enhance their visibility across the membership.

Additionally, DDHE and APA’s Division of Research are collaborating to implement a voluntary identification process into the Components nomination process. This would allow SRAC to capture data for the nominees being considered and those who were appointed/elected. SRAC could then work with APA Administration to

REPORT OF THE BOARD OF TRUSTEES STRUCTURAL RACISM ACCOUNTABILITY COMMITTEE

ensure the data is received yearly, so that they may provide the Board of Trustees with an annual report that includes nominees and appointees' demographic information. In addition, SRAC could work with APA Administration to receive APA members' demographic information. This will allow the Board of Trustees to have the appropriate data to discuss the degree of diversity among APA leadership.

ACTION 4 FOR MARCH BOARD CONSIDERATION: Will the Board of Trustees vote to approve the incorporation of this action item into the elections process in APA's Operations Manual?

Task Force Action 11: The Board of Trustees voted to require that the rules for nationally elected APA positions be modified to prohibit all campaigning except through APA-sponsored activities, including the APA Election website with bios and videos, any special events APA might arrange (like an Election Town Hall), and any other activities or venues as the APA Elections Committee may direct or permit. The Board of Trustees voted to give the Election Committee the responsibility to interpret and implement the actions recommended by the workgroup after review and approval by the Board of Trustees at its March 2021 meeting.

The Board of Trustees voted to evaluate this new election process to begin in 2022, after two years.

At the conclusion of the 2022 election, the Elections Committee will evaluate the 2022 election process and disseminate an online survey to all candidates for feedback in preparation for the final Elections Committee report to the Board of Trustees in March 2022. This two-year program will be assessed by the Board of Trustees at its March 2023 meeting. Please refer to the Election Committee March 2022 report to the Board of Trustees for an update on this action item and its recommendations moving forward.

Task Force Action 12: The Board of Trustees voted to request that the Administration prepare an annual report to be formally reviewed by the Board of Trustees that documents the demographics of APA leaders, including the BOT, Assembly, and Components and tracks three-year trends.

As indicated in Actions 9 and 10, SRAC and APA Communications and Marketing are planning a campaign to encourage APA members to self-identify in the APA's membership database. DDHE, the Division of Research, and Department of Association Governance also met to discuss this action. The two divisions have agreed to review the self-disclosed data and prepare a formal report to be submitted to the SRAC/BoT.

Task Force Action 13: The Board of Trustees voted to approve the requirement that in addition to geographic diversity, type of practice diversity, and diversity in relevant content expertise, each standing committee, task force, work group, councils and committees, shall demonstrate having attempted to achieve representation of M/UR groups among the component membership.

The SRAC has reached out to all component chairs, with varying levels of responsiveness. Roughly half of the component chairs have responded thus far. Metrics to evaluate success will be dependent on self-identification of M/UR status by the component members as well as the overall membership. This action calls for the component membership to "at least reflect the known demographics of APA membership," which would be difficult to achieve without accurate self-identification data. Additionally, component chairs do not appoint members. Typically, they are asked for recommendations which are then forwarded to the President-Elect who makes the appointments. However, component chairs do have control over inclusivity of M/UR members who are appointed to the committee, ensuring that they are included and encouraged to

REPORT OF THE BOARD OF TRUSTEES STRUCTURAL RACISM ACCOUNTABILITY COMMITTEE

participate. They also have control over agendas and discussions as well as designing and developing work products to address DEI/AR. The JRC has proposed that its review of Councils increase in frequency from triennial to annual and that Councils report on their efforts to promote and advance diversity, equity, inclusion, and antiracism. SRAC input was requested and shared with the JRC. SRAC would welcome the opportunity to collaborate with the JRC on the annual Councils' review.

[cc] ACTION 5 FOR MARCH BOARD CONSIDERATION: Since ensuring diversity in component membership is not fully within components' control, will the Board of Trustees vote to revise this action of the Task Force to "...shall (1) recommend a diverse group for its membership and (2) promote and advance diversity, equity, inclusion, and antiracism in its agendas, discussions, and work products, both of which shall be reported to the JRC on an annual basis?"

Task Force Action 14: The Board of Trustees voted to approve the requirement that any Bylaws changes be reviewed to ensure that the change will not adversely impact the inclusion of M/UR Assembly group members among Component membership such that said membership at least reflects the known demographics of APA membership.

No action required until there is a bylaws change, at which point the SRAC will review. The July 2021 update to the *Operations Manual of the BOT and Assembly of the APA* [refer to Chapter 2.A.1(5)] added the following language to codify this requirement: "Any amendments to the Bylaws must be reviewed by the Committee on Bylaws to ensure that the change will not adversely impact inclusion of Minority/Underrepresented Representative (M/UR) Assembly Group members among Component membership reflecting the known demographics of APA membership."

