

Structural Racism Accountability Committee Report to the Board of Trustees March 2024

SUBMITTED BY:

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Executive Summary

The American Psychiatric Association (APA) Board of Trustees (BOT) Structural Racism Accountability Committee (SRAC) was formed in 2021 to ensure the recommendations of the 2020-2021 APA Presidential Task Force to Address Structural Racism Throughout Psychiatry (TFSR) are carried out. APA's BOT approved 18 actions recommended by the TFSR along with six directives on issues that need to be updated and monitored by the SRAC.

The 2023-2024 SRAC committee held the first meeting of 2024 and a planning meeting before the March 2024 BOT meeting. During the SRAC meeting the dashboard was reviewed and SRAC discussed each action to identify necessary steps. SRAC also reviewed the scope and charges of the committee. In addition, the SRAC Chair reported essential agenda items to the Chair of the Assembly M/UR Committee and Council on Minority Mental Health and Health Disparities (CMMHHD).

In the last SRAC Planning Session, several ideas were discussed, focusing on SRAC's responsibilities and the need to expand activities.

- We will further discuss these ideas within the SRAC and in the broader context of all M/UR Caucuses, the Assembly M/UR Committee, and the CMMHHD.
- SRAC is planning to hold joint meetings with the Assembly M/UR Committee and all M/UR Caucuses before the annual meeting and potentially meet in person at the annual meeting to encourage further discussion on M/UR name change and other pending recommendations.
- Some of the recommendations will have an update from the Assembly, presented by Dr. Bill Pozios at the March BOT meeting. Those items are highlighted below.
- There was a clear emphasis on formal and informal peer mentorship, hands on time for mentorship activities, and shared space for M/UR mentors and mentees.
- The lack of support, clearly measurable outcomes for mentors were discussed as the areas of need.
- Proposed ideas included collaboration with other societies and subspecialty organizations to find more mentors and mentees.

At the Spring 2023 APA General Assembly, the action paper, "Addressing Structural Racism in the APA: Replacing Minority and Underrepresented (MUR) Terminology, authored by Drs. Isom and Dunlap, was presented and approved. APA, through the ongoing efforts of the SRAC, will collaborate with the CMMHHD, the M/UR community, and representative caucuses, to find a replacement for the "M/UR" term.

In 2023, The SRAC Chair attended meetings with the CMMHHD and the Assembly M/UR Committee listening to proposals and discussions about name change. Some of the overall themes are as follows:

- Many members feel the name change needs to be discussed at a broader level within their caucuses and councils so that they have the scope and time to research and express their ideas without feeling restricted by a deadline.
- Several suggestions were proposed; however, many would need a description and explanation of their backgrounds and premises.
- A list of suggestions was submitted by the CMMHHD and Black Psychiatrist Caucus.

Proposed ideas:

- Assembly M/UR Committee has brainstormed the following proposed terms to replace M/UR:
 - Minoritized and Underrepresented Caucuses
 - Historically Excluded Groups
 - Diverse and Historically Marginalized Caucuses
 - Diverse and Historically Marginalized Communities
 - Diverse and Historically Underrepresented Communities
 - Assembly Committee on **EQU**ity, **Antiracism**, **Transformation**, and **E**mpowerment
 - EQUATE Committee (ASM)

- EQUATE Caucuses (would be current M/UR caucus)
 - EQUATE Trustee (BOT)
- Council on Minority Mental Health and Health Disparities has brainstormed the following proposed terms to replace M/UR:
 - Justice, Equity, Diversity, and Inclusion (JEDI)
- Black Psychiatrist Caucus created a poll with six options as a proposed terms to replace M/UR:
 - Minoritized and Underrepresented Caucuses
 - Historically Excluded Groups
 - Diverse and Historically Marginalized Caucuses
 - Diverse and Historically Marginalized Communities
 - Diverse and Historically Underrepresented Communities
 - I don't like any of the above and would prefer a different name.
- Black Psychiatrist Caucus members suggested that a meeting be held with all M/UR Caucuses and the Assembly M/UR Committee to create a broader list and conduct a discussion followed by a potential preference list or voting system.
- Assembly M/UR Committee discussed the above propositions and advised that a broader discussion happens with more suggestions about name replacement.

In the next three months our SRAC priority will be to discuss how to create a streamlined process of collaboration with the M/UR Caucuses, CMMHHD, and the Assembly M/UR Committee. Our next meeting is scheduled for March 2024, and we will continue to:

- Get feedback from SRAC members on various ongoing action items.
- Review data that has been already gathered.
- Metrics to evaluate impact.
- Integrate recommendations from the appropriate components.

