AMERICAN PSYCHOLOGICAL ASSOCIATION

EQUITY, DIVERSITY, AND INCLUSION

The Racial Equity Audit Report

ACHIEVING RACIAL EQUITY

This report is being issued by the APA Board of Directors and Chief Executive Officer, Arthur C. Evans, PhD on February 11, 2022.

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OVERVIEW

The American Psychological Association (APA) is facing a pivotal moment in its history. As the broader nation seems to be reaching an inflection point concerning the enduring effects of colonialism and racism, APA has undertaken association-wide efforts to examine its own role and that of psychology as a discipline in perpetuating racism. Reports have been drafted and examined, listening sessions have been held, the leadership has been mobilized, new initiatives have been created and others enhanced, and policies have been drafted and adopted, including an apology to people of color.

With respect to these policy developments, on October 29, 2021, **the APA Council of Representatives passed a trio of resolutions focused on the eradication of racism**, including:

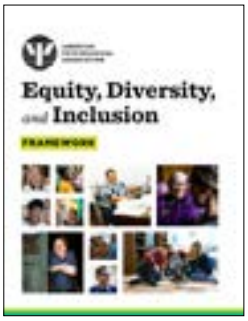
1. ***Apology to People of Color for APA's Role in Promoting and Perpetuating Racism and Racial Discrimination in the U.S.*** **(American Psychological Association [APA], 2021e)**
2. ***Role of psychology and APA in dismantling systemic racism against people of color in U.S.*** **(APA, 2021h)**
3. ***Advancing Health Equity in Psychology*** **(APA, 2021f)**

The resolutions set forth long-term actions that the association will take to create real and sustainable structural change. This critical work requires a collaborative approach to systematically examine, acknowledge, and chart an equitable path forward.

A foundational step of this work begins with consideration of the association's current Equity, Diversity, and Inclusion (EDI) initiatives focused on racial equity, including identifying the racial representation of elected and appointed leaders and APA staff.

In February 2021, APA conducted an internal inventory that collected information on EDI activities across directorates and offices. This initial inventory was intended to help APA better understand its EDI footprint. These findings are included in this report.

In an effort to build upon this baseline data set, a more comprehensive inventory survey was developed in January 2022 using APA's **Equity, Diversity, and Inclusion Framework** (APA, 2021c) to provide conceptual clarity and to gain a more holistic understanding of the specific racial equity work currently underway across the association. Notably, this inventory was deployed not only to APA staff, but also to elected and appointed leaders and membership groups (e.g., divisions). The goals of APA's January 2022 inventory were three-fold: (1) to identify efforts of high engagement to address systemic racism; (2) to identify critical areas that remain unaddressed; and (3) to utilize the findings to inform short- and long-term actions to remedy and repair the harms that APA and the discipline of psychology perpetuated against communities of color. Inventory data will help to inform the organization's collective work toward transformation and sustainable change called for by APA's Council of Representatives and expressed in the trio of resolutions.



on.apa.org/edi-framework

The following report is based on information from solicited groups—including APA's Council of Representatives, Board of Directors, elected and appointed leaders (e.g., boards and committees), divisions, and staff—and includes a summary of APA activities and EDI initiatives focused specifically on communities of color. APA communications (e.g., press releases, podcasts, social media, partnerships, and CEO updates) addressing racial equity extend throughout the association. These activities have not been included within the report, however, **coverage of the past year has been included for your reference**.

GOALS OF INVENTORY

Gain a baseline understanding of where current EDI and racial equity efforts are focused

Identify gaps by mapping initiatives to 'Therefore' statements from the Resolution Trio

Utilize the findings to inform short- and long-term actions to remedy and repair the harms that psychology inflicted on communities of color

BACKGROUND

Overview of APA's Recent Policy Resolutions to Eradicate Racism

In June 2020, in response to shocking acts of police violence against African Americans, APA leadership hosted two virtual member townhalls that featured then APA President Sandra Shullman, PhD, then President-elect Jennifer Kelly, PhD, Past-President Rosie Phillips Davis, PhD, and CEO Arthur Evans, PhD. These sessions attracted thousands of APA member attendees, who shared their concerns about violence, prejudice, bias, discrimination, and health disparities harming people of color and offered recommendations for the association. According to Dr. Shullman, "We are living in a racism pandemic" (APA, 2020a).

In the fall of 2020, members of APA's Council of Representatives, boards, and committees were invited to engage in a collaborative process to develop a broad APA resolution on racism.

Workgroups were led by the chairs of the Board for the Advancement of Psychology in the Public Interest, Board of Educational Affairs, Board of Professional Affairs, and Board of Scientific Affairs, along with leaders from the Exploratory Committee on Applied Psychology and leaders from Division 41 (American Psychology-Law Society). They were tasked with developing statements to address the definition of racism, along with racism's impact on health care, education, criminal justice, and the workplace. The goal of this effort was to reaffirm and substantially expand upon APA's 2001 *Resolution Against Racism* (APA, 2001).

An initial resolution arising from this effort focused primarily on offering a definition of racism, which was adopted by the APA Council of Representatives in February of 2021. This *Resolution on Harnessing Psychology to Combat Racism: Adopting a Uniform Definition and Understanding* (APA, 2021b) helps to guide APA's efforts and provided the basis for subsequent policy initiatives, most notably *Psychology's Role in Dismantling Systemic Racism in the United States* (APA, 2021h), which was adopted by Council in October of 2021, along with the *Apology to People of Color for APA's Role in Promoting, Perpetuating, and Failing to Challenge Racism, Racial Discrimination, and Human Hierarchy in the U.S.* (APA, 2021e). Both resolutions drew upon the earlier contributions of APA elected and appointed leaders in their focus on methods by which psychological science can be used to remedy harms in practice, education, criminal justice, training, and other domains.

The development of the dismantling racism and *Apology* resolutions was coordinated by the APA Task Force on Strategies to Eradicate Racism, Discrimination, and Hate (TFERDH). The TFERDH, along with the Apology Advisory Committee, created in April of 2021, was initiated by then APA President Jennifer Kelly, PhD, to marshal the power of psychological science to (a) contribute to the national effort to eliminate all forms of racism and discrimination, and (b) to support communities affected by the emotional, social, physical, and spiritual violence that ensues as a result of volatile environments of discrimination and hate.

The *Apology* resolution was informed by four key efforts. The first was the foundational report developed by Division 45 (Society for the Psychological Study of Culture, Ethnicity and Race) entitled, *Protecting and Defending Our People: Nakni tushka Anowa (A Warrior's Path)* (Aiello et al, 2021). This report, developed by the division's Warrior's Path Task Force, highlighted the deleterious effects of colonialism on psychology and people of color, harms that have resulted, and a path forward to address them.

The second effort was a historical chronology commissioned by APA in the spring of 2021. The Cummings Center for the History of Psychology at The University of Akron examined the role of psychology—and APA, specifically—in contributing to the perpetuation of racism in the United States. The June 2021 Cummings Center chronology, *Examining Psychology's Contributions to the Belief in Racial Hierarchy and Perpetuation of Inequality for People of Color in the U.S.*, covers over a century of harm, spanning from 1850 to 2020 (APA. 2021g).

The third key effort was the **listening sessions with key stakeholders** of groups harmed by psychology's historical and current contributions to systemic racism and other forms of oppression. Jernigan & Associates, LLC conducted a series of listening sessions to elicit specific narratives regarding observations and experiences of harm to communities of color from APA's membership and interested members of the Ethnic Psychological Associations (e.g., Association of Black Psychologists (ABPsi), National Latinx Psychological Association (NLPA), Society for Indian Psychologists (SIP), Asian American Psychology Association (AAPA), and American Arab, Middle Eastern, North African Psychological Association (AMENA-Psy) and APA's Division 45: Society for Psychological Study of Culture, Race, and Ethnicity). As such, psychologists of color who indicated direct experience working with and/or within communities of color were invited to participate. The effort, which began in July 2021, resulted in an **Executive Summary** (APA, 2021d) that described the lived experience of—and detailed areas of harm to—communities of color by the field of psychology and APA.

From August 23 through September 7, 2021, a draft of the *Apology* resolution was distributed for open comments to APA governance groups, divisions, State, Provincial and Territorial Psychological Associations (SPTAs), and EPAs. APA received almost 350 comments on behalf of individuals, governance groups, and organizations. Both individual and group comments were reviewed by APA staff and incorporated into a second draft of the resolution, which was shared with the APA Board of Directors for input. After offering edits, the Board voted unanimously to recommend that Council adopt the resolution. Subsequently, the draft was sent to the TFERDH and Apology Advisory Subcommittee for additional input and guidance. In providing feedback on the draft resolution, TFERDH and Apology Advisory Subcommittee members expressed their commitment to the process and concerns about navigating the spaces between being leaders in EPAs, as well as members of

> ***Protecting and Defending Our People: Nakni tushka Anowa (A Warrior's Path) (Aiello et al, 2021).*** **This report, developed by the division's Warrior's Path Task Force, highlighted the deleterious effects of colonialism on psychology and people of color, harms that have resulted, and a path forward to address them.**

the TFERDH helping APA develop the apology. Ultimately, in October 2021, TFERDH and Apology Advisory Subcommittee members voted in favor of the resolution being presented to the Board of Directors.

Finally, the fourth major contribution was prior work on apology to indigenous people. APA and some of its divisions, together with a work group, began an effort to offer an apology to Indigenous people in the USA. In 2017, members of Section IX of Division 39 (Psychoanalysis) drafted an apology statement closely modeled after that issued by the Australian Psychological Society (2016) to their Aboriginal people and Torres Strait Islanders. The Division 39 statement was cosigned by Divisions 24 (Society for Theoretical and Philosophical Psychology), 26 (Society for the History of Psychology), 27 (Society for Community Research and Action), 35 (Society for the Psychology of Women), and 45. It was received by SIP representatives on behalf of American Indian, Alaska Native, and Native Hawaiian peoples at the National Multicultural Conference and Summit on January 6, 2017. Two weeks later, three APA Council members representing Divisions 44 (Society for the Psychology of Sexual Orientation and Gender Diversity), 35, and 45, along with 17 cosponsors, introduced a Council New Business Item requesting that APA adopt this letter of apology as well. Shortly thereafter, then APA President Antonio Puente, PhD, convened an informal group to consider various actions, which was followed by the establishment of an Apology Letter Work Group by the Council Leadership Team to further examine key issues involved. This Work Group provided some possible action steps for Council's consideration.

In the fall of 2020, then APA President Shullman formed the Indigenous Apology Work Group to develop an apology statement and process. The task of this group was to express APA's remorse for its role, and that of U.S. psychology more generally, in the mistreatment of Indigenous groups, to identify past harms, and to recommend and commit to remedial actions.

On October 29, 2021, Council voted unanimously to approve the *Apology* resolution for communities of color in the United States. The resolution acknowledges and apologizes for the roles of psychology and APA in promoting, perpetuating, and failing to challenge racism, and for the harms that have been perpetuated against communities of color as a result. At that time, Council adopted *The Role of Psychology and APA in Dismantling Systemic Racism Against People of Color in the U.S.* (APA, 2021h) and a third related resolution, *Resolution on Advancing Health Equity in Psychology* (APA, 2021f). The third resolution developed by Dr. Kelly's Presidential Task Force on Health Equity, centers race and racism as the key drivers of health inequities and makes recommendations for psychological science, education and training, practice, public policy, and legislative advocacy.

APA ACTIONS

METHOD

As detailed above, the *Apology* resolution (APA, 2021e) directs the initial phases of the association's efforts to dismantle systemic racism. The first outlined component of this work involves gathering data concerning (a) the racial representation of APA staff and Council representatives and (b) current EDI initiatives focused on racial equity. Two surveys were developed to collect this data from respondents. Qualtrics—an online data collection platform—was used to design and administer both surveys. The first survey solicited demographic information from APA staff (Demographic Survey). Demographic information representative of current Council members was collected utilizing archival data. The second survey attempted to catalog EDI initiatives focused on racial equity taking place across APA (Equity, Diversity, and Inclusion: Racial Equity Survey). Participants were given a three-week period to complete the EDI Survey and were permitted to access the survey as often as needed.

