

SOCIETY FOR COMMUNITY
RESEARCH AND ACTION

Division 27 of The American Psychological Association

Recording!

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



- Black Lives Matter. Black Scholarship, Black Dignity, Black Joy Matters.
- 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.
- Discussion session, entitled, "Subverting White Supremacy Centering Black Lives Amidst Two Public Health Crisis: Anti-Black Racism and COVID19" featuring Pamela Martin, Rhonda Lewis, Ileri Bernal, Khanh Ding, Laura Kohn Woods, Jesica Fernandez, and Yvette Flores.



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 brainstorming 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 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