SCRA Executive Committee Action
Plan to Address Anti-Blackness and White Supremacy

Leveraging Conference Spaces
Welcome and Grounding

- Thank you. To every person choosing to be here, to keep showing up, and to lend your insights to improve our organization

- We are in an unprecedented time as an organization

- Our guiding purpose calling us together is a commitment to uproot white supremacy in our organization and elevate, encourage, and celebrate the scholarship, voices, careers, contributions of our Black members
Welcome and Grounding

- As an act of welcoming, we are going to pause before getting into our agenda and invite all attendees to share a brief moment of connection with two other people joining today.

- If you do NOT want to join a break out, you can simply stay in the main room
Welcome and Grounding

● Instructions (in 3 person breakout groups):
  ○ Introduce yourself with your name and pronouns
  ○ Share where in the world you are located
  ○ Answer: What brings you to this meeting today?
  ○ Each person has a minute to share
  ○ After each person shares, please be sure to say thank you

● This is an invitation:
  ○ Skip answering any question
  ○ If you do NOT want to join a break out, you can simply stay in the main room
Agenda and Meeting Structure

● Welcome and Grounding
● Note about Language
● Background
● Overview of the Executive Committee’s Response: Guiding Principles, Commitments, and Plan Components
● Proposal: Leveraging Conference Space
  ○ Why Biennial?
  ○ Proposed interventions
● Member Feedback using technology throughout
● Conference Planning Committee structure
● Check out and next steps
A note about language

- We have struggled to determine the best language to use in this session
- Language is disciplinary, regional, personal
- We are also a multilingual membership
- We expect that the terminology we use today will be inadequate to meet the needs of all members.
A note about language

● We expect that our shared language will evolve over time through dialogue and training

● As we continue to grow into a shared language, we ask all members to recognize there is no single right way to speak, except in ways that move us toward shared dignity and collective liberation.
Background

- Website: https://www.scra27.org/resources/call-action/
- Call to Action on Anti-Blackness in SCRA (June 4)
- Executive Committee (EC) Response (June 19)
  - 10-point action (check out TOC for overview)
- Member engagement plan
  - Recognize action plan isn’t easy to digest
  - Multiple spaces for unpacking the plan, supporting dialogue, and bringing members into the work
- Info sessions are one arm of that plan
Overview of the Executive Committee (EC) Response to the Call to Action:
Guiding Principles and Commitments
Principles and Commitments


● We believe our Black colleagues who describe the anti-Black realities of our organization and of our communities.

● We acknowledge there may also be elements we have not yet learned to recognize.
Principles and Commitments

- We recognize that the process of healing and "social justice" emerges through recognition, acknowledgement and the repair of trauma that results from unaddressed historical and present harm caused.

- This includes recognizing and denouncing ongoing state violence against Black people, including the repeated murder and attempted murder by police in the US against Black lives.
Principles and Commitments

- We acknowledge that racism and white supremacy operate within SCRA and are harmful to Black and non-Black POCs in our organization.
Principles and Commitments

- Uprooting white supremacy in SCRA requires explicit action, direction, support, and transparency from the Executive Committee.

- We must develop collaborative and member-engaged processes, collaborative in a true sense of the word, while being aware of the realities of power, privilege and our differing positionalities within our own organization, and outside of SCRA.
Principles and Commitments

● We commit to institutionalize change, build practices that are intentionally disruptive to white supremacy, and to engage in continuous self-reflection, as people and as an organization.

● We commit to apply an intersectional lens to our work. To ask how will our efforts to address white supremacy support Black women, Black queer people, Black trans and non-binary people, Black people with disabilities, and Black people with other marginalized identities.
Principles and Commitments: What do you think?

● Principles and commitments are a living document, a starting place, not an end point.

● These apply across the board to all anti-racism work, starting with Biennial but not ending there.

