

## **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**

#### **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. 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 December Board of Trustees Meeting, the SRAC will have held four 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.

#### **Updates on October Board Actions:**

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

- 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 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).

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Dr. Pender began with an address to the Council Chairs and to the Assembly explaining the composition, purpose and charge of the SRAC as well as APA commitment to continuing to work toward eliminating structural racism in the organization. She reported receiving positive feedback.

APA Communications, Marketing and DDHE staff are working to pull together from across the organization all work being done by Councils, Committees, Publishing, DDHE, and all other divisions concerning diversity, equity, inclusion, and antiracism and housing it in one place on the APA website. The work of the Task Force on Structural Racism and the Task Force on Social Determinants of Mental Health will also be displayed there and the SRAC will have a page in this section where it can report out on its work.

Once the webpage is established, a communications plan will be launched using APA's outlets which will provide members with information about SRAC and a link to the page where all of APA's work on DEI can be found.

The plan is attached here as Attachment A.

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.

DDHE has been doing an environmental scan of all organizations in how they define underrepresented groups or participants so that this group will have some more information. This is ongoing and the methodology is as follows:

1. Review of the language and abbreviations used to represent populations referred to as "minority" on each of the organizations' website.
2. Inclusion of medical and non-medical organizations in the search.
3. Key word searches to include: "diversity," "minority," "underrepresented" within each website.

Appendix B is an in-progress draft of the information collected thus far.

The SRAC has a draft of this work and is awaiting appointment of members to form this advisory group.

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

**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.**

No additional updates since the October Board Report.

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**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.

**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.**

No additional updates since the October Board Report.

**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. No additional updates since the October Board Report.

**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.**

No additional updates since the October Board Report.

**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 and Deputy Representatives.

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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.**

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 DDHE, psychiatry fellows will be paired with APA leaders who share similar interests, and who can help with networking, professional growth, and career development.

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 DDHE's first outreach, they were able to identify 12 APA advocates. DDHE is now in the second phase of the outreach process. Their goal is to pair all 30 SAMHSA Minority fellows with 30 APA leaders.

DDHE hopes 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. DDHE plans 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.

More information about the LEAD Advocate/Protégé Program is available at <https://www.psychiatry.org/residents-medical-students/residents/fellowships/additional-opportunities-for-fellows/lead-institute>.

**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.**

No additional updates since the October Board Report.

**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.**

The Nominating Committee created a demographic breakdown for the 2017-2021 nominees of the past 5 APA election cycles. At the conclusion of the current APA nomination cycle, the Nominating Committee will create the demographic report of the 2022 nominees. This is very dependent on the self-identification of candidates. The Nominating Committee will present its final report to the Board of Trustees at the end of the nomination cycle in November/December.

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The SRAC and Communications are planning a survey of component members to seek demographic information and is planning a campaign to encourage APA members to self-identify in APA's membership database. The campaign will seek to employ well respected leaders in the organization to encourage self-identification and provide education on its importance.

**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.

**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.**

No additional updates since the October Board 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. Roughly half of the component chairs have responded thus far. The SRAC will continue to gather information and provide an update in the March BOT report.

**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.

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**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. Those efforts may have contributed to the significant increase in nominations as shown below.

Nomination Type	Year		% Increase or Decrease (2020 vs 2021)
	2020	2021	
<i>Self-Nomination</i>	43	162	+276%
<i>Nomination by Member</i>	100	91	-9%
<b>Total</b>	143	253	+77%

It is too early to analyze the results of the nominations as the appointment cycle is still in progress.

**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.

**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."

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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. These expectations have been communicated by the President-Elect in the call for nominations and at the JRC meetings and roundtable. The guide was also distributed to Component members in preparation for the 2021 September Components Meeting.

