

REPORT OF THE BOARD OF TRUSTEES STRUCTURAL RACISM ACCOUNTABILITY COMMITTEE

Executive Summary and Report on Action Items

Requested Actions for Consideration by the Board of Trustees:

The Board of Trustees Structural Racism Accountability Committee (SRAC) requests that APA clearly communicate to our members, through all available means (i.e., APA website homepage, Psychiatric News (Print, Update and Alerts), APA Headlines, APA News & Notes for District Branches/State Associations, listservs, email cascade, social media accounts, etc.), 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).

No definition for "URM" psychiatrist currently exists. SRAC recommends the formation of an advisory group, to include members, DDHE and the Department of Research, to formally review current nomenclature and make recommendations for definition/revisions.

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, evaluate their success, make recommendations for improvements, and accomplish the other objectives that were noted in the [final task force report](#). At this time, the SRAC's focus is on anti-Black racism, with the understanding that this focus should broaden to address other minority/underrepresented (M/UR) groups as the stated objectives are accomplished.

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. In their supporting roles, Cheretta Clerkley, MBA, and Zhuoyin Yang gathered background information and existing resources to build an infrastructure for timely monitoring and reporting.

By the time of the October Board of Trustees Meeting, the SRAC will have held three 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. SRAC members reached out to APA staff, component, and Assembly leadership to collect information. Many of the inquiries were met with confusion and resistance, especially from component Chairs and the Assembly Executive Committee. It became clear that stakeholders outside of the Board of Trustees have either not been informed of the SRAC's charge and scope, have a limited understanding thereof, or have not committed to addressing the structural issues for which the SRAC requests accountability. As such, there has been limited follow-

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through towards the implementation of the actions under the SRAC's purview and the application of evaluation metrics to ensure measurable impact and sustainability.

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. Dr. Pender has agreed to champion this cause, beginning with an address to APA Council Chairs to improve their understanding of the SRAC's charge and scope and what will be needed from Chairs. Specifically, the SRAC will seek the information below from Council Chairs between now and November, to enable a comprehensive report to the Board in December 2021.

In addition, it is the recommendation of the SRAC, that the APA clearly communicate to our members, through all available means (i.e., APA website homepage, Psychiatric News (Print, Update and Alerts), APA Headlines, APA News & Notes for District Branches/State Associations, listservs, email cascade, social media accounts, etc.), the existence of the SRAC, its charge and scope, and the APA's commitment to continue the work of the TFSR.

At this time, the SRAC will report on the status of action items as they relate to APA Governance and District Branches along with any pertinent recommendations.

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.

APA staff has developed a schedule to share information on all APA/APAF Fellows (including Black Fellows) with District Branches (DB) and State Associations (SA). The draft timetable below was implemented starting in September 2021. Camille Bryan, Program Director, Fellowships and Medical Students Programs, will speak at the next DB/SA meeting on October 20, 2021. Her team sent emails to introduce current Fellows to their DB/SAs in September 2021.

This schedule is an enhancement of current communications with DB/SAs. In the past, Fellow awardees and all applicants were introduced to their District Branches leadership in April/May.

April: Announcement of APA/APAF Fellows to District Branches

- APAF/DDHE provides announcement listing applicants and selected Fellows to Office of DB/SA Relations to share with following listservs:
 - DB Presidents Listserv (includes outgoing/incoming DB Presidents)
 - DB Executive Directors Listserv
- APAF/DDHE provides announcement listing applicants and selected Fellows to Governance Department to share with following listservs:
 - APA Assembly Listserv
 - APA Assembly Area Council Listservs

May: Announce selection of Fellows at the following meetings:

- APA Assembly Meeting (by APA Speaker)
- DB Presidents Orientation (by APA President-Elect)

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- DB Executive Directors Business Meeting (by APA CEO/Medical Director)

June/July: APAF/DDHE announces selection of Fellows in Psychiatric News (see 2021 announcement)

September:

- APAF/DDHE connects with Office of DB/SA Relations for current list/emails of DB Presidents, Presidents-Elect, Assembly Representatives, and Executive Directors by district branch (DB leadership).
- APAF/DDHE sends e-introduction to connect new Fellows with their respective DB leadership.