Task Force Action 15: The Board of Trustees voted to enhance the nomination process of component appointments to include:

- a. **That in order to attain optimal transparency, the APA will broadly disseminate through media at its disposal, details of the rationale and chronology for the process of Component appointment. The 2020-2021 Component Appointment Timeline is an appropriately illuminating example in this regard.**
- b. **That the APA request all nominees, appointees, Chairs and current members of components self-disclose all requested demographic information (age, race, ethnicity, etc.), with the explanation that such data enables the APA to evaluate its important commitment to diversity. These anonymous data will be available on the APA website by means of a report made every three years to track progress over time.**

The efforts made to advertise the call for nominations was reported in the October Board Report. Metrics to evaluate success will be dependent on self-identification. It is too early to analyze the results of the nominations as the appointment cycle is still in progress. SRAC suggests that APA Administration establish who will provide oversight of continued communication efforts, the importance of self-identification, and the tracking of data. It may be possible to see if suggested appointees that came to the attention of the President-Elect were more diverse than previous years. A quick marketing survey to see if the advertisements and outreach had an impact might be a useful exercise to improve in following years. SRAC suggests creating a clearer timeline so that the questionnaire can be developed, vetted and perhaps tested prior to its full roll out (roll out can be before the appointments are completed as current members are also part of the data to be collected) and coordinating this effort with other data collection initiatives.

REPORT OF THE BOARD OF TRUSTEES STRUCTURAL RACISM ACCOUNTABILITY COMMITTEE

Task Force Action 16: The Board of Trustees voted to mandate the APA to widely disseminate information and solicit nominations for Component membership, including annual reminders to District Branch Executive Directors and Presidents.

This action item has been implemented and communicated. SRAC suggests that APA Administration establish who will provide oversight of continued communication efforts, to include annual reminders to District Branch Executive Directors and Presidents. A quick marketing survey to see if the advertisements and outreach had an impact might be a useful exercise to improve in following years. SRAC would welcome a discussion with District Branch Executive Directors and Presidents on the process used to disseminate this information and the opportunity to discuss ideas on how to improve the process.

Task Force Action 17: The Board of Trustees voted to approve the language in the APA Participation Policy stating that each Component member must ensure that the work of their Component take into account principles of diversity, inclusion and antiracism.

The following language was included within the APA Participation Policy located in the 2021 Component Guide: “Each Component member must ensure that the work of their Component takes into account principles of diversity, inclusion, and antiracism.” SRAC suggests that APA Administration establish who will provide oversight for the accountability/sustainability of this action. If annual reports and/or workplans of components are expected, DEI/AR should be a highlighted item for reporting. SRAC also suggests updating other aspects of the Component Guide to emphasize the importance of DEI/AR into the work and outputs of the components. SRAC will work to offer some suggestions on how the Chairs might take DEI/AR principles into account in the work of the Component (i.e., are there specific questions they should be thinking about, particular principles APA would suggest they all follow, etc.?).

Task Force Action 18: The Board of Trustees voted to approve the following total term limits:

- a. **Members of Bylaws, Elections, and Ethics Committees: up to two 3-year terms.**
- b. **Chairpersons of Bylaws, Elections, and Ethics Committees: up to four 1-year terms.**
- c. **Members of Committee and Councils: up to two 3-year terms, with potential reappointment only after a hiatus of one full term.**
- d. **Council Chairpersons: up to two 2-year terms.**
- e. **Committee Chairs: up to five 1-year terms.**
- f. **Waivers to these term limits must be rare and justified after recommendation by the Chair of the component and the President-Elect and approved by majority vote of the Board of Trustees.**

As of March 31, 2021, the newly approved term limits have been updated within the APA Operations Manual. Presidential appointments for the 2022-2023 cycle will reflect the newly approved term limits.

[cc] ACTION 6 FOR MARCH BOARD CONSIDERATION: Will the Board of Trustees request the Administration provide an analysis of:

A: Whether the adoption of term limits for Council chairpersons has adversely affected M/UR representation within Council leadership due to chairpersons who are M/UR representatives terming out in 2021; and

REPORT OF THE BOARD OF TRUSTEES STRUCTURAL RACISM ACCOUNTABILITY COMMITTEE

B: Whether the adoption of term limits for other Council members has adversely affected M/UR representation on the Councils due to the attrition of the M/UR representatives who have been involved in Councils terming out in 2021?

IV. Other Issues SRAC is Updating and Monitoring

- 1) Resources for reading about other minority groups.
- 2) Follow up with components about where they are on projects and coordination of their work products.
 - For **Summary of APA Component Activities Regarding Anti-Racism**, click [HERE](#)
- 3) Ensuring that recommendations for Black Psychiatrists are carried across ethnic, racial, and other underrepresented groups. This is ongoing in SRAC's work.
- 4) Communications plan to keep members informed of continued work and results.
 - Click [HERE](#) for plan from Communications and Membership & Marketing.
- 5) Outstanding work of the Fellows (alumni directory, curriculum, reporting system)
 - Reporting system is operational and on the APA webpage. Click [HERE](#) to access.
 - Curriculum suggestions have been made and posted on APA webpage. Click [HERE](#) to access **"A Primer of Online Resources on Structural Racism in Psychiatry for Medical Students & Trainees in Psychiatry"**
- 6) Outstanding work of Indigenous Peoples Work Group
 - Four-article series in Psych News.
 - Click [HERE](#) to access the first article, on which Dr. Mary Roessel, SRAC Co-Chair, assisted in the review.
- 7) Definition of URM:
 - See Page 4 above.
- 8) Self-Identification Marketing:
 - The SRAC, Communications and Marketing are planning a campaign to encourage APA members to self-identify in the APA's membership database.
 - The campaign will seek to employ well-respected BIPOC leaders within the organization to encourage self-identification and provide education on its importance.
 - Who should these BIPOC leaders be?
 - What will be the message?
 - Communications and Marketing are thinking of the medium and potential messaging.