

**REPORT OF THE PRESIDENTIAL TASK FORCE TO ADDRESS STRUCTURAL RACISM THROUGHOUT
PSYCHIATRY**

November 19, 2020

The Presidential Task Force on Structural Racism Throughout Psychiatry is pleased to present this report update of its activities since its September 13, 2020 report to the Board of Trustees.

Composition of the Task Force:

The members of the Task Force submitting this report are:

Cheryl Wills, MD, DFAPA, Chairperson
Renée Binder, MD, DLFAPA
Frank Clark, MD, FPA
Charles Dike, FRCPsych, MBChB, MPH
Mary Jo Fitz-Gerald, MD, MBA., DLFAPA
Danielle Hairston, MD
Hunter L. McQuiston, MD, DLFAPA
Michele Reid, MD, DLFAPA
Steven Starks, MD, FAPA
Richard F. Summers, MD, DLFAPA
Sanya Virani, MD, MPH

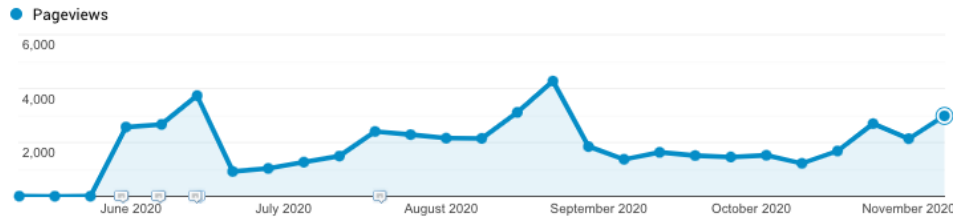
Surveys:

The Task Force conducted an additional “mini-survey” to obtain input from APA members and other interested people to both engage the membership and to guide the Task Force’s work. Survey No. 3 was fielded October 5 – 23 and focused on how structural racism impacts everyday psychiatric practice. 566 people responded to the eight-question survey. The majority of those who answered the survey said they had witnessed structural racism, and that it had an impact on them or their teams, but even more so they noted the impact of structural racism on their patients. Specifically, 72% said that “Providers may unknowingly provide disparate care (e.g., who gets certain medications or psychotherapy) to patients based on the patient’s racial or ethnic group,” and of those who’d witnessed structural racism in practice, 50% said it had a major or severe impact on their patients. A more in-depth summary, including age and race/ethnic demographics of respondents, is available here: [Third Task Force Survey Results](#)

Task Force Web Section:

The psychiatry.org/TaskForce site continues to be updated with relevant information, including District Branches and Assembly Actions and activities undertaken by APA’s Councils and other components.

**Task Force, Town Hall & Structural Racism News Items
Page Views by Week, May 10 – November 15, 2020**



Traffic to psychiatry.org pages about the task force, town halls and structural racism news and blog items has seen over 50,265 page views since mid-May, with spikes in traffic centered around town hall & survey promotion.

Meetings and Reports of Workgroups:

The Task Force has continued to conduct much of its work through workgroups as described below. The full Task Force has met on average once every two weeks.

- **The Workgroup on Definitions** has updated the glossary of terms previously created to give members a common vocabulary to use in discussion on this topic by adding new definitions for “anti-racism” and “white privilege”.
- **The Workgroup on Resources** continues to review and add additional resources to psychiatry.org/Taskforce. It recently reviewed a draft of the Resource Document titled *How Psychiatrists Can Talk with Patients and Their Families about Race and Racism*. That Resource Document was prepared by the Council on Children, Adolescents and Their Families in response to APA President Jeffrey Geller’s request for each APA component to engage in a project that addresses the problem of structural racism. The feedback that has been received about the draft from the Task Force members and others with whom it was shared (including select Assembly members, academic department leaders, and some MUR Caucus leaders) has been overwhelmingly positive.
 - The Workgroup includes a Clearinghouse Committee which will continue to collect and review materials produced by APA components or outside entities. Several of those additional resources have already been added to the Task Force webpage and additional revisions are being made to the webpage intended to make it easier for all users to navigate. This will include placing the information

for individuals to contact the Task Force directly on the top of the page so that it will be more prominent.