October: Announce selected APA/APAF Fellows and application cycle at the following meetings:

- APA CEO/Medical Director and DB Executive Directors Meeting or APA President and DB Presidents Meeting (APAF/DDHE)

November: Announce selected APA/APAF Fellows and application cycle at the following meetings:

- APA Assembly Meeting (by APA Speaker)
- APA Assembly Area Councils (by Chairs)

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.

The mentor/sponsor program is in progress. The Assembly Executive Committee (AEC) has discussed setting up mentor/sponsor programs at several meetings, with each Area's leadership (the Area Representative and Deputy Representative who sit on the AEC) taking responsibility for doing so in their Area. Currently, Black psychiatrists in each Area are asked to let Area leadership know if they need a mentor. The SRAC recommends that, rather than taking a passive approach and until such time as the mentor/sponsor program is fully established, each Black psychiatrist Assembly member, more importantly junior Assembly members, be personally contacted by their Area leadership and offered to be paired with a senior Assembly leader for mentorship.

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.

This item has not yet been implemented. There was a recommendation that such a proposal be made in the orientation PowerPoint, however, there was no mention (vague or specific) of a mentor/sponsor program in the orientation document.

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.

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The Assembly Nominating Committee was given instructions this year about the importance of nominating a diverse pool of nominees. A plan of sustainability has not yet been established.

Dr. James R. (Bob) Batterson reported that the Assembly Nominating Committee is traditionally chaired by the Past Speaker. He suggested it might be reasonable to consider adding an additional duty to the Speaker-Elect's portfolio to participate in this process, specifically to work with various groups of psychiatrists who are underrepresented in psychiatry and medicine as well as work with RFMs and ECPs to begin developing a diverse pool of future leaders for the Assembly.

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.

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.

A pilot program has been established in Area 1. There are no reports to date from Areas 2-7. Assembly Speaker Dr. Fitz-Gerald and the AEC Diversity, Equity and Inclusion (DEI) Committee have discussed possible plans, including a brief presentation at the start of the first plenary talking about inclusive language. A further meeting of the AEC DEI Committee is planned.

Sustainability cannot be assessed as there are not yet formal programs established for each Area and metrics have not yet been developed to evaluate impact and success.

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.

This recommendation was considered by a previous AEC work group. All seven Areas have been reportedly polled to confirm if they are following the Procedural Code of the Assembly and they have all confirmed the term limits are consistent. (Term Limits: Area Representatives and Deputy Area Representatives shall serve a period of two years and may be re-elected for another two years. After two terms as Deputy Area Representative and two terms as Area Representative (in any order, making no more than 8 uninterrupted years in these offices) a period of two years must elapse before election to either office is permissible. The amount of time served in fulfilling another person's unexpired term of office shall not count as part of this 8-year limit.)

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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.

NOTE: No definition for “URM” psychiatrist currently exists. SRAC recommends the formation of an advisory group, to include members, DDHE and the Department of Research, to formally review current nomenclature and make recommendations for definition/revisions.

The Advocate/Protégée Program has been established this year as part of the newly developed LEAD Institute (Leadership, Equity And Diversity). Under this initiative developed by the Division of Diversity and Health Equity (DDHE), psychiatry fellows will be paired with APA leaders who share similar interests, and who can help with networking, professional growth and career development. For more information about the program, please visit Advocate/Protégé Program:

<https://www.psychiatry.org/residents-medical-students/residents/fellowships/additional-opportunities-for-fellows/lead-institute>.

Of note, the Advocate/Protégée Program is in the process of recruiting advocates from APA leadership. The invitation letter was sent out to APA Board of Trustees, APAF Board of Directors, and Assembly leaders. During our first outreach, we have been able to identify 12 APA advocates. We are now in the second phase of the outreach process. Our goal is to pair all 30 SAMHSA Minority fellows with 30 APA leaders.

The Advocate/Protégée Program is currently being implemented. We hope that the advocate will be able to assist with exposure, visibility and vouch for the merit and legitimacy of protégés as potential successors. This year, the program is being offered to first year SAMHSA minority fellows. We plan to extend the program to all fellows in the upcoming years.