● **Padlet:**
  ○ Like putting post-it notes on a wall
  ○ Individual, anonymous reflections organized in columns
  ○ Allows liking to demonstrate you think the point raised is important
  ○ Commenting is turned off

● We will take 7 minutes for people to add comments to the padlet and/or take a quick break
Action Plan Components
Overview of the Response: Action Plan Components

A. Leveraging Conference Space: Training, Scholarship, and Climate

B. Investing in Sustainable Anti-Racist, Anti-Oppression Organizational Change

C. Promoting Dialogue on Racism and White Supremacy Outside of Conferences

D. Revising Community Psychology Research and Practice Core Competencies

E. Developing Anti-Racist Curriculum and Training Practice Guidelines

F. Promoting Black, Non-Black POC, and Anti-Racist Scholarship and Practice

G. Revising Recognition and Leadership Development Policies and Practices in SCRA

H. Establishing Anti-racist Policies and Practices in Councils, Committees, and Interest Groups

I. Increasing Organizational Transparency

J. Taking Action Beyond SCRA
First Two Priority Areas

A. Leveraging Conference Space: Training, Scholarship, and Climate
- 2021 Biennial Theme: Uprooting White Supremacy
- Full day of conference dedicated to training
- Permanent Racial Justice Track at future Biennials
- Conference climate and racial micro-aggression interventions (e.g., code of conduct and session chair guidelines)
- APA SCRA sessions dedicated to Black Lives Matter

B. Investing in Sustainable Anti-Racist, Anti-Oppression Organizational Change
- Hire a Black-led anti-racist, anti-oppressive organizational consultant
- Charge a permanent Anti-Racist, Anti-Oppressive Working Group (funded for three years, with option to renew funding)
- Charge a BIPOC Anti-racist, Anti-oppressive Advisory Board (funded for three years, with option to renew funding)
- Developing anti-racist funding allocations (Finance and Evaluation Committee)
Today’s Focus: Leveraging Conference Space
What’s Been Done: APA SCRA Sessions

- Presidential Address, led by Bianca Guzman and Susan Torres-Harding, was dedicated to discussing how Black and non-Black women of color community psychologists confront the two pandemics of racism and covid-19.
Moving Forward: Biennial 2021
Biennial as an Important SCRA Setting

- SCRA comes to life at Biennial
- As a professional organization, this is a site of shared learning and recommitment to our shared purpose
Biennial as an Important Setting

- Share scholarship and accomplishments of our members within our wider community
- Aim to build and nurture a supportive community for students, practitioners, educators, and researchers to train, encourage, and challenge us in our work
- Offer training through pre-conference workshops and occasional workshop sessions during the conference
Recognizing Harm, Intended or Not

- Black members and other people of color, women, gender non-conforming people, and people with disabilities commonly report experiencing macro- and microaggressions at Biennial. Including during sessions and social hours.

- Members report not feeling welcomed; being disrespected; being silenced, talked over, and ignored

- We can do better at Biennial
Creating Change at Biennial

● Opportunity to disrupt ‘business-as-usual’ in our conferences and work for a more fair, inclusive, and uplifting space for our membership and for our field

● What follows is part of the charge to the National Planning Committee and yet-to-be-formed Program Committee
  ○ Implementation will be shaped by those groups

● Think about questions, suggestions, and requests you have - you will have an opportunity to raise those shortly
Creating Change at Biennial

- 2021 Theme: *Uprooting White Supremacy*

- Provide training that addresses anti-Blackness, white supremacy, patriarchy, ableism and other systems of oppression in our field that prop up white supremacy

- Improve climate and culture of our biennial conferences

- Elevate and celebrate the contributions of Black, Indigenous, and other People of Color within the organization in a meaningful and visible way
2021 Biennial: “Uprooting White Supremacy”

● Committing to the theme: deeply integrated, not a “throw away”
  ○ Uprooting white supremacy both within our organization and beyond
  ○ Work engaging in anti-racist and anti-oppression action
  ○ Using an intersectional and community-engaged approach

● Priority placement and format will be given to proposals that explicitly align with the theme

● Full day of conference sessions to expert-led anti-racist, anti-oppressive training
Full Conference Day Dedicated to Training

● Goal: Provide training to support self-identified professional development needs AND to address harm

● Not pre-conference workshops

● A selection of proposed topics
  ○ Microaggressions
  ○ Anti-racist, anti-oppressive (AR/AO) approaches to leadership
  ○ AR/AO curriculum review and development
  ○ AR/AO mentoring practices and support (including peer support, particularly for BIPOC at predominantly white institutions)
  ○ Developing an anti-racist strategic plan in work settings
Feedback and Engagement: What do you think?

- Biennial intended to support shared learning and growth.
  - What works? What falls short? What requests do you have?

