

# Progress on Recommendations from the Task Force on Structural Racism

Updated September 2022

## TASK FORCE ACTIONS

## STATUS

### **ACTION 1**

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

COMPLETED &  
CONTINUING  
PROCESS

### **ACTION 2**

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

IN PROGRESS

### **ACTION 3**

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

COMPLETED &  
CONTINUING  
PROCESS

### **ACTION 4**

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

COMPLETED &  
CONTINUING  
PROCESS

### **ACTION 5**

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

COMPLETED &  
CONTINUING  
PROCESS

### **ACTION 6**

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

IN PROGRESS

### **ACTION 7**

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

IN PROGRESS

**ACTION 8**

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.

IN PROGRESS

**ACTION 9**

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.

COMPLETED & CONTINUING PROCESS

**ACTION 10**

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

COMPLETED & CONTINUING PROCESS

**ACTION 11**

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

COMPLETED & CONTINUING 2 YEAR PILOT

**ACTION 12**

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

IN PROGRESS

**ACTION 13**

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

COMPLETED & CONTINUING PROCESS

**ACTION 14**

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

COMPLETED & CONTINUING PROCESS

**ACTION 15**

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

COMPLETED & CONTINUING PROCESS

**ACTION 16**

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

COMPLETED &  
CONTINUING  
PROCESS

**ACTION 17**

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

COMPLETED &  
CONTINUING  
PROCESS

**ACTION 18**

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

COMPLETED &  
CONTINUING  
PROCESS