### **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.

### **Updates on Additional Work Carried Over from the Task Force**

- 1) APA/APAF Fellows created an online form for APA members and employees to report incidents of racism or discrimination that they witnessed or were subjected to during an APA event or on APA property. APA will report these events quarterly without identifying information and the information will be used to create educational materials on racism, discrimination, anti-racism, and professionalism. Click [here](#) to access the online reporting form.
- 2) Drs. Badr Ratnakaran (APA/APAF Leadership Fellow), Dhruv Gupta (APA/APAF Diversity Leadership Fellow), Weei LoAllen (APA/APAF Public Psychiatry Fellow), and Charles Dike (Member, APA Task Force on Structural Racism Throughout Psychiatry) compiled a list of online resources as an introduction to understanding structural racism in psychiatry. To access the Primer, go to [psychiatry.org/taskforce](https://psychiatry.org/taskforce) and expand the section titled "Online Resources for Medical Students and Trainees".
- 3) A workgroup of the APA's Task Force on Structural Racism Throughout Psychiatry started an article series in *Psychiatric News* detailing the impact of structural racism on Indigenous Peoples. The first article of the series, titled "COVID-19 and Native Americans, Alaska Natives, Native Hawaiians, Pacific Islanders: A Historical Perspective" can be viewed [here](#). This is an ongoing series.

## SRAC AND DIVERSITY OUTREACH UPDATES

### Psychiatry.org

#### FALL 2021 UPDATES (November-December)

- **Add a prominent box for Structural Racism Accountability Committee (SRAC) to the top of the current [Structural Racism Task Force Page](#), (SRTF) which links to the new SRAC page.**
  - SRTF page remains as-is within psychiatry.org/psychiatrists until migration.
- **SRAC page will live within a new psychiatry.org/diversity/governance/structural-racism section that would be built out during the migration.**
- **SRAC page in Fall 2021 will feature the committee's purpose and connection to the SRTF and other appropriate content.**
  - Charge (Actions)
  - Membership
  - Reports
- **Eventual SRAC Report will be hosted on this page but featured within psychiatry.org/diversity. There will also be an explicit mention on the home page for at least two weeks when the committee page is developed and at least another two weeks once the report is posted.**

#### EARLY 2022 UPDATES (January-February)

- **The current psychiatry.org/diversity section would be the base on which we build all diversity-related content at APA – both items produced within / by DDHE as well as highlights for those topical items worked on by other parts of the organization.**
- **The current “Explore Activities, Programs and Initiatives” section will be built out further so that each of the items below has its own section page within psychiatry.org/diversity, with some changes:**



- Advocacy and News would be split, such that Advocacy goes back to linking to the Advocacy topical page for DEI within psychiatry.org/advocacy.
  - News will be fully reflected in the current “News and Updates” section, which have its own page linked off of its feature block on psychiatry.org/diversity
    - This is where either links to other parts of the website featuring diversity work at APA, or short blurbs, can be hosted on one “catch-all” page for DEI topics at APA
  - Education could also become a top-level feature block within psychiatry.org/diversity given the breadth of the content under that category.
  - Governance will link to a specific Governance routing page that would feature DEI within governance at APA and link to:
    - SRTF
    - SRAC
    - Eventual SDOMH pages related to the governance function at APA
    - A cross-link to the M/UR caucuses page
    - Council on Minority Mental Health
    - BOT M/UR Trustee
    - APA Fellowships that are DEI related
    - Assembly components that are DEI related
  - M/UR caucuses would then become an icon in this section (it is currently what is linked within Governance).
  - Linked pages could have references back to the diversity landing page
- **The new section arrangement on the psychiatry.org/diversity page could then be:**
- Featured Events and Initiatives
    - Structural Racism
    - Moore Equity in Mental Health
    - Mental Health Equity Fireside Chats
    - (Eventual) SDOMH
  - Explore Activities, Programs, and Initiatives
  - Education
  - News and Updates

- Upcoming Events
- **Structural Racism would be transferred from the current Task Force catch-all page and SRTF Town Hall pages into a topic page, with the governance components (members, reports) broken off into a governance component page – like how is done for “About APA’s Efforts” for Well-being and Burnout. It would include:**
  - Resources about Structural Racism
  - Town Halls
  - A link to the psychiatry.org/diversity/governance page for SRTF regarding APA’s governance work & the report – with a feature there for the apology
  - A link to the SRAC page under psychiatry.org/diversity/governance
  - A feature for APA’s apology

### **Proactive SRAC and Diversity Outreach**

Upon SRAC placement on website (above) in the coming weeks prior to the December Board meeting, proactive outreach will include:

#### Introduction of SRAC: membership, charge, and reports

The Administration will communicate this news to the APA membership through several channels, including:

- **Psych News Alert email**
- **Psych News Update email**
- **Psych News Print Article** (for February)
- **APA Cascade Email** reaching the Assembly, Areas Councils, Assembly M/UR Groups, Councils, Council Committee and Caucuses, District Branches and State Associations and Standing Committees
- **APA News & Notes** for District Branch and State Association Newsletters
- **APA Social Media** Channels

#### SRAC Report to APA Board

In addition to placement on the website (see above), upon acceptance of the report by the APA Board, the Administration will communicate this news to the APA membership through several channels, including:

- **Psych News Alert email**
- **Psych News Update email**
- **Psych News Print Article** (for February)
- **APA Cascade Email** reaching the Assembly, Areas Councils, Assembly M/UR Groups, Councils, Council Committee and Caucuses, District Branches and State Associations and Standing Committees
- **APA News & Notes** for District Branch and State Association Newsletters
- **APA List servs**
- **APA Social Media** Channels

#### Sustained APA Member Outreach

APA begin featuring a steady member communications drumbeat that will include both new content and a resource reminder of information available through the new diversity online home on psychiatry.org. This member communication drumbeat will be featured/linked within the following APA communications channels:

- Psych News (quarterly column)
- Psych News Update email (monthly)
- Psych News Alert advertisement (monthly)
- Member Advantage Email Newsletter (Q4 2021)
- APA List servs (quarterly)
- APA Headlines advertisement (monthly)
- APA News & Notes for District Branch and State Association Newsletters (Monthly)
- APA Cascade reminders to reference latest resources available through website, reaching the Assembly, Areas Councils, Assembly M/UR Groups, Councils, Council Committee and Caucuses, District Branches and State Associations and Standing Committees) (quarterly)
- APA social media (monthly/as needed, as resources become available)

<b><u>Organization</u></b>	<b><u>Mnemonic</u></b>	<b><u>Definition</u></b>
American Academy of Family Physicians		underrepresented racial and ethnic groups
American Academy of Pediatrics		
American Association for Marriage and Family Therapy	N/A	Diversity and Inclusivity
American Association for Psychoanalysis in Clinical Social Work	N/A	"othering" and "marginalization" are referred in their Diversity and Social Action Committee
American Board of Internal Medicine	URM	underrepresented minorities
American Board of Pathology	N/A	Underrepresented pathologists
American Dental Education Association	HURM	Historically Underrepresented and Marginalized
American Medical Association	MMC	Minoritized and marginalized communities
American Nurses Association	N/A	N/A
American Osteopathic Association		
American Osteopathic Association	DEI	Diversity, equity and inclusion
American Psychiatric Association	M/UR	Minority and Underrepresented
American Psychological Association	EDI	Equity Diversity Inclusion
American Psychological Association	POC	People of Color
American Psychological Association	COC	Communities of Color
American Psychological Association	URM	Underrepresented in Medicine
Association of American Medical Colleges	N/A	N/A
Association of American Physicians	N/A	Underrepresented Groups
City of Philadelphia- Mayor's Office	N/A	Historically and Emerging Underrepresented Groups
Council on Social Work Education	N/A	Individual groups are mentioned. Black, LGBTQ from Education and Resources tabs on their website
NAADAC: The Association for Addiction Professionals	N/A	Just a note that I found this page interesting
NAADAC: The Association for Addiction Professionals	N/A	N/A
National Board for Certified Counselors and Affiliates	N/A	Limited English Proficiency
National Institute of Health- Office of Equity, Diversity, and Inclusion	LEP	Diversity, inclusion and belonging
National Institute of Health- Office of Equity, Diversity, and Inclusion	DIB	Diversity & Inclusion
National Institute of Health- Office of Equity, Diversity, and Inclusion	D&I	Justice, equity, diversity and inclusion
National Institute of Health- Office of Equity, Diversity, and Inclusion	JEDI	Minorities
Office of the Director of National Intelligence		
Partnership for Public Service	POC	People of color
Partnership for Public Service		Employees of color
Simon Fraser University	IBPOC	Indigenous People, black peoples and people of color
White House	N/A	Underserved Communities