SRAC Membership

Chair:

Kamalika Roy M.D., MCR, FAPA – APA M/UR Trustee

Members:

Ramaswamy Viswanathan, M.D., Dr.Med.Sc. – APA President-Elect

Rebecca Brendel, M.D., J.D. – APA Immediate-Past President

Steven M. Starks, M.D., M.B.A. – APA Assembly Speaker-Elect

Richard Zang, M.D., - Chair of APA Assembly Committee on Resident-Fellow

Walter Wilson, Jr., M.D., MHA – Chair of APA Council on Council on Minority Mental Health and Health Disparities

Gail Robinson, M.D. – Chair of APA Membership Committee

Ruby Castilla-Puentes, M.D. – General Member

Fiona Fonseca, M.D. – General Member

Octavio Martinez, M.D. – General Member

Linda Nahulu, M.D. – General Member

Linda Vukelich – General Member: District Branch Executive

Administration Staff Liaisons:

Regina S. James, M.D. – APA Deputy Medical Director and Chief, Division of Diversity and Health Equity

Gabriel Esconrías, Jr., Ed.D. – APA Managing Director, Division of Diversity and Health Equity

SRAC Dashboard Update

ACTION 1 – Established and On Going

Share Black APA/APAF Fellows with District Branches to encourage leadership involvement & consideration as Assembly Representatives.

During Quarter 4 of 2023, the APA Foundation (APAF) sent their yearly email to District Branch / State Association Presidents, Executive Directors, and APAF Fellows as an e-introduction for APAF Fellows and leadership of APA District Branches and State Associations (DBs/SAs) to connect. Similar communication will be sent in 2024 again.

ACTION 2 – In Progress

Establish a mentor/sponsor program from senior Assembly leaders for Black psychiatrists.

During Quarter 4 of 2023, Association Governance reported that Dr. Pozios will cover pending SRAC actions in his independent report to the Board of Trustees at the March 2024 meeting. *Note: Assembly leadership is currently reviewing and discussing their “Diversity, Equity, Inclusion, and Belonging (DEIB) Assessment: Findings and Recommendations Report” conducted by Synergy Consulting.*

ACTION 3 – Established and On Going

Include a presentation about advancement in the Assembly and assignment of a mentor/sponsor in the Assembly orientation.

During Quarter 4 of 2023, Association Governance reported that Dr. Pozios will cover pending SRAC actions in his independent report to the Board of Trustees at the March 2024 meeting. *Note: Assembly leadership is currently reviewing and discussing their “Diversity, Equity, Inclusion, and Belonging (DEIB) Assessment: Findings and Recommendations Report” conducted by Synergy Consulting.*

ACTION 4 – Established and Ongoing

Provide instruction to Assembly Nominating Committee on importance of nominating a diverse pool.

During Quarter 4 of 2023, Association Governance reported that the Assembly Nominating Committee was given instructions about the importance of nominating a diverse pool of nominees which was successful.

ACTION 5 – Established and Ongoing

Have M/UR Caucuses and Committee of the Assembly submit nominations for Assembly leadership directly to the Assembly Nominating Committee.

During Quarter 4 of 2023, Association Governance reported that Dr. Pozios will cover pending SRAC actions in his independent report to the Board of Trustees at the March 2024 meeting. *Note: Assembly leadership is currently reviewing and discussing their “Diversity, Equity, Inclusion, and Belonging (DEIB) Assessment: Findings and Recommendations Report” conducted by Synergy Consulting.*

ACTION 6 – Established and Ongoing

Identify "Equity Advisors" to advise Assembly on all aspects related to diversity and equity.

During Quarter 4 of 2023, the Division of Diversity and Health Equity reported that a contract had been established with Synergy Consulting. The consulting firm has been working with Assembly leadership on all aspects related to diversity, equity, inclusion, belonging, and anti-racism (DEIBA). *Note: Assembly*

leadership is currently reviewing and discussing their “Diversity, Equity, Inclusion, and Belonging (DEIB) Assessment: Findings and Recommendations Report” conducted by Synergy Consulting.

ACTION 7 – Ongoing

Adopt consistent term limits for all Assembly Representatives & Deputy Representatives.

During Quarter 4 of 2023, Association Governance reported that Dr. Pozios will cover pending SRAC actions in his independent report to the Board of Trustees at the March 2024 meeting.

ACTION 8 – Established and Ongoing

The leadership, Equity and Diversity Institute Advocate/Protégé Program for URM psychiatrists is currently being piloted. Additional formal sponsorship programs for URM psychiatrists may be developed.