Participants

All APA staff (*N* = 534) were invited to complete the Demographic Survey within an identified three-week period (January 4 – 25, 2022). To gather information on racial and ethnic identification of people of color on the Council of Representatives a review of archival sources was conducted. Demographic data were first pulled from the Salesforce membership profile (e.g., "Contact Record"), which aggregates historical data sources with updates from the new membership application. Once retrieved, the historical demographic data were converted to conform to current standards.

APA central office staff, representing each unit of the association, targeted APA stakeholder groups—the Board of Directors, Council of Representatives, elected and appointed leaders (e.g., boards and committees), and divisions—were invited to complete the Equity, Diversity, and Inclusion: Racial Equity Survey (EDI/Racial Equity Survey).

Measures

The Demographic Survey consisted of eight questions and captured information about racial and ethnic identities, disability/ability status, gender identity, sexual orientation, and personal pronouns. Questions included in the Demographic Survey underwent an extensive vetting process, with expertise sought from APA's Executive Leadership Team; Task Force on Strategies to Eradicate Racism, Discrimination, and Hate; EDI Advisory Board to Council (formerly, Council Diversity Work Group); Committee on Disability Issues in Psychology; Committee on Sexual Orientation and Gender Diversity; and Committee on Ethnic Minority Affairs.

The EDI/Racial Equity Survey was comprised of 14 questions and designed in collaboration with APA's EDI Executive Office and Strategy Office to garner initiative-specific information. For each reported initiative, respondents were asked to identify the racial equity need addressed by the initiative, its primary intended audience, frequency, funding sources, anticipated outcomes and methods for its evaluation, and alignment with APA's strategic priorities and EDI Framework.

SURVEYS

Demographic Survey

8 QUESTIONS

Solicited demographic information from APA staff

EXPERTISE SOUGHT FROM

- APA's Executive Leadership Team
- Task Force on Strategies to Eradicate Racism, Discrimination, and Hate
- Committee on Disability Issues in Psychology
- Committee on Sexual Orientation and Gender Diversity
- Committee on Ethnic Minority Affairs

IDENTIFIED

- Information about racial and ethnic identification
- Disability/ability status
- Gender identity
- Sexual orientation and sex characteristics
- Personal pronouns

EDI/Racial Equity Survey

14 QUESTIONS

Aimed at cataloging EDI initiatives focused on race and ethnicity, as well as other racial equity activities across APA

EXPERTISE SOUGHT FROM

- APA's Equity, Diversity, and Inclusion Executive Office
- Strategy Office

IDENTIFIED

- The need addressed by the reported initiative
- Its primary targeted audience
- The initiative frequency
- Funding sources
- Evaluation of outcomes
- Alignment with APA's strategic priorities and EDI Framework

Data Analysis

The EDI/Racial Equity Survey instructions directed participants to provide information on "EDI initiatives focused on race and ethnicity among communities of color, as well as other antiracism-related activities." Participants were provided with the following definitions of race and ethnicity, as outlined in APA's Guidelines on Race and Ethnicity in Psychology (APA Task Force on Race and Ethnicity Guidelines in Psychology, 2019):

- **Race** is defined as the social construction and categorization of people based on perceived shared physical traits that result in the maintenance of a sociopolitical hierarchy
- **Ethnicity** is defined as a characterization of people based on having a shared culture (e.g., language, food, music, dress, values, and beliefs) related to common ancestry and shared history

APA also provided its policy-derived definition of racism (2021b) as "a system of structuring opportunity and assigning value based on phenotypic properties (e.g., skin color and hair texture associated with 'race' in the U.S.)." Additionally, APA's definition of racism notes the necessity of considering the four levels of racism when "designing and implementing antiracist" activities: (a) structural; (b) institutional; (c) interpersonal; and (d) internalized.

The reported initiatives included in the current analysis are those grounded in these understandings of racial equity, which include efforts focused on "mitigat[ing] and ultimately eradicat[ing] racism" and "strategies to address racism operating at multiple levels in practice, education, training, research, publications, policies, and advocacy" (APA, 2021b). Reported initiatives focusing on intersectionality that also explicitly describe issues of racism were incorporated in the present analysis, including those "policies and practices [that] call for an active dismantling of other systems of oppression as well" (e.g., religion-based discrimination [such as, antisemitism, islamaphobia, etc.], xenophobia, ageism, classism, sexism, heterosexism, and ableism). Health equity, for instance, as defined by the association, is focused on intersectionality:

> . . . APA recognizes that inequities are experienced through the intersection of multiple elements of identity, particularly those that are associated with limited political, social, and economic power. However, even in the context of intersectional identities, race/ethnicity carries disproportionate weight in determining health inequities. To advance health equity it is fundamentally necessary to implement broad steps related to addressing race/ethnicity and racism within our field (APA, 2021f).

As such, all reported initiatives that described work in the arena of health equity are included in the present analysis. Reported initiatives excluded from the present analysis were those that (a) outlined broad diversity initiatives without an explicit mention of race or racial equity; and (b) described problem areas but did not outline specific initiatives. Duplicate entries and incomplete submissions were also excluded.

All EDI initiatives focusing on communities of color and/or racial equity included in the analysis were initially grouped based on the three **priority areas** and corresponding definitions outlined in the *Apology* resolution (APA, 2021e):

Knowledge Production and Scholarship	Training, Pathways, and Workforce Development	Clinical Practice and Health Equity
". . . those that enhance psychology's scientific methods based on culturally diverse knowledge production, and those that create mechanisms to count and acknowledge all racial and ethnic groups in APA-sponsored research and membership surveys (e.g., regularly offering "AMENA" as a demographic category that survey respondents may choose, avoiding clustering small population samples, such as American Indian and Alaska Native psychologists, in "other" categories)."	". . . those that expand opportunities for students of color to pursue careers in psychology; promote mentorship of psychologists of color; improve psychology graduate education and training to include diverse, non-Western cultural perspectives; increase mechanisms, strategies, and practices to raise participation and success rates for psychologists of color in academia, publishing, and governmental licensing; increase representation of communities of color throughout APA's elected and appointed leadership; expand opportunities for leadership and leadership training for psychologists of color; and enhance the visibility of psychologists of diverse backgrounds."	". . . those that elevate both advocacy for and training in culturally competent, easily accessible care models; and those that improve the discipline's knowledge of and responsiveness to the needs of communities of color. The foundational work on this has already begun, as outlined in the "Resolution on Advancing Health Equity and Psychology," developed by APA's Presidential Task Force on Psychology and Health Equity."

Initiatives that were not clearly classified as falling in one of the aforementioned categories were grouped in a fourth *Miscellaneous* category.

Following this initial categorization, initiatives were grouped based on classifications outlined in APA's EDI Framework (i.e., "*EDI Level*", APA, 2021c). When documenting individual initiatives within the EDI/Racial Equity Survey, participants selected the most appropriate **EDI Level** based on the corresponding definitions below:

APA	Field of Psychology	Society
"Internally focused EDI work aimed at building the capacity of the organization itself. Work in this area addresses staff, volunteer leaders, and members, with the specific intention of strengthening APA and its work."	"APA's work to contribute to a more diverse, equitable, and inclusive field of psychology, including initiatives that impact pathways into the field; the education and training of undergraduate and graduate students, trainees, interns, postdocs, and psychologists; and policies and practices for the discipline. Focuses on the work that APA does to build the capacity of the discipline and its personnel. Initiatives in the field of psychology are expected to have a capacity-building impact now and in the future."	"Where APA's mission to advance psychological science and knowledge to benefit society and improve people's lives is realized—in the United States and globally. The level of programs and activities that are externally focused—beyond the association and the field of psychology—and have a direct impact on, or advocate directly for, clients, consultees, organizations, communities, and the public, with a particular focus on reaching those who are societally marginalized. EDI will be integrated into all areas of psychological practice."

As a tertiary level of analysis, all *current* initiatives (e.g., those collected during the January 2022 survey period) were cross-referenced with the "Therefore statements" ($n = 54$)—or calls to action—across the trio of resolutions adopted by APA's Council of Representatives in October 2021. The results of this mapping process can be found in its entirety in Appendix A.

RESULTS

Results from the present audit addressed two principal goals: (a) gaining insight into the representation of people of color across APA's Council of Representatives and among APA staff, and (b) establishing a baseline understanding of the association's current EDI initiatives focused on racial equity.

Representation

Though the Demographic Survey captured information concerning multiple aspects of identity, only those related specifically to race and ethnicity for communities of color are outlined in this report.

APA Staff

The following information detailing the racial identity of APA staff is based on an 83% response rate (n = 441) to the Demographic Survey:

Racial/Ethnic Identification	*n*	%
American Indian, Alaska Native, and/or Indigenous	0	0.00
Arab American, Middle Eastern, or North African	3	0.76
Asian or Asian American	25	6.33
Bi/Multi-racial	16	4.05
Black or African American	96	24.30
Latino/a/x or Spanish Origin	11	2.78
Native Hawaiian or Other Pacific Islander	0	0.00
Southeast Asian	6	1.52
White/European American	226	57.22
Another race or ethnicity not listed above	3	0.76
Prefer not to answer	9	2.28
TOTAL	395	100

Note. There were n = 441 total responses to the demographic survey with 46 missing or incomplete responses to the question concerning racial and ethnic identification.

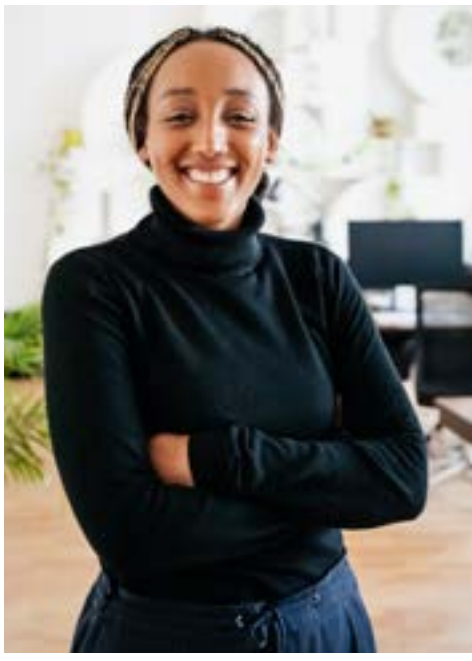
APA Council of Representatives

Demographic data retrieved from archival sources are representative of 98% of current Council representatives, (*n* = 179). Demographic data collected from Council representatives in February 2021 (75% response rate; *n* = 137) are included here to provide a frame of reference:

	FEBRUARY 2021		JANUARY 2022	
Racial/Ethnic Identification	***n***	**%**	***n***	**%**
American Indian, Alaska Native, and/or Indigenous	4	2.92	0	0.00
Arab American, Middle Eastern, or North African	3	2.19	0	0.00
Asian or Asian American	9	6.57	0	0.00
Bi/Multi-racial	5	3.65	9	5.03
Black or African American	7	5.11	10	5.59
Latino/a/x or Spanish Origin	9	6.57	6	3.35
Native Hawaiian or Other Pacific Islander	3	2.19	0	0.00
Southeast Asian	-	-	4	2.23
White/European American	91	66.42	122	68.16
Another race or ethnicity not listed above	3	2.19	3	1.68
Prefer not to answer	3	2.19	25	13.97
TOTAL	137	100	179	100

Note. "Southeast Asian" was not a response choice listed on this previous iteration of the demographic questionnaire. In addition, all racial categories may not accurately reflect the number of people of color currently serving as Council representatives. Each Ethnic Psychological Association has a voting seat on Council

> Current findings related to representation based on demographic data show that both Council representatives and APA staff identify primarily as White/ European American (68% and 57%, respectively)



EDI/RACIAL EQUITY INITIATIVES

Legacy Data

The Legacy Data are those survey responses collected from APA staff in February 2021. APA staff reported on EDI Initiatives, providing a concise description of the primary need identified and the principal objective of each EDI-related initiative. Participants were also asked to select the primary EDI level and domain for each initiative and aligned it with the EDI Framework, as well as which APA strategic priority area(s) the initiative most sought to advance. Respondents further indicated key partners (internal and external to the Association), outcomes and evaluation measures, and the funding source(s) for each initiative. Participants were also given an opportunity to suggest EDI-related resources that may help to accelerate their current efforts.

Of the 130 EDI initiatives reported in February 2021, 54% (*n* = 70) were specifically related to racial equity. These Legacy Data provided a snapshot of the initiatives that the association was engaged in before data collected in January 2022, thus providing an initial frame of reference concerning APA's current EDI efforts, specific to racial equity.

