

ABCT Task Force for Equity, Inclusion, and Access
Report to the Board of Directors
December 5, 2020

Background

The ABCT Task Force for Equity, Inclusion, and Access (EIA) was first formed in the summer of 2019, initially in response to the bans to reproductive rights that were to be enacted in Georgia and concerns raised by several members due to the upcoming November 2019 annual meeting in Atlanta, Georgia. Following Board discussions, the Board commissioned the formation of a Task Force to address the degree to which historically marginalized groups were supported by the organization and to provide recommendations to the Board to promote equity, access, and inclusion across all facets of the organization.

Co-chairs for the Task Force are Drs. Sandra Pimentel, Shireen Rizvi, and Laura Seligman, and a preliminary proposal was submitted to the ABCT Board in August 2019 (see Appendix for Original Proposal). In September 2019, this proposal was approved by the Board and allowed for the formation of the Task Force, which expressly aimed to ensure representativeness and intersectionality of stakeholders. To that end, over the course of September, SIGs whose members would be the most likely to have direct experience of expertise in topics falling under the purview of the task force were asked to nominate members. These included the Oppression and Resilience: Minority Mental Health, African American's in Behavior Therapy, Women's Issues in Behavior Therapy, Latinx SIG (formerly known as Hispanic Issues in Behavior Therapy), Asian American Issues in Behavior Therapy and Research, Native American Issues in Behavior Therapy and Research, Student, Spiritual and Religious Issues in Behavior Change, Sexual and Gender Minority). Given the initial impetus for the task force, Georgia-based members were also asked to participate.

In addition to the co-chairs, the Task Force includes: RaeAnn Anderson, Anu Asnaani, Sierra Carter, Christine Cho Laurine (Student Member), Ryan DeLapp, Brian Feinstein, Cristina Lopez, and Jae Puckett for a total of 11 members.

As per the original proposal, the Task Force aimed to be expressly intersectional, apolitical, and evidence-based and to review various areas of the ABCT organization, identifying strengths and potential gaps, and providing specific recommendations to the Board of Directors regarding short and long-term action items. The scope included:

1. Assessment of Members' Concerns and Perceptions using the following methods.
 - a. Formal survey via email blasts to all ABCT members, emails to the listserv, and social media
 - b. Opportunity to meet with the Task Force at the Atlanta meeting

- c. Notifying ABCT members of the Task Force's email address, which they could use to communicate additional concerns and/or suggestions
2. Review, identify strengths and gaps, and make recommendations regarding ABCT Policy & Procedures to enhance equitable access for all members
3. Review, identify strengths and gaps, and make recommendations regarding four main areas of ABCT's organizational structure
 - a. Convention and CE (e.g., convention programming, webinars, etc.)
 - b. Academic and Professional Issues
 - c. Memberships
 - d. Publications

Consistent with 1 above, the Task Force held its first meeting via teleconference prior to the Atlanta meeting, and with ABCT Central Office secured a table in the Exhibits Hall encouraging attendees to come by and meet the Task Force and offer input with respect to issues of access, equity, and inclusion (see Appendix for flyer distributed via listserv, SIG listservs, email blast, and physical/hard copies). The Task Force table was staffed by various Task Force members throughout Friday and Saturday of the conference, they noted feedback and comments from attendees who stopped by, and we reviewed everything at our first in person meeting at the conference. The Task Force also created and distributed a Task Force specific email address (abctequity@gmail.com and then abctequity@abct.org) for members to express additional concerns and/or suggestions.

The Task Force divided itself into four subcommittees to fulfill its aims and in corresponding target areas: a) Survey, b) Convention and CE, c) Academics/Professional Issues and Memberships, and d) Publications.