- **Padlet:**
  - Like putting post-it notes on a wall
  - Individual, anonymous reflections organized in columns
  - Allows liking to demonstrate you think the point raised is important
  - Commenting is turned off

- We will take 7 minutes for people to reflect on the proposal elements shared so far
Biennial Climate
Setting Expectations

- **Code of constructive conduct**
  - Encourage engagement and prevent harm
  - Required to sign to register, revisit as part of conference orientation

- **Guidelines for session chairs** establishing and maintaining inclusive community norms

- **Reporting and responding to conduct violations**
  - An action plan will be developed for responding to microaggressions, possibly including bystander training, restorative processes, and instances where someone may be asked to leave the conference
Affinity Group Spaces

- Typically at SCRA affinity group space emerges through two gatherings:
  - Interest group, committee, or council meetings
  - Social hours held after the conference

- We will continue to prioritize these spaces virtually
Feedback and Engagement

- A Padlet around climate and culture
- We will take 5-7 minutes for people to reflect on the proposal elements shared so far
- Can stick with current padlet or review the first padlet
Biennial as a Seeding Ground

- **SCRA Publications Committee** will propose methods of capturing conference activities and disseminating these through publications.

- **Councils, Committees, and Interest Groups** are encouraged to leverage the conference space to identify/design action-oriented and community-based projects to uproot white supremacy and addressing anti-Blackness.
What else would you prioritize? Padlet Brainstorm...

- How else can we elevate and celebrate the contributions of Black, Indigenous, and other People of Color within the organization in a meaningful and visible way at Biennial?
- What else would you like to see happen to uproot white supremacy at Biennial?
- Take 5 minutes to add any further brainstorms to the padlet.
Proposed Next Steps for our Planning our Virtual Biennial

“Uprooting White Supremacy”
Overview of Committee Structure

- Three committees
  - National Planning Committee
  - Program Committee
  - Logistics Committee
Overview of Committee Structure

National Planning Committee
● Offers guidance to other committees
● Sets registration fees and tracks budget
● Selects keynote speakers
● Reviews and provides oversight of all major decisions, including reviewing that conference theme is reflected in all decisions and conference planning.

Membership includes representative from:
● Presidential-trio
● Early Career IG
● International Committee
● Policy Council
● Gender and Justice Committee
● CERA
● Practice Council
● Disabilities IG
● the 2nd year Student Representative
● chair of the previous Biennial’s Local Planning Committee
Overview of Committee Structure

Logistics Committee:
● Developing virtual structures for 2021 conference
● Advertising and hiring a consult with virtual conference experience, in consultation with the national planning committee
● Choosing virtual platform
● Recruiting, organizing, training volunteers needed for the virtual conference space
Overview of Committee Structure

Program Committee:
● Develop the call for proposals (goal: out in October)
● Decide on presentation formats
● Oversee the process of proposal review and acceptance (reviewers are volunteers from the general membership)
● Develop the conference schedule
● Develop the program, including Guidebook
Volunteer & Paid Positions

- The Logistics and Program Committees will be made up of volunteers. The call for volunteers will go out after the meeting.
- Logistics Committee may hire a consultant with significant experience in virtual conferences.
- Anticipate one or more paid, part-time positions for the conference (e.g. coordinating the volunteers, setting up the Guidebook app).
  - These positions will be advertised to the membership as they are developed.
Invitations to Share more Feedback & Engage

● Review Padlets
  ○ Like those points that are important to you
  ○ Add more comments
  ○ Principles & Commitments here
  ○ Theme & Training here
  ○ Biennial Climate here
  ○ Brainstorming Biennial Beyond Training and Climate here

● Google form feedback: will share when distribute recording

● Join committees
  ○ Full call will go out within a week
What Happens from Here?

- Review padlets and feedback on google form
- EC will develop charge letter informed by your comments to guide the work of the national planning committee, program committee, and logistics committee
- All notes will be provided to committees
Moving toward Hope and Possible Futures

We recognize the Biennial is but one small step in a long-term complex process toward organizational transformation.

We continue to work because we believe transformation is possible.

We believe SCRA can become less racist and embrace anti-racism and anti-oppression as integral to our collective and individual practices
Checking out of this Space

● Back in triads
● Opportunity to reconnect and reflect
● Instructions:
  ○ Greet each other
  ○ Share one take away that feels important
  ○ Share one hope
  ○ One minute each
● If you’re willing, share your take aways and hopes in this final padlet
● We will bring you back to share some next steps
Next Steps: Beyond Biennial

● We plan to conduct a set of meetings over the next several months regarding the EC plan
  ○ Next info session: Investing in Change

● In progress forming hiring committee for an anti-racist consultant
  ○ Hiring committee members will all be offered a modest honoraria