Of the EDI initiatives reported, 24% (*n* = 17) fell primarily within the **Knowledge Production and Scholarship** priority area, 47% (*n* = 33) in the area of **Training, Pathways, and Workforce Development**, and 23% (*n* = 16) in the realm of **Clinical Practice and Health Equity**. A total of 4 initiatives (6 %) were not grouped into any of the priority areas.

	APA[i]		Field of Psychology[ii]		Society[iii]	
	n	**%**	***n***	**%**	***n***	**%**
Knowledge Production and Scholarship	0	0.00	10	62.50	7	14.00
Training, Pathways, and Workforce Development	3	75.00	2	12.50	28	56.00
Clinical Practice and Health Equity	0	0.00	2	12.50	14	28.00
Miscellaneous	1	25.00	2	12.50	1	2.00
TOTAL	4	100	16	100	50	100

i **APA Level:** "Internally focused EDI work aimed at building the capacity of the organization itself. Work in this area addresses staff, volunteer leaders, and members, with the specific intention of strengthening APA and its work."

ii **Field of Psychology:** "APA's work to contribute to a more diverse, equitable, and inclusive field of psychology, including initiatives that impact pathways into the field; the education and training of undergraduate and graduate students, trainees, interns, postdocs, and psychologists; and policies and practices for the discipline. Focuses on the work that APA does to build the capacity of the discipline and its personnel. Initiatives in the field of psychology are expected to have a capacity-building impact now and in the future."

iii **Society Level:** "Where APA's mission to advance psychological science and knowledge to benefit society and improve people's lives is realized—in the United States and globally. The level of programs and activities that are externally focused—beyond the association and the field of psychology—and have a direct impact on, or advocate directly for, clients, consultees, organizations, communities, and the public, with a particular focus on reaching those who are societally marginalized. EDI will be integrated into all areas of psychological practice." (APA, 2021c)

A review of initiative descriptions within the **Knowledge Production and Scholarship** priority area revealed several key themes and areas of focus. They include (a) reducing bias in publishing; (b) public education utilizing psychological science concerning racial equity for K–12 educators, parents, and law enforcement; and (c) prioritizing issues related to diversity in research and continuing education.

Initiatives categorized primarily within the **Training, Pathways, and Workforce Development** priority area can be classified in the following broad themes (a) increasing representation within APA (elected and appointed positions); (b) workforce recruitment and retention; (c) equity in psychological research; (d) revising continuing education standards; (e) supporting graduate students and early career psychologists; (f) equity in clinical licensure and practice; (g) diversifying the pathway of psychology prospects; (h) informing psychology training and workforce gaps; and (i) mentorship for psychologists in academia.

Emerging themes in the **Clinical Practice and Health Equity** priority area include (a) advocating for public policies that address health disparities; (b) expanding access to culturally responsive care; and (c) providing information and resources using psychological science to mitigate inequities across systems.

Current Initiatives

Analysis of data concerning current initiatives is based on responses captured in the EDI/Racial Equity Survey. **Of the 269 total initiatives reported, 43% (*n* = 117) met inclusion criteria (e.g., activities noted to be specifically focused on racial equity and/or on communities of color).** Current initiatives were analyzed and categorized into the following priority areas:

	APA[i]		Field of Psychology[ii]		Society[iii]	
	n	%	*n*	%	*n*	%
Knowledge Production and Scholarship	0	0.00	11	22.45	13	26.00
Training, Pathways, and Workforce Development	13	86.67	27	55.10	3	6.00
Clinical Practice and Health Equity	2	13.33	11	22.45	34	68.00
TOTAL	15	100	49	100	50	100

i **APA Level:** "Internally focused EDI work aimed at building the capacity of the organization itself. Work in this area addresses staff, volunteer leaders, and members, with the specific intention of strengthening APA and its work."

ii **Field of Psychology:** "APA's work to contribute to a more diverse, equitable, and inclusive field of psychology, including initiatives that impact pathways into the field; the education and training of undergraduate and graduate students, trainees, interns, postdocs, and psychologists; and policies and practices for the discipline. Focuses on the work that APA does to build the capacity of the discipline and its personnel. Initiatives in the field of psychology are expected to have a capacity-building impact now and in the future."

iii **Society Level:** "Where APA's mission to advance psychological science and knowledge to benefit society and improve people's lives is realized—in the United States and globally. The level of programs and activities that are externally focused—beyond the association and the field of psychology—and have a direct impact on, or advocate directly for, clients, consultees, organizations, communities, and the public, with a particular focus on reaching those who are societally marginalized. EDI will be integrated into all areas of psychological practice." (APA, 2021c)

KNOWLEDGE PRODUCTION AND SCHOLARSHIP

Initiatives categorized in Knowledge Production and Scholarship (*n* = 24; 21.05%) represented the following broad themes: (a) dismantling systemic and structural racism throughout psychology education; (b) promoting inclusive and equitable education environments; (c) promoting racial diversity in psychological science (e.g., inclusion of racially diverse samples in research and highlighting the voices of psychologists of color); and (d) utilizing psychological science to mitigate the effects of racism among children.

TRAINING, PATHWAYS, AND WORKFORCE DEVELOPMENT

Emerging themes in this category (*n* = 43; 37.72%) included: (a) organizational culture shifts aimed at dismantling structures rooted in Whiteness; (b) recruitment and retention of psychology faculty and students of color, as well as those from POC-serving institutions (e.g., Historically Black Colleges and Universities, Hispanic Serving Institutions, Tribal Colleges and Universities); (c) increasing the representation of people of color throughout APA's elected and appointed leadership; (d) improving hiring practices for psychology programs to increase representation of faculty of color, addressing inequities in the evaluation of promotion and tenure, and diversifying editorial candidates; (e) expanding opportunities for students of color to pursue careers in psychology, as well as leadership development opportunities for psychologists and students of color; and (f) enhancing the visibility of psychologists and students of color.

CLINICAL PRACTICE AND HEALTH EQUITY

Initiatives categorized in this priority area (*n* = 47, 41.23%) produced the following general themes: (a) collaboration concerning professional issues in practice related to health equity; (b) developing professional resources focused on racial health disparities; (c) addressing social determinants of health (e.g., racism, poverty, educational disparities); and (d) utilizing psychological science to inform public education and resources that address health inequities.

Gap Analysis

APA's policy-derived definition of racism and the directives outlined in the trio of resolutions focused on dismantling systemic racism (adopted by Council in October 2021) were used to guide the current assessment. The three resolutions contain a total of 54 "Therefore statements," or calls to action.

A cross-referencing of the current initiatives with these statements indicated the association's current activities focused on racial equity align with **28 of these directives (52%)**.

ACTIONS FOCUSED ON DISMANTLING RACISM OUTLINED IN THE OCTOBER 2021 RESOLUTIONS				
	Addressed by Current Initiatives		**Not Addressed by Current Initiatives**	
Priority Area	***n***	**%**	***n***	**%**
Knowledge Production and Scholarship	6	22.22	11	40.74
Training, Pathways, and Workforce Development	10	37.04	2	7.41
Clinical Practice and Health Equity	12	42.86	13	50.00
TOTAL	28	100	26	100

The data included in the present audit provide a foundation upon which to conduct additional analysis. Initial outcomes outlined here provide evidence for the need to solicit further information from stakeholders. Specifically concerning the association's racial equity efforts, further attempts to gather information may prove more successful if participants are provided with additional direction concerning the information sought (e.g., further defining the scope of racial equity initiatives, inclusion of additional stakeholder groups). General conclusions drawn for each priority area are outlined below:

- The **Knowledge Production and Scholarship** priority area included the least number of categorized initiatives. A majority of the initiatives initially classified in this area were excluded from analysis due to a lack of specificity focused on racial equity and/or on communities of color.
- The **Training, Pathways, and Workforce Development** priority area included over half of the reported initiatives focused on the "Field of Psychology" level (55%). Preliminary analysis noted an opportunity to develop further directives within this priority area precisely related to "enhanc[ing] the visibility of psychologists of diverse backgrounds" (e.g., elevating the work of psychologists and students of color within APA and throughout the field of psychology). For example, two of the current initiatives were not mapped as there were no correlating directives (e.g., "Therefore statements") aligned with these initiatives (CNPAAEMI Henry Tomes Award; CECP Achievement Award for Early Career Psychologists). See Appendix B for a full list of unmapped initiatives.
- The **Clinical Practice and Health Equity** priority area included the greatest number of categorized initiatives. Most of these initiatives focused on the "Society" level (68%) and were primarily aimed at supporting psychologists' engagement in efforts focused on the promotion of equity and inclusion, and at advocating for comprehensive healthcare for all.

The data captured through the audit are not indicative of the *impact* of the reported initiatives within the organization, in the field of psychology, or at the societal level. A standardized method for assessing impact is necessary to be able to compare initiatives across the different priority areas, which will include comparing initiatives by scope of work, populations of focus, intended outcomes, and required resources (e.g., "sweat equity," funding allotted, funding raised). The information contained in this report is intended to inform this next phase in the process, and to provide a strong foundation for APA's roadmap for the implementation of priority areas.

DISCUSSION

The initiatives captured in this audit reflect current efforts to ensure that EDI is a shared responsibility and signify a commitment to the unyielding investment towards the eradication of racism within the association, throughout the discipline of psychology, and broader society. The intent of this audit is to better understand current racial equity initiatives and to inform the development of short- and long-term actions that will "create immediate and real structural change" (APA, 2021e). APA will develop an EDI Roadmap to serve as a guide and will offer accountability through clearly defined goals, measures, and outcomes—along with evidence-based strategies for addressing critical challenges faced by communities of color. The findings from the current audit offer some initial conclusions that will be included in the EDI Roadmap.

These findings illustrate where the association's current efforts align with—and, critically, deviate from—the aspirations laid out in the October 2021 trio of resolutions, and further highlight areas that will require greater attention and intentionality to achieve meaningful structural change. Key considerations, intended to inform the association's subsequent planning and implementation related to dismantling systemic racism, are laid out below.

Data on Racial and Ethnic Identification in Communities of Color

APA's resolutions focused on dismantling systemic racism outline a specific directive aimed at increasing the representation of people of color throughout APA:

> **THEREFORE, BE IT RESOLVED** that APA will strive to ensure that scholars of color are represented on APA and other peer review panels, editorial boards, and governance groups and in leadership positions that shape practices and policies (which may be enhanced by mentoring and guidance for early career scientists of color) (APA, 2021h).

Current findings related to representation based on demographic data show that both Council representatives and APA staff identify primarily as White/European American (68% and 57%, respectively). Data gathered in 2021 by APA's Strategy Office noted approximately 74% of all APA members surveyed identified as White/European American. Upon initial review, these numbers suggest low levels of racial diversity in APA's membership and in its Council. These numbers, in addition to broader data regarding the national psychology workforce (APA, 2020b), reflect noticeably less racial diversity compared to in the U.S. population.

Of note, national data also suggest a promising trend toward greater psychology workforce diversity, with more people of color earning psychology degrees in recent years, including 31% of all psychology degrees earned in 2018 (APA, 2020b). The association must continue to play a critical role in diversifying the psychology pathways and ensuring that its membership—including staff and elected and appointed leaders—reflects this growing diversity. The demographic data collected in the present audit in combination with broader membership data provide an important baseline from which APA can objectively assess its efforts to increase diversity in the membership and staff and should be used to establish reasonable metrics that are geared toward increasing representation (e.g., APA will commit to increasing racial diversity by 10%, year over year, for the next 5 years). Additionally, these data support the need to recruit and retain people of color in APA elected and appointed leadership positions. It will be critical for APA to routinely solicit these kinds of data to drive and measure progress over time.

Determining Meaningful Impact of Racial Equity Initiatives

The results of the audit suggest that 28 of the 54 total directives (52%) from the October 2021 trio of resolutions are reflected in the association's current activities focused on achieving racial equity. This is significant in that it illustrates where energy and attention are currently being directed and highlights potential 'blind spots'—both in terms of issues being addressed and of populations being targeted. Due to the prioritization process inherent in some of the survey questions, it is possible that broad reporting of many of the racial equity initiatives currently being undertaken was unintentionally restrictive. Thus, a concentrated focus is needed to align, coordinate, and consolidate the association's current racial equity efforts with the visionary action steps adopted as policy by APA's Council.