A robust evaluation will be conducted. Outcomes measures will include perception of usefulness, satisfaction level, implementation of skills 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.

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.

NOTE: No definition for “URM” psychiatrist currently exists. SRAC recommends the formation of an advisory group, to include members, DDHE and the Department of Research, to formally review current nomenclature and make recommendations for definition/revisions.

The work of the 2021-2022 Nominating Committee was initiated at the conclusion of the APA annual meeting in May 2021.

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The Nominating Committee met monthly on May 18, June 8, July 13, August 10, September 14, and October 5, 2021, until the slate of candidates is selected and reported to the Board of Trustee for its approval by November 1. Nominating petitions must be filed with the Secretary by November 10.

The Nominating Committee is seeking nominations for a total of six open Board of Trustee offices in the upcoming 2022 election: President-Elect, Treasurer, Trustee-at-Large, Area 3 & 6 Trustees and Resident-Fellow Member Trustee-Elect (RFMTE). The nomination deadline was September 1, 2021.

A total of three Nominating Subcommittees, including the Area 3 & 6 Nominating Committees and the RFMTE Nominating Subcommittee, will report their recommendations for the Area Trustee and RFMTE positions to the Nominating Committee for its approval by October 1, 2021.

In addition to the Nominating Committee's charge to solicit suggestions for nominees from the membership and vet candidates to be considered for APA elections, the Nominating Committee is also responsible for ensuring that the Board of Trustees reflects the diversity of APA members and striving to include candidates in the slate who are from minority and/or underrepresented groups.

During its 2020 December meeting, the Board approved including the following charge to the Nominating Committee's functions, starting with the 2021 APA nomination process:

➤ *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.*

NOTE: No definition for "URM" psychiatrist currently exists. SRAC recommends the formation of an advisory group, to include members, DDHE and the Department of Research, to formally review current nomenclature and make recommendations for definition/revisions.

In its effort to increase the visibility and frequency of the nomination promotions, the Nominating Committee has made an increased effort to be proactively reach out to the APA membership and leadership since May:

- May 10: A personalized letter from Jeffrey Geller, MD, MPH, the Chair of Nominating Committee, encouraging and urging members, especially of minority groups, to apply/self-nominate, posted on various APA-managed listservs and the Psychiatric News (PN) July Print Issue.
- June 16: A formal letter from the Nominating Committee, encouraging suggestions for URM psychiatrists appropriate for nominations for open board positions: This official letter, developed by the Nominating Committee in collaboration with the APA Communications team, was sent electronically 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.
- July 8: Targeted nomination promotion emails sent to Area 3 & 6 members, encouraging members residing in these areas to apply for the open Area Trustee positions. This reach has been broadened to not only include members of the Area Council, but ALL members residing in the Area who are eligible for nomination.

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- May – August: Personal contacts by Nominating Committee Chair and members to seek nominations, especially of minority and underrepresented minority psychiatrists.
- May – August: A prominent box or ad in the June, July, and August PN Print issues.
- May – August: A notice at the bottom of PN Alerts twice a week.
- May – August: A notice in each issue of the PN Update.
- May – August: Call for nomination announcements on various APA listservs.
- June – August: A monthly call for nominations on APA Headlines.
- June – August: Nomination promotions of APA homepage (psychiatry.org).

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.

NOTE: No definition for “URM” psychiatrist currently exists. SRAC recommends the formation of an advisory group, to include members, DDHE and the Department of Research, to formally review current nomenclature and make recommendations for definition/revisions.

The Nominating Committee created a demographic breakdown for the 2017-2021 nominees of the past five APA election cycles. At the conclusion of the current APA nomination cycle, the Committee will create the demographic report of the 2022 nominees.

The Nominating Committee reviewed the list of past candidates and identified those who are encouraged to run again in the 2022 election. The Nominating Committee continues to track the results.

The final report will be presented to the Board of Trustees at the end of the nomination cycle in November/December.

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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.