- Dr. Danielle Hairston, one of the Task Force members, has developed a presentation on the role and accomplishments of Historically Black Colleges and Universities. Her presentation identifies that one of the most impactful roles of HBCUs is sponsorship. Mentorship, visibility, and dismantling stereotypes are also important. Dr. Hairston also discussed disparities in race among U.S. physicians due to structural racism, cultural mistrust, and socioeconomic status in her presentation. Continuing this work, Dr. Hairston will create a short film that describes the importance of HBCUs in psychiatry and in the APA.
 - Dr. Frank Clark, one of the Task Force members, will be leading a project to explore the impact of structural racism on Indigenous peoples, which will involve reaching out to the APA members who are members of the American Indian/Alaska Native/Native Hawaiian Caucus.
- **The Workgroup on Town Halls** held the third 90-minute Town Hall to educate members on November 16th. Information about each of the Town Halls that have taken place is available at psychiatry.org/TownHall. *APA Addresses Structural Racism, Part Three: The Trauma of Structural Racism and Its Transmission Across Generations* featured discussion by a distinguished panel of experts on their perspective of how disparities in mental health for people of color remain pervasive and persist across generations. Each panelist answered the question how, in clinical settings, does structural racism manifest itself in relation to communities of color particularly in children, adolescents, adults, older adults, and other populations (i.e., LGTQIA+)?

Panelists included Ebony Dix, M.D., Assistant Professor, Yale University School of Medicine, Department of Psychiatry; Chuan-Mei Lee, M.D, Assistant Clinical Professor in Psychiatry, UCSF, Child and Adolescent Psychiatrist, UCSF Benioff Children’s Hospital; and Peter Ureste, M.D., Assistant Clinical Professor, UCSF Department of Psychiatry; with Michele Reid, M.D., DLFAPA, FACPpsych, Clinical Assistant Professor Wayne State University Department of Psychiatry and Behavioral Neurosciences | Chief Medical Officer, CNS Healthcare | Task Force Member | APA Trustee-At-Large Board Member, serving as moderator. The final number of registrants was 655 and the number of unique viewers on the night of the event for at least some portion of the presentation was 300. 285 individuals remained logged in for the live question and answer portion of the event.

- The third Town Hall included an update from Dr. Reid about the Task Force’s activities to date. A recording of that portion of the Town Hall and the accompanying PowerPoint presentation are now available on the Task Force webpage and can be viewed directly at: <https://www.psychiatry.org/File%20Library/Psychiatrists/APA-SRTF-Update-November-2020.pdf> (PowerPoint presentation);

<https://vimeo.com/480761537#t=73m58s> (video).

- To a survey administered immediately after the Town Hall, 83.1% of respondents chose “agree” or “strongly agree” for the statement that “The quality of the town hall was excellent”; and 84.8% chose “agree” or “strongly agree” for the statement that “The town hall met the stated learning objectives.”
- Town Hall #4 is slated for Monday, February 8, 2021, from 8:00 p.m.-9:30 p.m. This Town Hall is currently being planned and will focus on growing a diverse workforce. The final town hall/Presidential Symposium will be in conjunction with the Virtual 2021 Annual Meeting in May. The final Town Hall will focus on the recommendations from the Task Force.
- **The Workgroup on Components Review** is continuing to craft recommendations to improve diversity, equity, and inclusion throughout APA’s component structure to ensure that it reflects the diversity of APA’s membership and patient groups. The recommendations will be presented to the Board of Trustees at its March meeting and are expected to center around inclusion, operations, advertising of nominations process, evaluations of nominees, and term limits for component members.
- **The Workgroup on Board Review** is charged with reviewing APA’s Board structure, demographics, nomination, and election processes to evaluate and make recommendations to improve diversity, equity, and inclusion throughout the process to ensure that APA components reflect the diversity of APA’s membership and patient groups. The Workgroup has identified six recommended actions for the Board of Trustee’s consideration, as further described in the Workgroup report attached hereto as Appendix A.
- **The Workgroup on Fellow Projects and Leadership** was formed to engage with APA/APAF’s fellows and work with them to develop projects in areas of interest to the fellows. The Workgroup leaders have and will be holding meetings with the APA/APAF fellows to identify with them opportunities for the fellows to participate in work addressing structural racism. One project that has emerged is the possibility of developing with the APA Ethics Committee a toolkit to assist trainees and other early career physicians to navigate ethical dilemmas that may arise early in their career paths.