Though a considerable number of directives are addressed by the association's current efforts, this does *not* quantify the resources allocated to each of these efforts, nor does it indicate the impact of these initiatives within the association, field of psychology, or society. This underscores the importance of the association thoughtfully determining impactful short- and long-term goals for its work to dismantle systemic racism (i.e., one pillar of the EDI Roadmap) and developing clear and measurable metrics to assess both progress and accountability to the outcomes.

It is important to note that most of the reported initiatives (57%) were excluded from the current analysis due to not meeting the inclusion criteria, a lack of specificity concerning racial equity, and/or the absence of focus on communities of color. The exclusion of these broader EDI initiatives does not in any way negate the value of these activities—rather, it provides valuable insight into the much-needed coordination of this work. For example, the excluded initiatives highlight a key area for the association to further explore and clarify in its work to address systemic racism—the distinction between "diversity" and "race," which are frequently used interchangeably (as noted in the results section), and the number of dedicated resources to racial equity work in the context of and fullness of EDI. See Appendix D for a list of excluded initiatives.

FUTURE DIRECTIONS

The results of this report are critical to informing the association's next steps in dismantling systemic racism and will be interpreted and utilized in conjunction with other data (e.g., feedback of the 2021 listening sessions, continued conversations with key stakeholders). From March through July 2022, APA will engage in a strategic and collaborative process to prioritize both initial actions and long-term efforts for the implementation of work targeting the three priority areas adopted by Council: (a) knowledge production and scholarship, (b) training, pathways, and workforce development, and (c) clinical practice and health equity. Recommended actions to advance these priority areas will be brought before Council at its meeting in August 2022.

As part of this process, APA will take an iterative, incremental, and inclusive approach to the subsequent phases outlined below.

PHASE I: Assess APA's Current Work to Address Systemic Racism

The completion of the current inventory was a foundational first step in this process. The remainder of Phase I requires assessing the work underway and using it to help APA leadership position the future work of the association in addressing systemic racism to ensure meaningful impact. Data captured through the current audit is not indicative of the impact of the work at APA, in the field of psychology, or in society, therefore this phase will also involve the development of a mechanism for assessing the impact of initiatives, which will be used to inform one pillar of APA's EDI Roadmap. APA staff will follow up and collect additional information on the initiatives included in this assessment.

PHASE II: Facilitate a Process for Prioritizing Actions

Findings from the audit, as well as the actual and desired impact of the included initiatives, will inform the Board of Directors as they continue to make decisions concerning strategy development and assist APA's Council in determining where APA should allocate its energy and resources in addressing the priority areas.

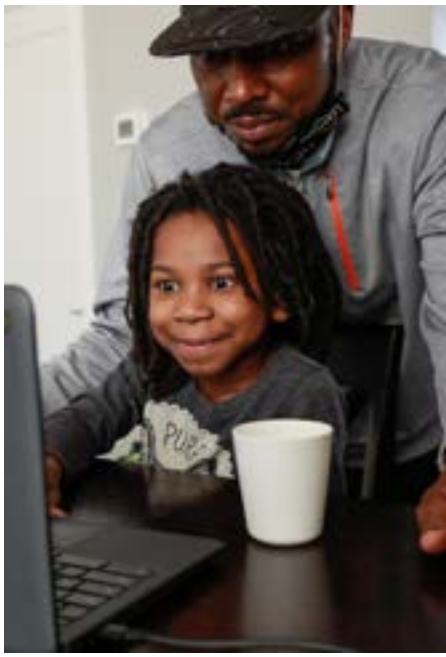
PHASE III: Engage Members and Solicit Input

In the spirit of practicing cultural humility, we recognize and acknowledge the work of committed psychologists—especially psychologists of color—who have historically led this work and others who are committed to engaging in EDI efforts. Therefore, APA understands the importance of engaging in active listening and meaningful collaboration to tackle the most critical issues faced by communities of color. APA will enlist multiple mechanisms to garner input and engagement across the field with respect to the implementation of the priority areas, with focused attention on members from communities of color to which the apology was intended, including but not limited to Ethnic Psychological Associations and psychologists of color, as well as related stakeholders (e.g., APA's Council, boards, committees, divisions, and broader membership). An example includes an EDI Racial Equity Summit, which will bring together invited thought leaders and experts to explore how the association will prioritize initiatives.

PHASE IV: Develop an Action Plan

Using the information gathered in the first three phases, the APA CEO, in partnership with the Board of Directors, will put forth an action plan to Council. This plan will be comprised of goals, strategies for advancing the goals, and measuring the impact of each priority area. If approved by Council, this plan will become central to the actionable steps necessary for repair and reconciliation and will serve as one of the pillars—focused on dismantling systemic racism—of the EDI Roadmap. This action plan will be presented to Council during the August 2022 convening. Pending Council's approval, APA staff and elected and appointed leaders will work collaboratively to implement the plan.

The phases outlined above are integral to developing a sustainable shared vision and strategy for mitigating and ultimately eradicating systemic racism within the organization, the field of psychology, and society at-large.



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APPENDIX A

Current Initiative Mapping

The following table is a list of all initiatives (i.e., those collected during the January 2022 survey period). Initiatives are relative to the directives (e.g., the "Therefore statements") outlined in the trio of racism resolutions adopted by APA's Council of Representatives in October 2021 (*n* = 54).

Note: The language used to describe initiatives listed in the appendix is not reflective of the APA Inclusive Language Guidelines[1]. In order to maintain the accuracy of the initiatives reported, terms were not altered.

PRIORITY AREA 1: KNOWLEDGE PRODUCTION AND SCHOLARSHIP

APA will prioritize efforts in knowledge production and scholarship, such as those that enhance psychology's scientific methods based on culturally diverse knowledge production, and those that create mechanisms to count and acknowledge all racial and ethnic groups in APA-sponsored research and membership surveys (e.g., regularly offering "AMENA" as a demographic category that survey respondents may choose, avoiding clustering small population samples, such as American Indian and Alaska Native psychologists, in "other" categories) (APA, 2021e).

THEREFORE STATEMENT: Update materials developed for the public to be inclusive of cultural differences and current experiences of all communities (APA, 2021h).

APA Affiliation	Initiative	EDI Level
Committee on Associate and Baccalaureate Education	The **Introductory Psychology Initiative** incorporates student learning outcomes aimed at fostering antiracism attitudes by educating students about individual and cultural differences.	Field of Psychology
Publications and Communications Board	**APA's Books Acquisitions Process** proactively seeks underrepresented voices from communities of color as authors and editors for new book acquisitions. Further, they seek to publish books on diverse topics to educate those who serve underrepresented communities of color.	Field of Psychology
APA Education Directorate	The **Guidelines for the Undergraduate Psychology Major: Version 3.0 (draft 2022)** fosters antiracism attitudes by suggesting that educators should structure their curriculum such that undergraduate students are knowledgeable about individual and cultural differences and can identify and implement ways to reduce racism and other discriminatory beliefs and practices.	Field of Psychology
APA Education Directorate	**From Vision to Impact: Propagating the Recommendations from APA's Introductory Psychology Initiative Working Group** is focused on infusing diversity and intersectionality across Introductory Psychology course materials, consistent with the association's student learning outcomes.	Field of Psychology
Committee of Teachers of Psychology in Secondary Schools	The **TOPSS Unit Lesson Plans** include suggested resources and content for high school psychology teachers to ensure all lesson plan content is sensitive to and representative of issues of diversity. A new lesson plan on Multiculturalism is being developed in 2022 to specifically include content on antiracism and communities of color.	Society

[1] American Psychological Association. (2021). Inclusive Language Guidelines. https://www.apa.org/about/apa/equitydiversity-inclusion/language-guidelines.pdf

PRIORITY AREA 1: KNOWLEDGE PRODUCTION AND SCHOLARSHIP

THEREFORE STATEMENT: Encourage psychology departments (grad and undergrad) to incorporate greater attention to psychology's historical role in perpetuating racism (APA 2021h).

APA Affiliation	Initiative	EDI Level
APA Education Directorate	The **National Standards for High School Psychology Curriculum** fosters antiracism attitudes by suggesting that teachers should deliver a high school course that educates students about individual and cultural differences and demonstrates how inequality of power and resources relate to privilege, stereotypes, prejudice, and discrimination.	Society

THEREFORE STATEMENT: Advocate for learning environments (e.g., school, extracurricular activities) that are culturally diverse and antiracist (APA, 2021h).

APA Affiliation	Initiative	EDI Level
Committee on Associate and Baccalaureate Education	The Committee on Associate and Baccalaureate Education is hosting **Student Listening Sessions** to gather information from undergraduate students' about their perceptions of critical issues to address regarding antiracism and EDI.	Field of Psychology
APAGS	**APAGS Sponsored Convention Programming** addresses inequities that exist among marginalized groups, to include: Innovative Hispanic/LatinX Treatment Considerations with Identity, Development, and Communication; Reducing Racism in Educational Structures: The Rise of Student Advocacy; and EPPP Test Outcomes and Challenges for Applicants from Marginalized Groups.	Field of Psychology
APA Advocacy	**Advocating for Additional Funding for Schools** and school districts to provide evidence-based comprehensive, culturally responsive, trauma-informed mental health services.	Society
APA Advocacy	**Advocating for Legislation to Ban Corporal Punishment** and other forms of exclusionary discipline practices in schools and improve data collection on student disciplinary policies.	Society
APA Advocacy	**Advocating for Policies that Promote the Diversification** of the educator workforce.	Society
APA Advocacy	The advocacy **Initiative to Ameliorate Education Disparities from pre-K through higher education** advocates for federal policies that support positive school environments for students of color, and for eradicating exclusionary discipline practices.	Society

THEREFORE STATEMENT: Encourage psychological scientists to conduct and report research within APA journals in a manner that better incorporates samples that are more inclusive of participants of color relevant to their psychological research, as appropriate, to increase the diversity of the samples examined and reported in psychological research (APA, 2021h).

APA Affiliation	Initiative	EDI Level
APA Public Interest Directorate	The **APA Race and Ethnicity Guidelines** aim to address the persistent inequalities among people of different races, ethnicities, and cultural backgrounds in the United States for psychologists in clinical practice, research, and training and education.	Field of Psychology
APA Publishing	**Chapter 5 of the APA Publication Manual** (7th ed.) provides guidance and standards for writing about race and ethnicity in research reporting.	Field of Psychology
APA Publishing	Author marketing team regularly **Promote APA Journals Calls for Papers** and published content focusing on communities of color and drawing on relevant PsycInfo, APA membership, faculty, and other lists.	Field of Psychology

PRIORITY AREA 1: KNOWLEDGE PRODUCTION AND SCHOLARSHIP

THEREFORE STATEMENT: Advocate for evidence-based professional development forteachers concerning biases—both implicit and explicit (APA, 2021h).

APA Affiliation	Initiative	EDI Level
Committee of Teachers of Psychology in Secondary Schools	TOPSS is engaged in developing, delivering, and **disseminating a series of ongoing professional development activities** (e.g., webinars, workshops, Tea with TOPSS events, convention presentations) aimed at helping to teachers identify biases and to learn ways to create a more equitable and inclusive learning environment for students.	Society
Committee of Teachers of Psychology in Secondary Schools	The **Considering Diversity: A Self-Reflection Tool forPsychology Teachers resource** is a tool utilized by highschool psychology teachers to help them reflect on diversity instruction in their classroom and school community and boost interpersonal and cultural sensitivity in both students and teachers.	Society
APA Advocacy Directorate	**Advocating for Teacher Training in Implicit Bias andAnti-bias Interventions** to address the disparate use of harsh discipline for Black children and children with disabilities.	Society

THEREFORE STATEMENT: Increase dissemination to the public of educational information addressing the prevention of racism and the promotion of antiracism in early childhood by engaging subject matter experts in opportunities to communicate via television, social media, audio and other visual formats, and other venues as available (APA, 2021h).