APA's Board of Trustees voted at its December 2020 meeting to launch a two-year pilot campaign plan for candidates and their supporters starting with APA's 2022 election. To level the playing field for all candidates, all campaigning is prohibited except through APA-managed activities and other activities as the APA Elections Committee may permit.

At the conclusion of the 2021 APA election, the Elections Committee outlined the new campaign rules that were developed based on feedback from past candidates and a survey of external organizations.

The approved campaign activities are as follows:

1. **Special APA Election Newsletter:** Scheduled for distribution to all APA voters in the beginning of December. Each candidate will submit a candidate statement and responses to three questions. The newsletter will also be published on the APA election website.
2. **Meet-the-Candidates virtual live Townhall:** "Townhall Week" is scheduled to take place during the week of December 13. There will be a total of 4 townhalls based on office/position for respective voters to attend. Townhalls will be moderated by members of the Elections Committee and include a Q&A.
3. **Psychiatric News (PN) December Election (Print) Issue:** Candidates' names and photos will be sent to voters in print edition and also available on the APA election website. A schedule of events, voting instructions, and other election details will also be included.
4. **Expansion of APA election website.** APA website will serve as centralized election information hub for all candidates. The site will include a page for each candidate with their photos and bios, link to the Special Election Newsletter, Videos of Meet-the-Candidates recordings, December Election issue of Psychiatric News, and online submission form for members to submit questions in advance of Townhall Week.

The new APA election guidelines are available on the APA election website. Highlights include the following:

- Campaign emails, phone calls, texts, instant messages, and letters to members are **not** permitted.
- Advertisements in print or other media, election websites, distribution of "campaign" items, or swag, and publication of position papers except through APA are **not** permitted.
- Use of any and all APA listservs, including the Member-to-Member listserv, for campaigning is **not** permitted.

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- Endorsement by organizations is **not** permitted. Candidates may submit a list of individual endorsements to be included as part of their information posted on the APA election website.
- Sanctions for violations are included in the new guidelines.

The Elections Committee met on July 15, 2021 to finalize the process and timeline/schedule of the APA-managed campaign pilot projects starting with the 2022 election.

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.

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.

The Association Governance (AG) team collaborated on the follow-up initiatives pertaining to Action 12 after the APA Annual Meeting in May 2021. AG met weekly beginning on May 18 and concluding on June 22, 2021.

In this timeframe, AG obtained the initial raw membership data, based on Salesforce, a customer relationship management (CRM) cloud-based software that houses member data extracted by the Information Technology (IT) Department. The following member categories were requested: Full Name, Component Name, Role in the Component, Gender, Race and Ethnicity, Geographic Location, LGBTQ status, Sexual Orientation, and IMG Status.

AG also conducted a manual data cleanse and transformation, organized a data analysis, and created a comprehensive report summarizing demographic data of APA leaders by interpreting the raw data as outlined below. For example:

1. If a member was listed more than once in a single component, containing different demographic data (race/ethnicity) for each entry, AG entered the member as "multiracial."
2. If a member was listed more than twice in a single component containing different demographic data (race/ethnicity), AG selected the entry with the most information for the final report.
3. If a member was listed in more than one component containing different demographic data for each entry, AG did not alter their information.
4. The following race/ethnicity categories were combined in one group and recoded as "American Indian, Alaska Native, and Native Hawaiian": American Indian or Alaska Native, Pacific Islander: Native Hawaiian, and Pacific Islander: Other.
5. "LGBTQ status" and "Sexual orientation" categories are inconsistent with each other and are not associated. For the demographic report, "Sexual Orientation" was used to identify members' sexual orientation status.

Other clean-up work conducted by AG involved eliminating duplicates, verifying the accuracy of component membership, and adding missing component member information, e.g., for a single term year, there are approximately 150 component members who were not listed in the initial raw data.

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At this time, AG completed the demographic report for the 2020-2021 BOT and Components data. Due to the complex Salesforce data of the Assembly, an analysis was unable to be conducted on this component.

The 2021-2022 reports will be developed at a later time when data inconsistencies and discrepancies have been clarified, and a process for developing any future demographic reports is established.