Future Areas of Review:

The Task Force plans for workgroups to review the Scientific Program Committee’s selection of information for the Annual Meeting, and to provide recommendations for improving diversity, equity,

and inclusion in that process. The Task Force also plans to review the consideration for diversity and cultural issues that has been included within the DSM revision process and to provide relevant input to the DSM Steering Committee.

APPENDIX A

Work Group to Review Structural Racism in APA Board of Trustees

Prepared for:

APA Presidential Task Force to Address Structural Racism

Updated 11/19/2020

Members of Work Group:

Frank Clark, M.D.

Danielle Hairston, M.D.

Richard Summers, M.D., Chair

The Work Group to Review Structural Racism in the APA Board of Trustees engaged in the following activities to inform this report:

- Review of the demographics of APA Officers and BOT members
- Review of the APA Bylaws and Operations Manual sections on Officers, Executive Committee and Board of Trustees
- Interviews with the last four Past-Presidents of APA and current and former M/UR Trustees
- Review of the 2014 Board of Trustees Assembly Ad Hoc Work Group on M/UR Issues

The Work Group met 4 times and conducted six 30-minute interviews of APA leaders.

The Work Group noted a significant increase in the diversity of APA Officers and members of the Board of Trustees over the past decade, including an increased number of Black psychiatrists, but concluded that continuing serious and significant barriers remain to the inclusion of URM psychiatrists in APA leadership positions. We identify these barriers and propose strategies to address them.

1. The pipeline of URM psychiatrists with leadership experience needs to be nurtured, developed and enhanced. There are many URM psychiatrists who would be successful organizational leaders if they had more opportunities along the way to grow and develop their leadership skills, networks and reputations.

ACTION 1:

Will the Board of Trustees develop a formal sponsorship program for URM psychiatrists under the aegis of DDHE including sponsors who are members of the BOT, Assembly leaders, Council Chairs and other component leaders?

2. There is a need to expand the pool of potential URM nominees for national office, including Officers of the APA, Area Trustees, M/UR Trustee, ECP and RFM Trustees. Each year the Nominating Committee pursues this goal using varying informal processes.

APPENDIX A

ACTION 2:

Will the Board of Trustees require the Nominating Committee to formally reach out annually to all Council Chairs, Assembly Leadership and District Branch Leaders to solicit suggestions for URM psychiatrists appropriate for nominations for national office?

ACTION 3:

Will the Board of Trustees require the Nominating Committee to create a database that would be used annually to track the pool of potential URM nominees for national office that includes individuals suggested in prior years, new recommendations, and those who recently ran for national office or rotated off terms as elected leaders?

3. Because national elections privilege individuals who have held various kinds of professional leadership positions via their ability to leverage the networks these positions include, it is necessary to modify the election process to level the playing field among nominees for national office.

ACTION 4:

- a) ***Will the Board of Trustees vote to require that the rules for the election of APA Officers (specifically the President-Elect, Treasurer, and Secretary) be modified to prohibit all campaigning except through APA-sponsored activities, including the APA Election website with bios and videos, any special events APA might arrange (like an Election Town Hall), and any other activities or venues as the APA Elections Committee may direct or permit?***
- b) ***Will the Board of Trustees give the Election Committee the responsibility to interpret and implement this proposal?***
- c) ***Will the Board of Trustees evaluate this new election process after two years?***

4. Because the Executive Committee of the Board of Trustees is responsible for carrying out the duties of the Board on a delegated basis, and because it sometimes serves as an advisory function to the President and CEO and Medical Director, it is necessary that there be URM representation at all times. This might not occur because of the composition of elected officers in a particular year.

ACTION 5:

Will the Board of Trustees ask the Bylaws Committee to amend the bylaws to make the M/UR Trustee of the Board of Trustees a full voting member of the Executive Committee and send that amendment to the Assembly for approval?

5. The Board of Trustees has a responsibility to ensure inclusion of URM members in the leadership of the organization and fulfill the pillar of the strategic plan that includes, "Supporting and increasing diversity within APA." The absence of clear metrics regarding minority participation in leadership makes it difficult for the Board to fulfill this responsibility.

APPENDIX A

ACTION 6:

Will the Board of Trustees vote to request that the Administration prepare an annual report to be formally reviewed by the Board of Trustees that documents the demographics of APA leaders, including the BOT, Assembly, and Components and tracks three-year trends?