During Quarter 4 of 2023, the Division of Diversity and Health Equity reported that the second cohort with SAMHSA MFP Fellows is currently underway with a completion date of September 30, 2024. Upon completion the two years of data will be utilized for an evaluation to inform scalability.

ACTION 9 – Established and Ongoing

Require Nominating Committee to formally reach out annually to Council Chairs, Assembly Leadership, and District Branch Leaders for URM psychiatrist nomination suggestions for national office.

During Quarter 4 of 2023, Association Governance reported that Dr. Pozios will cover pending SRAC actions in his independent report to the Board of Trustees at the March 2024 meeting. *Note: Assembly leadership is currently reviewing and discussing their “Diversity, Equity, Inclusion, and Belonging (DEIB) Assessment: Findings and Recommendations Report” conducted by Synergy Consulting.*

ACTION 10 – Established and Ongoing

Require the Nominating Committee to create a database to track pool of potential URM nominees for national office.

During Quarter 4 of 2023, Association Governance confirmed that there is a database from 2017 to 2023 with this information.

ACTION 11 – Established and Ongoing

Prohibit campaigning for nationally elected APA positions except through APA-sponsored activities starting in 2022.

During Quarter 4 of 2023, General Counsel reported that the Elections Committee prepared a report which was shared with SRAC and submitted to the Board of Trustees for recommendations to be adopted into the Elections Rules within the Operations Manual to accomplish this action. *Note: Complete report can be viewed by referencing the past SRAC Report to the Board of Trustees: Recommendations for APA Elections Process.*

ACTION 12 – Ongoing

Prepare an annual report formally reviewed by BOT that documents APA leadership demographics and tracks 3-year trends.

During Quarter 4 of 2023, Marketing and Membership reported that the appropriate APA units are collaborating to accomplish this action upon the completion of the third year of data collection.

ACTION 13 – Established and Ongoing

Require each group to demonstrate their attempt to achieve representation of M/UR members among the component membership.

During Quarter 4 of 2023, General Counsel reported that the JRC is responsible for components and requires a “Yearly Assessment of Council,” requesting that the Councils provide a “brief summary of how the Council promotes and advances diversity, equity, inclusion, and antiracism.” *Note: JRC is ensuring that the councils are complying with their plans and meeting the DEIBA objectives.*

ACTION 14 – Established and Ongoing

Require the review of Bylaw changes to ensure M/UR groups aren't adversely impacted.

During Quarter 4 of 2023, Association Governance reported that since the addition of this requirement in 2021, there has been only one bylaws amendment, which was to align the bylaws with the updated APA petition process (which simply changed timing of petitions) in May 2023. The bylaws changes were reviewed to ensure there was no adverse impact on any particular group.

ACTION 15 – Established and Ongoing

Enhance nomination process by disseminating rationale & chronology of the Component appointment and encouraging self-disclosure of demographic information to track progress over time.

During Quarter 4 of 2023, Marketing and Membership reported that since 2020 APA has continued to place focused attention on the collection of member demographic profile information, including race and ethnicity. Their efforts have helped to drive a 28% increase in race/ethnicity completion within the member profile. In July 2020, APA had Race/Ethnicity data for 64% of U.S. members. In October 2023, APA now has race/ethnicity data for 82% of U.S. members. The tracking of this progress will continue and new data to be shared CY2024 Q3.

ACTION 16 – Established and Ongoing

Mandate the APA share information and solicit nominations for Component membership.

During Quarter 4 of 2023, the Office of District Branches and Marketing and Membership reported that this was completed. This communication was made through the DB/SA News and Notes during the months of July and August 2023.

ACTION 17 – Established

Approve APA Participation Policy language in stating each Component member must ensure their work takes into account diversity, inclusion, and antiracism principles.

During Quarter 4 of 2023, Association Governance confirmed that in the in the Operations Manual, under the JRC “Yearly Assessment of Council,” it does request that the Councils provide a “brief summary of how the Council promotes and advances diversity, equity, inclusion, and antiracism.” The JRC report template also requests that the Council detail how the work they are doing promotes DEIBA. *Note: JRC is responsible for ensuring that the councils are complying with their plans and meeting the DEIBA objectives.*

ACTION 18 – Established and Ongoing

Approve term limits for Committees and Council members and chairpersons (including Bylaws, Elections, and Ethics Committees).

During Quarter 4 of 2023, Association Governance reported that an analysis of the data to see how this impacts M/UR leadership and participation in components is in process and will be shared with SRAC upon completion. Anticipated return date CY2024 Q3.