To assist in evaluating success, attached are the demographic data reports for the past two years:

- 2019-2020*
- 2020-2021

*AG created the 2019-2020 demographic data report in June 2020.

In sum, data cleaning, transformation, and analysis is an extensive process involving many hours and a team effort. Updating, correcting, and consolidating data requires organization and pre-planning so that all stakeholders involved have the same set of criteria and review standards. At this time, Salesforce may not be adequately equipped for this type of data pull. A deeper look into and a better understanding of how member demographic data is captured within members' profiles (member-facing) and how that data is translated into members' profiles within Salesforce (Administration-facing) may improve reporting outcomes.

The AG team has stated it is not a subject matter expert in determining the demographics of APA members, particularly as it relates to race, ethnicity, and LGBTQ+ status. Because Salesforce has a myriad of options for members to select and because the data point associated with LGBTQ+ status is not reliable, AG has strongly recommended that the Division of Diversity and Health Equity (DDHE) and the Research Department collaborate on reviewing the available data, ensure the accuracy of reporting, and produce this report moving forward.

The SRAC concurs with the assessment and recommendations by the AG team that DDHE and the Research Department collaborate on the tasks identified above. Furthermore, it is clear to the SRAC that our organization must accurately gather the necessary member self-identification data to meaningfully target and evaluate the success of any and all of our DEI and anti-racism efforts. The SRAC will prioritize this matter at upcoming meetings and, together with the feedback received from the SRAC's outreach to components, will include recommendations in the December BOT report.

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. The SRAC will continue to gather information, expected to be more forthcoming after Dr. Pender's address to APA Council Chairs, and provide an update in the December BOT report.

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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.

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.**

To enhance the nomination process, Association Governance (AG) revamped the APA Website to ensure members received nomination requirements and key timeline dates before submitting a nomination via the component nomination form. Other website edits included a complete listing of all Councils and Council Committees.

To increase the visibility and frequency of the communication efforts surrounding the component appointment nomination process, AG, in collaboration with APA's Communication Team, has made an increased effort to proactively reach out to the APA membership and leadership since May 2021. Communication efforts through media include:

- May – August: A prominent advertisement is included in the Psychiatric News Alert twice a week.
- May – August: A prominent advertisement is included in the Psychiatric News Alert once a month.
- June – August: APA News & Notes for DB/SAs included the call for nominations for presidential appointments. The APA's Communication Team prepares this monthly newsletter as a benefit for APA's DBs and SAs. DBs and SAs are encouraged to share the articles and messaging in their newsletters.
- July – August: A prominent advertisement is included in the July and August Psychiatric News in print.
- July – August: Social media posts are scheduled throughout July and August on APA's three leading platforms: LinkedIn, Facebook, and Twitter.

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AG is in the process of developing a survey and distribution plan to respectfully request self-disclosed demographic information from nominees, appointees, Chairs, and current members of components. This project is still in its planning phase and will require expertise from the Division of Diversity and Health Equity (DDHE) and the Division of Research.

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.

To widely disseminate information and solicit nominations for component appointments, Association Governance, APA Leadership, and APA Administration initiated the following communication efforts:

- June – August: An email cascade containing a call for nominations for appointments and a link to the online form occurred on June 11 and July 16, 2021. Further email cascades occurred on August 17 and August 27, 2021. Components for the email cascade include:
 - Assembly
 - Area Councils
 - Assembly M/UR Groups
 - Councils
 - Council Committees and Caucuses
 - District Branches and State Associations
 - Standing Committees
- June – August: APA News & Notes for DB/SAs included the call for nominations for presidential appointments.

The nomination deadline was September 1, 2021, and APA Governance has received approximately 300 nominations. APA staff will discuss the nominations received with Dr. Rebecca Brendel and Council Chairs. Dr. Brendel will give a brief oral report to the Board in October, after which the Committee can present additional suggestions for consideration. The next call for appointments will open in June 2022 following the Annual Meeting under the incoming President-Elect.

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.”

The 2021 Component Guide is included along with presidential appointment letters to ensure members are aware of the APA Participation Policy and additional terms set forth within the guide. The guide will also be distributed to Component members in preparation for the 2021 September Components Meeting.

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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.