Member Survey

In early 2020, the Task Force and its survey sub-committee developed a survey that considered the main organizational structure of ABCT (i.e., Convention and CE, Awards and Professional Issues, Membership, and Publications) as well as demographic and professional questions related to equity, access, and inclusion (see Appendix for full survey). The survey included 35 quantitative and qualitative items. To further encourage participation, the Task Force, Board, and Central Office agreed to offer three raffle prizes (e.g., free access to webinars) to randomly selected participants. The Task Force further worked with Central Office to develop a marketing plan, and during March and April of 2020 distributed the survey to the membership via multiple direct email blasts, messages to the listserv, and social media. The initial collection deadline was extended due to the then emerging COVID-19 pandemic. The following brief report summarizing initial survey findings was submitted to the Board in June and emailed to members on July 1, 2020 (see Appendix). In addition, the survey sub-committee is planning to publish a full-length report of the survey findings in *the Behavior Therapist* in early 2021.

Who completed the survey?

- 397 members
- Most identified as White, as heterosexual, and as women
- Very few identified as transgender
- 9% identified as disabled
- Similar proportions were graduate students, 1-10 years post-terminal degree, 11-20 years post-terminal degree, and 21+ years post-terminal degree; relatively few were undergraduate students, postdoctoral fellows, or retired
- Two-thirds of the non-student members worked in academic settings
- The largest proportions had been members for 0-5 years and attended 1-5 conventions

Overall perceptions of how well ABCT addresses EIA

- Members were asked to rate how well they thought ABCT addressed EIA (1 = not at all well, 2 = somewhat well, 3 = very well), in: convention location; convention programming; membership; publications; webinars; awards; and leadership and elections
- Mean ratings ranged from 1.9-2.2, suggesting that members tended to perceive ABCT as addressing EIA “somewhat well” across domains
- Webinars received the highest mean rating ($M = 2.2$)
- Leadership and elections received the lowest mean rating ($M = 1.9$)
- Mean ratings tended to be lower for members of marginalized groups, especially People of Color (POC) and women

Perceptions of convention atmosphere

- Members were asked to rate the convention atmosphere toward specific groups (1 = very negative, 5 = very positive), including: individuals with disabilities; racial/ethnic minority individuals; gender minority individuals; sexual minority individuals; women; individuals of lower SES; and religiously affiliated individuals
- Mean ratings ranged from 2.3-4.0, suggesting variability in perceptions of the convention atmosphere toward different groups
- Overall, survey respondents indicated that they perceived the convention atmosphere to be positive for women ($M = 4.0$) and perceived it to be slightly negative for individuals of lower SES ($M=2.3$)
- Survey respondents also gave lower ratings of perceived convention atmosphere for members of marginalized groups, especially POC, women, and sexual minority individuals
- 16% reported that accommodations for people with disabilities at conventions were adequate, 16% reported that they were inadequate, and 68% did not know

Factors affecting convention attendance

- Members were asked to rate the extent to which various factors played a role in determining whether or not they attended the annual convention
- The factors that were rated as having the greatest influence were: whether you are presenting; whether you are receiving funding; and schedule
- The factors that were rated as having the least influence were: availability of childcare; loss of revenue due to taking time off; and convention theme and content

Perceptions of diversity among leadership

- The mean rating for the importance of diversity among leadership was 3.5 on a 1-4 scale
- Women and sexual minority individuals tended to rate diversity among leadership as more important than men and heterosexual individuals did
- The mean rating for the diversity of the current leadership was 2.1 on a 1-4 scale
- POC tended to rate the diversity of the current leadership as lower than white members did

Perceptions of diversity among award winners

- The mean rating for importance of diversity among award winners was 3.3 on a 1-4 scale
- The mean rating for the diversity of previous award winners was 2.9 on a 1-5 scale

Perceptions of how well ABCT publications address EIA

- The mean rating for the extent to which publications address EIA was 2.6 on a 1-4 scale

Perceptions of webinars

- Two-thirds of members had never viewed a webinar
- One-third of members had viewed 1-2 webinars
- The mean rating for the extent to which webinars addressed topics related to EIA was 3.5 on 1-5 scale
- The mean rating for the extent to which webinar presenters were perceived to represent diverse backgrounds was 3.3 on a 1-5 scale

Summary and Conclusions

- Members tended to perceive ABCT as addressing EIA “somewhat well” across domains, but perceptions tended to be more negative among members from marginalized groups

- Efforts are needed to improve the convention atmosphere toward members from marginalized groups, especially individuals of lower SES
- Members tended to agree that diversity among leadership and award winners is important, but efforts to increase diversity (especially among leadership) are needed

Subcommittee Work

In addition to the survey results which informed each inquiry area, each subcommittee reviewed ABCT's four main organizational areas (with two areas collapsed): Convention and CE, Academic & Professional Issues/Memberships, and Publications. To address proposal Aim 3, subcommittees worked to identify current EIA strengths and gaps. Subcommittee members reviewed available materials for each of the areas via the website and data requests to Central Office staff.