APA Affiliation	Initiative	EDI Level
APA Ethics Committee	The Ethics Committee **Ethics Code Task Force** is charged with creating a code that is transformational and that remains a leading practical resource regarding ethics for psychological science, education and practice while retaining those aspects of the Code that serve the public and the discipline and profession well. It is anticipated that the Ethics Code Task Force will incorporate principles that focus on the concepts of justice, social justice, and civil rights.	Field of Psychology
Advocacy Steering Committee (ASC), Board of Professional Affairs (BPA), Committee on Professional Practice and Standards (COPPS)	Concerted efforts were made to incorporate EDI into **APA's Clinical Practice Guidelines (CPG) Initiatives**, to include a section for reporting race, ethnicity, and other demographic data about the included study samples of the research underlying the CPG. There will be two new types of recommendations to accompany the traditional type of recommendations, one of which will be recommendations for research that will provide opportunity for the guideline panels to highlight gaps in research specific to racial and ethnic groups.	Field of Psychology
APA Education Directorate	The **BEA Task Force on Ethnic and Racial Disparities in Pre-K through 12 Education** is developing a report with recommendations for research, practice, and advocacy, and new recommendations for educator preparation.	Society
APA Public Interest Directorate – Children, Youth, and Families Portfolio	**RESilience: Uplifting Youth through Healthy Conversations about Race** aims to increase knowledge and the availability of resources to support parents in managing their own racial and ethnic socialization experiences while helping their children learn positive messages about race and ethnicity.	Society
APA Publishing	A web page featuring **APA-published articles, spotlights, special issues, and books addressing race and trauma**. This page highlight's APA's newest research and promotes discovery/learning about psychology research for and by communities of color	Society
APA Publishing	APA is partnering with the Children's Theatre Company to Premier of Stage Adaptation of **APA Book "Something Happened in Our Town".**	Society

PRIORITY AREA 2: TRAINING, PATHWAYS, AND WORKFORCE DEVELOPMENT

APA will prioritize efforts in training, opening pathways, and workforce development, such as those that expand opportunities for students of color to pursue careers in psychology; promote mentorship of psychologists of color; improve psychology graduate education and training to include diverse, non-Western cultural perspectives; increase mechanisms, strategies, and practices to raise participation and success rates for psychologists of color in academia, publishing, and governmental licensing; increase representation of communities of color throughout APA's elected and appointed leadership; expand opportunities for leadership and leadership training for psychologists of color; and enhance the visibility of psychologists of diverse backgrounds (APA, 2021e).

THEREFORE STATEMENT: Advocate—within and outside the discipline—for top-down organizational cultural change implemented with employees and cultivated through leadership, teamwork, and day-to-day individual behaviors that contribute to productive intergroup contact (APA, 2021h).

APA Affiliation	Initiative	EDI Level
Policy and Planning Board	The P&P Board is focused on **Re-Envisioning APA's Council Structure** in order to dismantle tenets of White supremacy.	APA
Council Diversity Workgroup	Data from a **Culture Check Survey** assess the meeting climate of APA Council to inform recommendations for culture shifts, particular attention was paid to the lack of Black, Indigenous, and People of Color (BIPOC) individuals in much of the business debate process.	APA
Council Diversity Workgroup & the	An **Organization Ombud** position was created in response to the February 2021 Council Culture Check	APA
Council Leadership Team	Conducted a **survey that revealed a perceived lack of inclusivity** among people of color on Council.	APA
Ethics Committee	The Ethics Committee appointed a **Diversity Ombudsperson** to ensure that Committee members consider a breadth of culturally relevant perspectives (e.g., equity, socio-economic status) or other characteristics during its discussions of the issue/s at its meetings.	APA
Division 2: Society for the Teaching of Psychology	The **Presidential Task Force on Integration of Diversity, Equity & Inclusion and International Initiatives** developed a foundational document for initiating recommended organizational structure changes to diversity education, including specific resources that address race-based power and privilege.	APA
Division 15: Educational Psychology	The division's **Race and Diversity Committee** developed a plan of work to engage committee members in critically considering their composition, their tasks, and the featuring of a division's diverse membership, in light of structural racism.	APA
Division 17: Society of Counseling Psychology	Division 17 is working with **Anti-Black Racism Consultants** to examine how Whiteness and White supremacy show up in the Division's structure, operations, and culture.	APA
Division 39: Society for Psychoanalysis and Psychoanalytic Psychology	Through **Anti-racist Consultations**, Division 39 is engaged in a series of process groups designed to work against White supremacy within the organization.	APA
Division 48: Society for the Study of Peace, Conflict and Violence: Peace Psychology Division	**Division 48 formed a new EDI Council** that embodies the ethics of anti-colonial and decolonizing praxis.	APA

PRIORITY AREA 2: TRAINING, PATHWAYS, AND WORKFORCE DEVELOPMENT

THEREFORE STATEMENT: Ensure that scholars of color are represented on APA and other peer review panels, editorial boards, and governance groups and in leadership positions that shape practices and policies (APA, 2021h).

APA Affiliation	Initiative	EDI Level
Council of Representatives	CoR expanded the **Right to Vote in Council for Representatives of Ethnic Psychological Associations** (EPAs) giving each EPA a voting seat on the APA Council.	APA
Council of Representatives	The **Ethnic Minority Issues in Psychology Caucus** advocates for the advancement of ethnic minority concerns, issues and candidates, and assists in recruiting and electing individuals with views and platforms consistent with those of the EMI Caucus to positions in APA Governance.	APA
Division 1: Society for General Psychology	The **Dive Initiative** aims to recruit and retain psychology faculty and students from Minority serving institutions, such as Historically Black Colleges and Universities, Hispanic Serving Institutions, Asian American, Native American, Pacific Islander Serving Institutions, and Tribal Colleges/Universities to participate and pursue leadership roles in Division 1.	APA
Committee on Associate and Baccalaureate Education	Committee on Associate and Baccalaureate Education utilizes the **diversity matrix** when reviewing and selecting committee nominees to ensure the representation of scholars of color on the committee.	APA
APA Legal & State Advocacy (LSA) and Practice Directorate	The **Interorganizational Practice Committee (IOPC)** is a consortium of national neuropsychology associations that has been criticized for their lack of diversity. LSA staff worked with both IOPC and the newly developed CNC (Cultural Neuropsychology Council) to establish a seat on the IOPC as well as recruiting representation of all the ethnic minority neuropsychology groups and representation from the LGBQT community.	Field of Psychology
Board of Scientific Affairs and the Publication and Communications Board	BSA and P&C created a **Joint Task Force** that generated critical recommendations that address the selection of journal editors, reviewers, and research as they relate to scholars and students of color within psychology. Recommendations were based on Buchanan, et al. (2021) article for dismantling racism published in the American Psychologist.	Field of Psychology
Publications and Communications Board	APA's **EDI Toolkit for Journal Editors**, provides standards for governance editor search committees for promoting antiracist and equitable editor searches.	Field of Psychology
Publications and Communications Board	The **Bowie State University (an HBCU) "How to Publish" Sessions** are held to guide students on getting researched published.	Field of Psychology
Division 2: Society for the Teaching of Psychology	Division 2 developed **Recommendations for Changes to Awards and Grant Procedures** to garner better representation from communities of color.	Field of Psychology
Division 31: State, Provincial and Territorial Psychological Association Affairs	The **Diversity Leadership Development Training Program** provides leadership development training for diversity delegates to advance into leadership positions.	Field of Psychology
Division 41: American Psychology-Law Society	The **Award for Outstanding Clinical Mentoring to Eliminate Racial, Ethnic, and Cultural Disparities** recognizes the contributions of clinical mentors who educate and support emerging clinicians in psychology and the law with a lens towards the elimination of racial, ethnic, and cultural disparities, and social justice.	Field of Psychology
APA Publishing	APA launched **Improved Mechanisms for Collecting Demographic Information at the Author and Reviewer Level** in APA's peer review system, Editorial Manager. This process allows for a better and more accurate understanding of who is and isn't represented in APA journals. The demographic questions now offer more detailed options for racial and ethnic identity.	Field of Psychology

PRIORITY AREA 2: TRAINING, PATHWAYS, AND WORKFORCE DEVELOPMENT

THEREFORE STATEMENT: Encourage employers to use reliable, valid, and fair employment testing and personnel selection practices that minimize bias, reduce adverse impact, and comply with professional standards, legal requirements, and ethical guidelines (APA, 2021h).

APA Affiliation	Initiative	EDI Level
BEA. BSA, BAPPI, P&P, and APAGS	**Developed a Working Group on Hiring Practices for Psychology Programs** to develop best practices document and/or resolution regarding hiring practices to improve the representation of people of color among psychology faculty.	Field of Psychology

THEREFORE STATEMENT: Advocate—within and outside the discipline—for specific support structures, mentorship, professional development, and retention and recruitment of employees of color in leadership and upper management positions (APA, 2021h).

APA Affiliation	Initiative	EDI Level
APA Advocacy	This initiative aims to support federal legislation and regulations that **diversify the clinical and research workforce**, included the Pursuing Equity in Mental Health Act.	Field of Psychology
Board of Scientific Affairs	The **Task Force on Inequities in Academic Promotion and Tenure** provides guidance for addressing systemic barriers and inequities that affect the evaluation of psychological scientists of color under review for promotion and tenure decisions.	Field of Psychology
Division 22: Rehabilitation Psychology	The **African Diaspora Special Interest Group** aims to diversify the rehabilitation psychology pipeline across career stages and create a supportive community for self-identified black and African American professionals and trainees within rehabilitation psychology.	Field of Psychology
Division 38: Society for Health Psychology	Division 38 hosts **Mentoring Workshops** with the goal of creating an inclusive space for women and people of color.	Field of Psychology
Division 40: Society for Clinical Neuropsychology	The **Ethnic Minority Affairs Committee** aims to increase the representation of ethnic minorities in the field of neuropsychology and increase mentorship and training opportunities for people of color.	Field of Psychology
APAGS-CARED	The **Peer Collaboration Program** offers peer-to-peer mentoring and support to address issues that minoritized students experience in psychology and across levels of graduate study.	Field of Psychology
APAGS-CARED	The Committee for the Advancement of Racial and Ethnic Diversity hosts **Open Space Community Check-ins** for racial and ethnic minoritized students to share experiences in psychology education and training.	Field of Psychology
APAGS-CARED	The **CARED Perspective Blog Series** addresses specific concerns experienced within the broader psychology and community-level, specifically focused on marginalized students and the communities served. In addition, the series provides tangible resources for students to refer to for additional support, while also providing students with writing and publication opportunities outside of the "traditional" publication structures.	Field of Psychology
APA Education Directorate	The **APA Principles for Quality Undergraduate Education in Psychology** are being updated to recommend that psychology departments engage in systematic, coherent, and ongoing efforts to recruit and retain faculty members and students with diverse and intersecting identities.	Field of Psychology

PRIORITY AREA 2: TRAINING, PATHWAYS, AND WORKFORCE DEVELOPMENT

THEREFORE STATEMENT: Collaborate through consultation and policy with private and public sectors at local and national levels to meaningfully increase representation of people of color at all levels in the workforce by helping to ensure equal access and opportunity along all critical educational and training pathways showing evidence for a more diverse and robust workforce applicant pool (APA, 2021h).

APA Affiliation	Initiative	EDI Level
APA Staff	The **Science BIPOC Pathways Program** aims to diversify the pipeline of students and professional into careers in psychological science at every career stage (elementary, middle school, high school, undergraduate, graduate)	Field of Psychology
Commission on Ethnic Minority Recruitment, Retention and Training (CEMRRAT)	**CEMRRAT Small Grants** serve as seed funds to support individuals, organizations, and educational institutions committed to enhancing ethnic minority recruitment, retention, and training in psychology.	Field of Psychology
Public Interest Women's Program	**I am Psyched! National Tour and Exhibit** highlights history and contributions of women of color in Psychology.	Field of Psychology
Division 41: American Psychology-Law Society	The **Access Path to Psychology and Law Experience Program** aims to increase diversity within psychology and law by increasing the pipeline of competitive graduate school applicants from underrepresented groups, including racial and ethnic minorities.	Field of Psychology
Division 43: Society for Couple and Family Psychology	Division 43 is **Interviewing Couple and Family Doctoral Training Programs** across the country regarding the recruitment and retainment of ethnic minority applicants and graduate students.	Field of Psychology
Committee on Associate and Baccalaureate Education	Committee on Associate and Baccalaureate Education is working on an **initiative aimed at broadening the pathway for students of color from community college to 4-year institutions** by identifying and brainstorming solutions to overcome challenges related to the transfer process.	Society
APA Advocacy	APA **responded to the National Institute of Health's RFI** to advance and strengthen racial equity, diversity, and inclusion in the biomedical research workforce and advance health disparities and health equity research. APA offered numerous recommendations on how to leverage psychological science to diversify the research workforce and support the careers of researchers from underrepresented communities.	Society

THEREFORE STATEMENT: Advocate for increased research funding and opportunities for scholars of color (APA, 2021h).

