Response to Call to Action on Anti-Blackness
Topics

1. Community Agreement
2. Timeline
3. Engagement Update
4. Membership Collaboration
5. Questions and Insights
COMMUNITY AGREEMENT

As a community, we value and respect all members, and commit to working together to ensure all members have equitable access to participating in dialogue.

As a community, we value diversity, equity, and inclusion, and commit to working together to ensure that our spaces of dialogue and learning are inclusive, anti-oppressive, and anti-racist.

As a community, we acknowledge and value the importance of reflexivity and critical reflection in scholarship and practice, and commit to working together to promote anti-oppressive, and anti-racist norms.
Engagement Approaches

01 Share feedback on padlet

02 Send questions to presenter

03 Use reactions to raise hand

Questions and Insights
TIMELINE

- June 2020: Call to Action Launch and Action Response
- Jan 2021: DEIA Consultant Hiring Committee
- May 2021: DEAR Project Hired
- June 2021: Biennial Conference: Uprooting White Supremacy
- Sept 2021: Presidential Transition DEAR contract paused
- Jan 2022: President Elect term begins
June 2020
Call to Action Launch and Action Response

June 2021
DEIA Consultant Hiring Committee

June 2021
DEAR Project Hired

June 2021
Biennial Conference: Uprooting White Supremacy

May 2021

Jan 2022
President Elect term begins

Susan Torres-Harding (Resigned Sept 2020)

Jean Hill (Retired February 2021)

Amber Kelly (Hired March 2021)

Susan Wolfe (Resigned September 2021)

Yvette Flores (President September 2021)
Call to Action

Investment

$135,000 (over 3 years)
$78,300 (budgeted 2021)

Investments to Date $47,320

DEIA Consultants– $19,500
DEI Hiring and Transition Committee– $2,400
Racial Justice Inquiry, Discourse and Action (RJIDA)– $17,500
Biennial Scholarships– $7,920

Remaining in Budget: $87,680
FOCUS AREAS
FOCUS AREAS

A - E

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
FOCUS AREAS

**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
ENGAGEMENT UPDATES (CONCRETE VS EVOLVING)
Completed (Concrete)

- Biennial Theme: Uprooting White Supremacy (A)
- Full day of conference dedicated to training (A)
- APA 2020 SCRA session dedicated to Black Lives Matter (A)
- Conference climate and racial micro-aggression interventions (e.g., code of conduct and session chair guidelines) (A)
- Hire a Black-led anti-racist, anti-oppressive organizational consultant (B)
- Commitment to fund the work (B)
- Rapid Response Statement on Police Brutality (J)
- Letter to APA on Accountability for Institutional and Systemic Racism (J)
In Process and Ongoing (Evolving)

- Collecting and sharing anti-racist and decolonization resources (C)

- Publishing webpage focused on awareness raising and resource sharing (C)

- Building Shared Understanding of Racism and White Supremacy in SCRA through Primers, Email Series, and Member Dialogues (C)

- Multi-council working group with opportunities for member feedback (D) - Decolonizing CP Practice Competences

- Council on Education-led initiative (E) - RJIDA

- Publications Committee planning related to AJCP, SCRA book series, other publication promotion opportunities (F)
In Process and Ongoing (Evolving)

- Research and Practice Council commitments (F)
- Revisions to practice under development by the Awards Task Force, Committee on Fellows, Nominations Committee, and Leadership Development Program (G)
- Representation on the Executive Committee (G)
- Supporting Black and non-Black POC scholars and scholarship (H)
- Improving climate and norms (H)
- Completing governance and operational structure self-assessment (I)
- Improving onboarding for new members and leadership (I)
- Reviewing budgeting processes for equity and accessibility (I)
- Increasing communication about organizational structure and processes (I)
Promoting Black and non-Black People of Color and Anti-Racist Scholarship and Practice (Concrete, G,H)

- Outstanding Racial and Social Justice praxis by a Graduate Student
- Outstanding Contributions to Mentoring toward Racial Justice and Liberation
- Dissertation Award for Promotion of Wellness
- Funding for two Black or BIPOC Research Scholars
- Extended eligibility for the Early Career Award from 8 years to 10 years post PhD
- Two multi-volume special issues in the Journal of Community Psychology and American Journal of Community Psychology (AJCP) are dedicated to the pandemic and racial reckoning
Upcoming (Evolving)

- Permanent Racial Justice Track at future Biennials (A)
- Charge a permanent Anti-Racist, Anti-Oppressive Working Group (funded for three years, with option to renew funding) (B)
- Charge a BIPOC Anti-racist, Anti-oppressive Advisory Board (funded for three years, with option to renew funding) (B)
- Developing anti-racist funding “policy” allocations (Finance and Evaluation Committee) (B)*
- Updating community guidelines for listservs and social media (C)

*= word change from original response
Upcoming (Evolving)

- Launching Presidential Trio BLM Webinars in 2020-2021 (C)
- “Policy and procedure shift” to establishing anti-racist leadership development and recognition practices (H)*
- Other Policy/Advocacy Actions on Racial Justice (J)
- Forum to Re-Examine SCRA’s Relationship to APA (J)

*= word change from original response
MEMBERSHIP
COLLABORATION
Priority Next Steps

01
Charge a permanent Anti-Racist, Anti-Oppressive Working Group (funded for three years, with option to renew funding)

02
Charge a BIPOC Anti-racist, Anti-oppressive Advisory Board (funded for three years, with option to renew funding)

03
Developing anti-racist funding allocations (Finance and Evaluation Committee)
Next Update
Session
Summer 2022
UPDATE SHARING

01
Annual report update due
December 15th

02
Email Lauren Lichty
secretary@scra27.org

03
Email Amber Kelly
amberkelly@scra27.org
QUESTIONS and INSIGHTS