APA Affiliation	Initiative	EDI Level
Publications and Communications Board	APA Publishing has a **Partnership with Bowie State University** spotlighting student researchers of color through a digital newsletter series from APA Publishing.	Field of Psychology
APA Advocacy	Advocacy provides **support for the Pursuing Equity in Mental Health Act** that would authorize an additional $500 million in funding for health disparities research and legislation to diversify clinical trials.	Society

THEREFORE STATEMENT: Encourage higher education institutions and grad psychology programs to regularly evaluate the climate for equity and inclusion (APA, 2021h).

APA Affiliation	Initiative	EDI Level
Commission on Ethnic Minority Recruitment, Retention and Training (CEMRRAT)	The **Suinn Minority Achievement Program Award** rewards graduate programs in psychology that have demonstrated excellence in cultural diversity in all phases of departmental activity.	Field of Psychology

PRIORITY AREA 2: TRAINING, PATHWAYS, AND WORKFORCE DEVELOPMENT

THEREFORE STATEMENT: Encourage admissions policies that require a comprehensive, holistic view of each applicant—balancing quantitative data with qualitative characteristics (APA, 2021h).

APA Affiliation	Initiative	EDI Level
BEA, APAGS, BAPPI, BSA, and CABE	The **BEA Working Group on Holistic Admissions for Psychology Graduate Programs** is charged to examine current APA policy positions and activities as well as the psychological science and evidence regarding disparate effects of current graduate school admissions processes, including high-stakes testing practices, and revising/developing a draft APA resolution on holistic admissions processes.	Field of Psychology

THEREFORE STATEMENT: Advocate for Public Service Loan Forgiveness and college affordability (APA, 2021h).

APA Affiliation	Initiative	EDI Level
APA Advocacy	This initiative aims to support student financial aid programs to **increase the affordability and accessibility of higher education and graduate studies in psychology** through the reauthorization of the Higher Education Act, including Public Service Loan Forgiveness.	Field of Psychology

THEREFORE STATEMENT: Advocate for greater federal investment and funding in training of psychologists from underrepresented groups (APA, 2021h).

APA Affiliation	Initiative	EDI Level
APA Advocacy	There is an annual advocacy campaign to **increase federal funding for the Minority Fellowship Program** to increase the number of s minority professionals in the field and advance our understanding of the life experiences of ethnic minority communities.	Field of Psychology

PRIORITY AREA 3: CLINICAL PRACTICE AND HEALTH EQUITY

APA will prioritize efforts in clinical practice and health equity, such as those that elevate both advocacy for and training in culturally competent, easily accessible care models; and those that improve the discipline's knowledge of and responsiveness to the needs of communities of color. The foundational work on this has already begun, as outlined in the "Resolution on Advancing Health Equity and Psychology," developed by APA's Presidential Task Force on Psychology and Health Equity (APA, 2021e).

THEREFORE STATEMENT: Expand incentives for psychologists and other mental health professionals to work in underserved communities (APA, 2021h).

APA Affiliation	Initiative	EDI Level
APA Advocacy	Provides stipends to graduate students, interns and postdoc fellows in the **Graduate Psychology Education and Behavioral Health Workforce Education Training Program** to train in underserved communities.	Field of Psychology
APA Advocacy	Advocacy to **support the National Health Service Corps**, which provides loan repayment for a service commitment to work in mental health shortage areas.	Field of Psychology
APA Advocacy	**Advocacy for Public Service Loan Forgiveness** as a critical recruitment and retention for the VA, DoD, Indian Health Service and other public service career settings.	Field of Psychology
Board of Professional Affairs	BPA oversight of two (2) interorganizational linkages (per Association Rule 190) that serve to promote quality care through the development of evidence based, culturally informed standards and guidelines. These include **National Commission on Correctional Health Care (NCCHC) and CARF (Commission for the Accreditation of Rehabilitation Facilities)**. For NCCHC, this affiliation facilitates psychology's contributions in the advancement of quality care and health equity to meet the increasingly complex needs of incarcerated populations. For CARF, this affiliation facilitates psychology's contributions to health equity in the enhancement of improved rehabilitation/related services to enhance the lives of persons served.	Society

THEREFORE STATEMENT: Calls on psychologists to actively engage in antiracist efforts (APA, 2021h).

APA Affiliation	Initiative	EDI Level
Division 37: Society for Child and Family Policy and Practice	The **Diverse Racial Ethnic and Multicultural (DREAM) Special Interest Group** aims to promote training, education, policy, and practice focused on diverse, racial, ethnic, and multicultural issues, and to support collaborative exchange among members who share the same interests.	APA
APA Executive Office	The **Indigenous Apology Work Group** is focused on developing an apology document and process to express APA's remorse for its role, and that of US psychology more generally, in the mistreatment of Indigenous groups, to identify past harms, and to recommend and commit to remedial actions.	APA
Committee on Socioeconomic Status	The **Resolution on Poverty** aims to address the systemic roots of poverty in the United States, including pervasive racism.	Field of Psychology
Committee on Aging	The **Multicultural Aging Efforts at APA** webpage provides APA resources to promote awareness of multicultural aging and foster competence in working with the rapidly growing and diverse population of older adults.	Field of Psychology
Board for the Advancement of Psychology in the Public Interest	The **Resolution on Police Use of Excessive Force During Community Interactions in the United States** addresses disparities in police use of excessive force during community interactions with people of color and marginalized communities and how psychological science can make an impact on mitigating its detrimental effects on those communities.	Field of Psychology

PRIORITY AREA 3: CLINICAL PRACTICE AND HEALTH EQUITY

APA Public Interest Directorate	The **Equity Flattens the Curve** initiative is a network of behavioral and social scientists, advocates, activists, and community serving practitioners working to tackle the bias, stigma, and discrimination at the root of health inequities and ensure that all strategies and solutions are delivered equitably.	Field of Psychology
APA Public Interest Directorate and APA Publishing	The **special issue of the American Psychologist on psychologists achieving health equity in healthcare** aims to inspire psychologists and give them new tools to think expansively and boldly about policies, practices, prevention, and research meant to dismantle health inequities.	Field of Psychology
APA Public Interest Directorate	The **Bystander Resource Tip Tool** is meant to be used by psychologists to understand the importance of bystanding and upstanding, and it provides guidance on how to encourage and promote upstanding and speak out against discriminatory words or actions in the moment they occur.	Society
Committee on Socioeconomic Status	The **Resolution on Ending Homelessness** is aimed to identify the root causes and consequences of homelessness in the United States, including how systemic racism contributes or exacerbates homelessness.	Society
Health Equity Committee	The **Health Equity Assessment Tip Sheet** provides quick tips as mental health providers begin to consider conducting a health equity assessment.	Society
Committee on Children, Youth, and Families	The Committee on Children, Youth and Families (CYF) of the American Psychological Association sees an opportunity to extend dissemination of resources to mental health practitioners working directly with high-risk children and youth focused on **addressing racial and ethnic disparities in youth mental health.**	Society
Health Equity Committee	The **Health Equity Ambassadors Program** provides information and training on health equity concerns to graduate students, masters and doctoral-level psychologists and other professionals in social and behavioral disciplines.	Society
Committee on Women in Psychology	The **Maternal Health Across the Lifespan** initiative promotes the psychological experiences related to maternal and reproductive health disparities of persons of color and other birthing individuals.	Society
APA Public Interest Directorate	The **Presidential Task Force on Police Use of Force Against African Americans** is working to develop science-based recommendations aimed at reducing the incidence of police killings, particularly of unarmed black men and women.	Society
APA Public Interest Directorate	The revision and expansion of the **Postpartum Depression brochure**, a consumer brochure which raises awareness of the symptoms of, and treatment for postpartum depression among women and girls, particularly those in communities of color, includes the addition of perinatal depression and anxiety disorders. The current brochure is available in multiple languages including English, Spanish, Simplified Chinese, and French.	Society
APA Public Interest Directorate	The **Mental Health Disparities Among Racial and Ethnic Minorities: What Providers Should Know Website** contains information that mental health providers should know about mental health disparities among racial and ethnic minorities with lived experiences of serious mental illness (SMI).	Society
Board for the Advancement of Psychology in the Public Interest (BAPPI)	BAPPI's **Advocacy & Grassroots Training: Mitigating Bias, Stigma, and Discrimination to Advance Equity, Diversity, & Inclusion** is focused on anti-racism grass roots/local advocacy, within an equity framework, using an intersectional lens.	Society

PRIORITY AREA 3: CLINICAL PRACTICE AND HEALTH EQUITY

THEREFORE STATEMENT: Support practice innovations that deliver competent and financially viable clinical assessment, intervention, and prevention services to diverse populations and communities. This includes the development and expansion of models for integrating psychological practice in the community and for collaboration with other health professionals (e.g., Community Health Workers) to address social determinants of health and health inequities. Examples include models of clinical and system-based assessment to address treatment barriers and service delivery challenges, as well as preventive interventions and wellness practices that attend to individual, interpersonal, and structural determinants of health in communities of color (APA, 2021f).

APA Affiliation	Initiative	EDI Level
Division 51: Society for the Psychological Study of Men and Masculinities	The **Black Male Health** initiative addresses disparities in access and use by Black males, focusing on health programs and knowledge.	Society
APA Advocacy	Advocating to **Increase Federal Research on Social Determinants of Health,** including the impact of racism on child development and health.	Society
APA Advocacy	Presentation of psychological science and **recommendations to the White House COVID-19 Health Equity Task Force** regarding the behavioral health consequences of COVID-19.	Society

THEREFORE STATEMENT: Advocate for equitable health care for all, including comprehensive health care for communities of color at federal and state levels, and stronger enforcement of mental health parity laws to ensure that behavioral health treatments are adequately covered by insurance plans (APA, 2021h).

APA Affiliation	Initiative	EDI Level
APA Public Interest Directorate, Health Equity and Access Team, and APA Advocacy	APA provided coordinated response to two federal RFIs (**the Social Determinants of Health Caucus and the OMB Advancing Equity and Support for Underserved Communities**) around health equity and social determinants of health.	Society
APA Public Interest Directorate, Health Equity and Access Team, and APA Advocacy	The **Coalition for Health Funding** decided to focus on health equity for their inaugural **Public Health Week of Action**. Central to CHF's mission is working to ensure that ALL Americans—regardless of race, ethnicity, and geographical location—have the tools available to them to lead long, healthy lives.	Society
APA Public Interest Directorate	The **Maternal Health Advisory Group** is a collective of stakeholders dedicated to the elimination of maternal health disparities and the improvement of perinatal maternal health and mental health care outcomes for all women, with a particular emphasis on Black, Indigenous and other women of color, and women in underserved communities	Society
APA Advocacy	The **advocacy initiative to promote health equity for underserved and vulnerable populations** is focused on promote health equity for diverse populations by reducing disparities in health attributed to race and/or ethnicity.	Society
APA Advocacy	Trained psychologists in the Leadership Institute for Women in Psychology to **advocate on the Black Maternal Health Momnibus Act of 2021**, which seeks to eliminate racial disparities in maternal health outcomes and increase access to mental health care for pregnant women and new moms.	Society

PRIORITY AREA 3: CLINICAL PRACTICE AND HEALTH EQUITY

THEREFORE STATEMENT: Advocate for the development of empirically rooted, culturally informed policies, programs, and practices that seek to eliminate the disproportionate criminalization and punishment of people of color by reducing opportunities for discriminatory outcomes (APA, 2021h).

APA Affiliation	Initiative	EDI Level
APA Practice Directorate	The **National Consortium for Ethnic and Racial Fairness in Courts** is a group of judges and attorneys that are focused on racial fairness and equity in the court system.	Society
APA Advocacy	This advocacy initiative focuses on the use of psychological research to **advance criminal justice reform, police-community relations, and to address the disparate impact of mass incarceration on minority and low-income communities**.	Society
APA Advocacy	Advocacy works to **promote partnerships and foster research and development related to the use of rigorous, diversity-science informed methods** that facilitate measurement, analysis, and identification of racial and ethnic disparities throughout the criminal and juvenile justice system and support data-driven changes to laws, policies, practices, and multicomponent interventions.	Society
APA Advocacy	**Federal advocacy focused on the prioritization of prevention programs and policies** that identify and serve at-risk juveniles and their families; emphasize diversion for justice-involved youth with behavioral health needs; limit justice-involved youth from being housed in adult secure facilities; and support the adoption of evidence-based screening, assessment, and treatment of behavioral health needs.	Society

THEREFORE STATEMENT: Support current and future workforce pathway initiatives for practitioner psychologists that increase their ability to address health equity issues, with a particular focus on people of color and their various intersectional identities (APA, 2021f).

APA Affiliation	Initiative	EDI Level
APA (Public Interest Directorate) and Advocacy	The **Minority Fellowship Program** strives to increase the number of ethnic minority professionals in the field of psychology and advancing our understanding of the life experiences of ethnic minority communities.	Field of Psychology
APA Advocacy	This initiative aims to **increase research funding on health disparities through annual appropriations** for the National Institutes of Health, including loan repayment program for health disparities research, extramural loan repayment program for individuals from disadvantaged backgrounds.	Society

THEREFORE STATEMENT: Advocate for the availability and accessibility of and payment for culturally responsive telehealth practices (APA, 2021h).

APA Affiliation	Initiative	EDI Level
APA Advocacy	APA is a member of the **Telehealth Equity Coalition**, which was formed to bring diverse stakeholders together to develop policies and advocate for equity in telehealth.	Society
APA Advocacy	**Advocating for Medicare and Private Payer Coverage** for culturally responsive tele-mental health services	Society
APA Advocacy	Presented **testimony before the House Education & Labor Committee** calling for stronger enforcement of mental health parity and continued investments in telehealth to advance health equity.	Society

PRIORITY AREA 3: CLINICAL PRACTICE AND HEALTH EQUITY

THEREFORE STATEMENT: Develop and engage in partnerships and coalitions with other professional and policymaking organizations to address health equity issues in communities of color (APA, 2021f).

APA Affiliation	Initiative	EDI Level
Board of Professional Affairs, Committee on Professional Practice and Standards (COPPS)	For COPPS, in consultation with BPA, efforts are underway to evolve its processes to secure more diverse perspectives from initiation of a project. **The Guidelines Evaluation & Criterial Checklist** have been modified to provide input to developers on how their projects may address EDI and related issues. More questions are being added to query developers on Population Health, Health Equity, and Anti-Racism measures. Current initiatives and discussions center on evolving documents to better address population health, health equity, and eradication/dismantling of racism.	Field of Psychology
APA Advocacy	Provide advocacy training through **Advocacy Summit Series** to help psychologists enhance their advocacy skills and strategies and facilitate their connections with policymakers on health equity concerns.	Field of Psychology
APA Practice Directorate	APA is a member of the **Sickle Cell Disease Coalition (SCDC)**, which is composed of public health, research, and provider organizations, patient groups, faith-based organizations, federal agencies, industry representatives, and foundations with an interest in Sickle Cell Disease.	Society
APA Advocacy	**Provided assistance on Mental Health for Latinos Act**, directing the Substance Abuse and Mental Health Services Administration to develop and implement an outreach and education strategy to promote behavioral and mental health among Hispanic and Latino populations.	Society

THEREFORE STATEMENT: Promote alliances with other health professionals, educators, and community groups committed to children's well-being and concerned with systemic racism (APA, 2021h).

APA Affiliation	Initiative	EDI Level
APA Practice Directorate	APA is a liaison member of **American Academy of Pediatrics (AAP) Committee on Native American Child Health (CONACH)**, which develops policies and programs that improve the health of Native American children and advocates for Native American child health. CONACH members are committed to increasing awareness of the major health issues facing Native American children and monitoring legislation affecting Native American child health.	Society
APA Advocacy & Division 54: Society of Pediatric Psychology	**Partnered with the Society for Pediatric Psychology's Anti-Racism Task Force** to provide its members with new tools and strategies to strengthen connections and build coalitions in their communities to further their goal of combating racism.	Society

THEREFORE STATEMENT: Partner in interprofessional and interdisciplinary program development, consultation, and advocacy efforts in support of culturally derived, informed, and adapted evidence-based and practice-based evidence, assessments, and interventions that reflect the knowledge, experience, and inclusion of intersectional communities of color (APA, 2021h).

APA Affiliation	Initiative	EDI Level

PRIORITY AREA 3: CLINICAL PRACTICE AND HEALTH EQUITY

APA Advocacy	Submitted a response to the U.S. Department of Health and Human Services Office of Minority Health to their request for information to offer evidence-based comments that explain **advancing cultural competencies for the Asian community**, make recommendations for implementation and dissemination, and provide psychology-based resources.	Society

THEREFORE STATEMENT: Promote alliances with other health professionals, educators, and community groups committed to children's well-being and concerned with systemic racism (APA, 2021h).

APA Affiliation	Initiative	EDI Level
APA Practice Directorate	APA is a liaison member of **American Academy of Pediatrics (AAP) Committee on Native American Child Health (CONACH)**, which develops policies and programs that improve the health of Native American children and advocates for Native American child health. CONACH members are committed to increasing awareness of the major health issues facing Native American children and monitoring legislation affecting Native American child health.	Society
APA Advocacy & Division 54: Society of Pediatric Psychology	**Partnered with the Society for Pediatric Psychology's Anti-Racism Task Force** to provide its members with new tools and strategies to strengthen connections and build coalitions in their communities to further their goal of combating racism.	Society

THEREFORE STATEMENT: Partner in interprofessional and interdisciplinary program development, consultation, and advocacy efforts in support of culturally derived, informed, and adapted evidence-based and practice-based evidence, assessments, and interventions that reflect the knowledge, experience, and inclusion of intersectional communities of color (APA, 2021h).

APA Affiliation	Initiative	EDI Level
APA Advocacy	Submitted a response to the U.S. Department of Health and Human Services Office of Minority Health to their request for information to offer evidence-based comments that explain **advancing cultural competencies for the Asian community**, make recommendations for implementation and dissemination, and provide psychology-based resources.	Society

THEREFORE STATEMENT: Advocate for access to Current Procedural Terminology (CPT) codes and reimbursement models to capture the ways in which psychologists practice across diverse groups in addressing mental health, physical health, and social determinants of health (APA, 2021h).

APA Affiliation	Initiative	EDI Level
APA Advocacy	**Provided recommendations to Congressional Social Determinants of Health Caucus** to expand use and reimbursement of ICD-10-CM codes included in categories Z55-Z65 ("Z codes") identify non-medical factors that may influence a patient's health status. These Z codes identify persons with potential health hazards related to socioeconomic and psychosocial circumstances.	Society

THEREFORE STATEMENT: Develop and disseminate continuing education programs for practitioners to enhance their learning about EDI and race/racism as they relate to health equity when they deliver professional services to populations of color, communities, and organizations (APA, 2021f).

APA Affiliation	Initiative	EDI Level
Division 55: Society for Prescribing Psychology	The **Division 55 Diversity Council** focuses its collective efforts on issues of minority health and health disparities specifically as they relate to clinical psychopharmacology.	Society

APPENDIX B

Unmapped Initiatives

The table documents initiatives collected during the January 2022 survey period that were not directly aligned to any of the directives (e.g., the "Therefore statements") outlined in the trio of resolutions adopted by APA's Council of Representatives in October 2021 (*n* = 54).

Note: The language used to describe initiatives listed in the appendix is not reflective of the reflect APA Inclusive Language Guidelines[2]. In order to maintain the accuracy of the initiatives reported, terms were not altered.

APA Affiliation	Initiative	EDI Level
Council of National Psychological Associations for the Advancement of Ethnic Minority Interests (CNPAAEMI)	The **Henry Tomes Awards** honors psychologists from ethnic minority communities (i.e. African-American, Alaska Native/American Indian, Asian-American/Pacific Islander, Latina/o American) on a rotating basis.	Field of Psychology
Committee on Early Career Psychologists	The **Achievement Award for Early Career Psychologists** to address the need to recognize early career psychologist who identify as an underrepresented minority.	Field of Psychology
Advocacy	Coordinate **APA Immigration Working Group** to ensure evidenced-based policy recommendation on immigration advocacy.	Society

[2] American Psychological Association. (2021). Inclusive Language Guidelines. https://www.apa.org/about/apa/equitydiversity-inclusion/language-guidelines.pdf

APPENDIX C

Unaddressed Resolution Calls to Action

The following directives (e.g., the "Therefore statements") outlined in the trio of racism resolutions adopted by APA's Council of Representatives in October 2021 did not align with any of the reported current initiatives.

PRIORITY AREA: KNOWLEDGE PRODUCTION AND SCHOLARSHIP
APA will prioritize efforts in knowledge production and scholarship, such as those that enhance psychology's scientific methods based on culturally diverse knowledge production, and those that create mechanisms to count and acknowledge all racial and ethnic groups in APA-sponsored research and membership surveys (e.g., regularly offering "AMENA" as a demographic category that survey respondents may choose, avoiding clustering small population samples, such as American Indian and Alaska Native psychologists, in "other" categories) (APA, 2021e).
Provide resources to support the teaching of the history of racism in the US (APA, 2021h).
Invest in the training of scientists to ensure all can identify, understand, and address the historical and contemporary rootedness of much psychological science in White sociocultural norms (APA, 2021h).
Adopt practices and collect data to ensure accountability, reflected in metrics (i.e., proportion of papers including racially diverse samples sent for peer review, commensurate practices in manuscript titling, and monitoring of discriminatory or racist comments within the reviewing and editorial process) (APA, 2021h).
Develop a psychological science that helps to dismantle systemic and structural racism (APA, 2021h).
Create resources to guide scientific departments in addressing inequities in review, promotion, and tenure criteria (APA, 2021h).
Systematically evaluate the policies and practices used to review psychological science (e.g., grant proposals, publications, and reports) and evaluate the progress of scholars of color, as well as among researchers studying individuals and communities of color (APA, 2021h).
Advocate for increased research on racism that includes not only race-related outcomes but also childhood racism socialization processes, as well as support for the development of standardized effective measurement tools that quantify both direct and indirect racism socialization methods (APA, 2021h).
Urge schools/districts to provide culturally responsive mental health services (APA, 2021h).
Advocate for rigorous education policy..complemented with population-specific policies (APA, 2021h).
Support school desegregation efforts (APA, 2021h).
Urge schools/districts to review student disciplinary policies, including demographic data on students under disciplinary action (APA, 2021h).

PRIORITY AREA: TRAINING, PATHWAYS, WORKFORCE DEVELOPMENT
APA will prioritize efforts in training, opening pathways, and workforce development, such as those that expand opportunities for students of color to pursue careers in psychology; promote mentorship of psychologists of color; improve psychology graduate education and training to include diverse, non-Western cultural perspectives; increase mechanisms, strategies, and practices to raise participation and success rates for psychologists of color in academia, publishing, and governmental licensing; increase representation of communities of color throughout APA's elected and appointed leadership; expand opportunities for leadership and leadership training for psychologists of color; and enhance the visibility of psychologists of diverse backgrounds (APA, 2021e).
Urge all organizations to examine, redefine, and improve organizational culture to fully include and support employees of color at all levels (APA, 2021h).
Advocate for organizational and policy solutions with robust equity, diversity, and inclusion initiatives across public and private sectors (APA, 2021h).

PRIORITY AREA: CLINICAL PRACTICE & HEALTH EQUITY
APA will prioritize efforts in clinical practice and health equity, such as those that elevate both advocacy for and training in culturally competent, easily accessible care models; and those that improve the discipline's knowledge of and responsiveness to the needs of communities of color. The foundational work on this has already begun, as outlined in the "Resolution on Advancing Health Equity and Psychology," developed by APA's Presidential Task Force on Psychology and Health Equity (APA, 2021e).
Encourage psychologists and other providers to seek further education and training on implicit bias, microaggressions, and the necessity of a developmentally, culturally sensitive and race conscious, trauma-informed, and lifespan approach to treatment when working with populations with histories of oppression and intergenerational trauma (APA, 2021h).
Support the development of training materials and modules on health equity advocacy, with the goal of encouraging graduate students, psychology department faculty members, psychology internship and predoctoral training facility staff and professional practitioners to engage in related local, state, and federal advocacy efforts (APA, 2021f).
Support training programs to help psychologists enhance their advocacy skills and strategies and facilitate their connections with policymakers on health equity concerns (APA, 2021f).
Support the development and implementation of interventions designed to address the prevention of racism and promotion of antiracism that are developmentally appropriate beginning in very early childhood (APA, 2021h).
Support criminal and juvenile justice agencies as they build antiracist values into their organizational policies and practices (APA, 2021h).
Encourage HSP grad programs to establish explicit goals pursuant to culturally competent care.
Encourage educators and trainers of health care providers to address the limitations of knowledge derived primarily from White and Western populations (APA, 2021h).
Promote education and training structures across the professional lifespan that are inclusive of diverse perspectives (APA, 2021h).
Promote partnerships between psychologists and criminal and juvenile justice agencies to foster research and development related to the use of rigorous, diversity-science informed methods that facilitate measurement, analysis, and identification of racial and ethnic disparities throughout the criminal and juvenile justice system and support data-driven changes to laws, policies, practices, and multicomponent interventions (APA, 2021h).
Partner in interprofessional and interdisciplinary program development, consultation, and advocacy efforts in support of culturally derived, informed, and adapted evidence-based and practice-based evidence, assessments, and interventions that reflect the knowledge, experience, and inclusion of intersectional communities of color (APA, 2021h).
Advancing historically and culturally informed programs, policies, and practices that foster educational, economic, physical, and psychological well-being and resilience among people, families, and communities of color (APA, 2021h).
Advocate for comprehensive health care and a broad parental leave and daycare program (APA, 2021h).
Advocate for federal (e.g., CMS) and private (e.g., health insurance) service reimbursement formulas and models that support clinical practices that deliver competent and culturally appropriate clinical assessment, intervention, and prevention services to diverse populations and communities (APA, 2021f).
Promote quality measurement that captures disparities across diverse groups, such as poor-quality care, and advance the development and implementation of quality and trusted services that eliminate ethnic and racial disparities in care (APA, 2021h).

APPENDIX D

Excluded Initiatives

A majority of the initiatives captured in the January 2022 inventory (57%) were excluded from analysis (*n* = 152). Approximately 80% of these initiatives (*n* = 122) were excluded due to the following:

- duplicates or incomplete responses
- responses outlined specific EDI-related issues, but did not describe any current initiatives (e.g., "APA's Council needs policies that increase the representation of historically marginalized racial and ethnic communities")

The remaining initiatives that were not included in the analysis (*n* = 29) were excluded due to a lack of specificity concerning racial equity work and/or the absence of a particular focus on communities of color. A full list of these initiatives can be found below. Many of these initiatives described efforts related to EDI more generally, with further analysis identifying these broad themes:

- focus on infusing principles of EDI to support organizational culture shifts
- diversifying representation throughout APA
- cultivating psychological safety within APA
- infusing EDI across the discipline of psychology
- supporting student research, education, and/or training
- increasing the representation of underrepresented voices
- promoting activities related to general diversity

The exclusion of these EDI initiatives does not negate the value of these activities. The present analysis differentiates between the generalized concept of "diversity" and specific emphasis on "race," given the terms are so often intertwined. *Diversity* is focused on "social identities that correspond to societal differences in power and privilege, and thus to the marginalization of some groups based on specific attributes" (APA, 2021c). Social identities are *intersectional*, such that multiple identities (e.g., race, ethnicity, gender identity, sexual orientation, age, socioeconomic status) have different salience in specific contexts. Race is understood to be a component of diversity, as are gender identity, disability status, religion, and other social constructions. Thus, the present analysis did not assume that all diversity-related initiatives are specifically focused on race (in lieu of other aspects of identity being overlooked).

In addition, a distinction exists between addressing diversity (e.g., intersectional identities) and engaging in activities focused on *intersectionality* (e.g., intersecting systems of oppression). Initiatives centered on intersectionality consider the interconnected nature of human hierarchies (e.g., racism, sexism, homophobia, transphobia, ableism, xenophobia, classism), such that these oppressive systems cannot be examined separately from one another (APA, 2021c). Current initiatives that highlight principles of intersectionality were included in the analysis. Supplementary assessment of these "broad-diversity" initiatives will involve gathering further clarification concerning the specific focus of each initiative, to include any specific groups of focus, as well as identified goals and objectives. This will allow for an even more holistic view of where APA is in its work to dismantle systemic racism and will provide additional insight into the most effective ways to align efforts moving forward.

Note: The language used to describe initiatives listed in the appendix is not reflective of the reflect APA Inclusive Language Guidelines[3]. In order to maintain the accuracy of the initiatives reported, terms were not altered.

APA	
APA Affiliation	**Initiative**
Board of Professional Affairs, Committee on Professional Practice and Standards	Diversity, in all respects, is prioritized with nominations, elections, and appointments. This means that calls are written to encourage diverse candidates, reviews prioritize diversity, including racial and ethnic candidates, and selections may include diverse candidates in higher rankings.
Committee of Teachers of Psychology in Secondary Schools (TOPPS)	Once a year, the TOPPS Committee considers an agenda items focused on increasing diversity in TOPPS membership and programs.

APA	
APA Affiliation	**Initiative**
Finance Committee	Developed **guidelines** that promote diversity and inclusion within the Committee membership.
Finance Committee	The Finance Committee uses a **modified CoR diversity matrix** for slate creation to ensure both finance knowledge and skills, and a broad diversity in membership.
Ethics Committee	The Ethics Committee **Organizational Ethics Initiative** aims develop an organizational ethics policy—centering the impact of its decisions on vulnerable populations and APA membership.
Ethic Committee	The Ethics Committee makes a conscientious effort to consider and focus on the diversity of nominees in the formulation of its slates. The Committee utilizes a matrix that reflects the experience and expertise of its current members, including their experience in work environments and rural vs urban settings, amongst other environments. In addition, the Committee considers the characteristics related to ethnic origin, sexual orientation, gender, etc. Decisions related to slates are based on the results of the matrix.
Ethics Committee	**Ethics Committee Convention Programming** dedicates one hour towards addressing issues related to diversity.
Ethics Committee and Board of Educational Affairs	**Ethics Committee Education Initiative** will create an Education Hub to incorporate ethical principles and the concepts of equity, diversity and inclusion into a learning experience for K-12, high school, higher education, and continuing education.

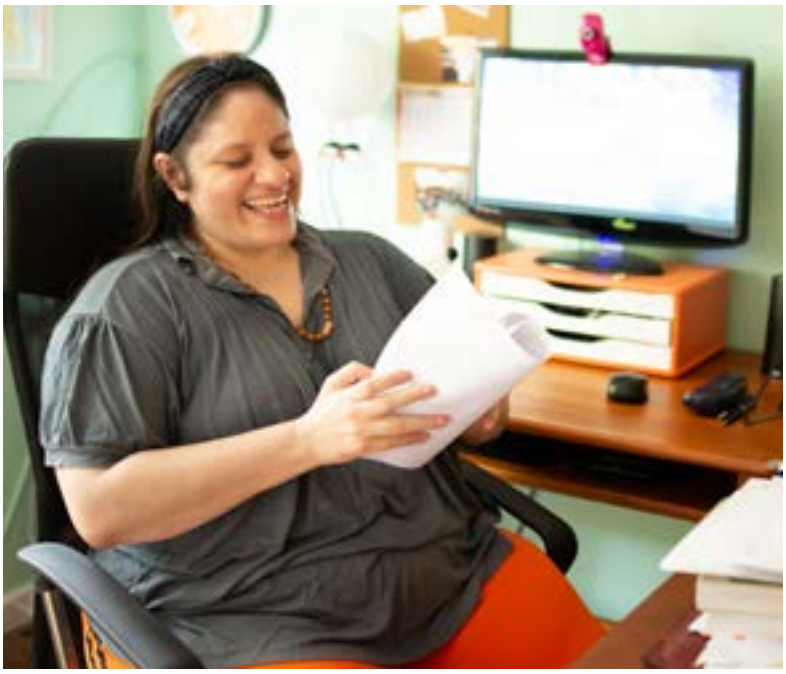
[3] American Psychological Association. (2021). Inclusive Language Guidelines. https://www.apa.org/about/apa/equitydiversity-inclusion/language-guidelines.pdf

APA	
APA Affiliation	**Initiative**
Committee on Women in Psychology	CWP's convention programming **Fighting for Women in APA** recognizes the 50 years of CWP as a leading advocate for issues that are central to women in psychology, including issues relevant to women of color psychologists.
Division 54: Society of Pediatric Psychology	Division 54 reworked all policies, and procedures to ensure nominations for positions and committees are in line with the EDI mission.
Division 54: Society of Pediatric Psychology	Division 54 hosts **Affinity Groups** to foster psychological safety within the Society of Pediatric Psychology.
Division 51: Society for the Psychological Study of Men and Masculinities	Division 51 aims to **Increase and Support Active Participation of Marginalized Group Members** within the division and APA generally.

Field of Psychology	
APA Affiliation	**Initiative**
Council of Representatives	The **Caucus on Promoting International and Human Rights Perspectives** aims to assist APA in identifying inherent biases in the organization's work.
Council of Representatives	A group of 5 Council Representatives have been meeting with the EDI office to **address and sensitize around issues of Antisemitism** and to help define Jewish EDI and participate in meetings with the Divisions for Social Justice to address the impacts of marginalization.
Board of Professional Affairs	New efforts in 2022 includes **policy development and stakeholder outreach** in a new way, including BPA Listening Sessions, and insights on ways that reporting groups may address and integrate EDI into policies under development.
Board of Convention Affairs	Provides **EDI scholarship funds** to diverse students.

Field of Psychology	
APA Affiliation	**Initiative**
Board of Convention Affairs	Strives to **diversify the presentations and presenters at APA Convention** by highlighting work that represents the diversity of APA and psychology.
Committee on Women in Psychology	The Committee on Women in Psychology (CWP) serves to advance activities, projects, and policies on behalf of all women, including the status of women in the association, in the field of psychology, and regarding matters relevant to women nationally and internationally.
APAGS-BEA Workgroup	The APAGS-BEA workgroup developed a resource aimed to support graduate programs, faculty members, and students seeking to promote equitable, respectful, and ethical treatment of graduate students in doctoral training programs in psychology
Division 31: State, Provincial and Territorial	The Division 31 SPTA award recognizes and promotes ongoing activities related to diversity in membership, leadership and programming.
Division 31: State, Provincial and Territorial Psychological Association Affairs	Division 31 engages in advocacy to address issues in the field of psychology, including promoting a diversified profession.
Division 41: American Psychology-Law Society	**Diversity in Psychology and Law Research Award (for undergraduate and graduate students)** supports student research on psychological issues related to diversity and research by students from underrepresented groups.
APA (Education Directorate)	A **Resource for CRSSPP petitioners** was created to ensure petitioners applying for recognition as an APA sub/specialty in professional psychology understand the diversity criterion.
APA (Education Directorate)	The **APA Principles for Quality Undergraduate Education in Psychology** are being updated to be intentional about recommendations that support EDI.
Committee for the American Psychological Association of Graduate Students	The **APAGS Student Diversity Initiative Award** supports the recruitment, retention, and/or leadership training of doctoral students in psychology education and training.
Committee for the American Psychological Association of Graduate Students	**APAGS Psychological Science Research Grant for Diversity Funding** provides support for graduate students conducting psychological science research studies, with additional funding reserved specifically for diversity-focused research.

Society	
APA Affiliation	**Initiative**
APA (Advocacy Directorate)	Support for grants for school districts to improve social and emotional learning and mental health services for students.
Board of Convention Affairs	A **DEI Blog Post** was published to share tips for advancing meaningful EDI outcomes with readers of the Society of Clinical Psychology (SCP) blog series.
Board of Convention Affairs	The **Established DEI Domain Subgroups** liaise with the Midwinter conference planners to ensure that EDI initiatives are moving forward and work to identify how EDI can be embedded into policy and procedures within the Division.
Committee of Teachers of Psychology in Secondary Schools	The **TOPSS Unit Lesson Plans** include suggested resources and content for high school psychology teachers to ensure the content is sensitive to and representative of issues of diversity.



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