Subcommittees presented their review findings to the larger Task Force to identify broad themes for recommendations as well as recommendations specific to each area. We present an executive summary of these for ease of use, and we also encourage full review and consideration of specific recommendations (see Appendix).

SUMMARY

As a leading organization in cognitive-behavioral mental health interventions across the globe, ABCT has the potential to serve as a model for policies and procedures designed to address longstanding effects of systematic racism, sexism, and discrimination in our field and to promote EIA efforts. This work often begins and continues with self-examination, and the Task Force was created to this end. The Task Force identified a number of strengths in ABCT's commitment to EIA. The most notable of these, perhaps, is the very creation of this Task Force in 2019 and was made even more evident given the unfolding events of 2020 highlighting the vast impact of structural racism. As a starting point, we believe that consideration and adoption of the following recommendations would lead to a healthier, more just, and more vibrant organization.

Recommendation 1: Hiring a Diversity Officer and creating a standing EIA committee

In order to fully embody itself as an organization of inclusion, ABCT must create a position explicit to this end (e.g., Diversity Officer) and a committee charged with continuing and expanding the work of this Task Force in the months and years to come. While we recognize the potential obstacles to hiring someone for a position at this time, the Task Force felt strongly that these duties—if central to the strategic mission of ABCT—cannot be left to an already overburdened Central Office staff member or to volunteers from among the membership. We also strongly recommend an individual with strong credentials and relevant experience in this area. Further, while a standing EIA committee can be comprised of multiple volunteer stakeholders, the Diversity Officer should be a paid position and act in an advisory capacity to the Board.

Recommendation 2: Systematize operating procedures to solicit proposals from vendors/businesses that are women and minority-owned.

The Task Force also noted ABCT's improved attention to EIA in its daily operations. For example, we noted that Central Office has begun the practice of soliciting proposals from vendors who are minority-owned for multiple organizational needs (e.g., website, air conditioning work). In order to better systematize this approach, we recommend that our operating procedures are explicitly operationalized to seek out proposals from businesses that are women and minority-owned.

Recommendation 3: Collect, and make public, demographic data of stakeholders across all aspects of ABCT activity.

The Task Force identified a number of relatively easy implementations that could lead to a much greater understanding of EIA strengths and deficits across the organization. In multiple instances, when subcommittees attempted to gather demographic information across their designated organizational areas, efforts were hampered by a lack of information in our varied databases (e.g., memberships, conference attendees and presenters, authors in publications). We recommend that ABCT directly ask for demographic data of stakeholders across all aspects of ABCT activity, and further make these data public. Specifically, to better assess and track, we recommend collecting demographic characteristics of:

Publications: Members of the Publications committee; editorial board members, authors, reviewers

Memberships: Members of the Membership committee; members of ABCT, stakeholders

Awards: Members of the Awards committee; award nominees and recipients

Leadership: Members of the Leadership and Elections committee; Committee Chairs, all Coordinator positions, Board governance

Recommendation 4: Increase transparency and communication across all levels of ABCT governance, including better data collection, tracking and reporting in annual reports and delivered in brief to stakeholders and made publicly available in an online repository on our website.

Relatedly, the Task Force noted that the perception of many members is that ABCT is not fully transparent in its operations. Although not malicious in intent, we believe that this lack of transparency makes it difficult to assess the scope of access and inclusion across the organization. We also noted opportunities to improve communication with stakeholders via email, listserv, and social media from governance and central office to membership on matters of EIA. We therefore recommend ABCT increase transparency

and communication across all levels of ABCT governance, including better data collection, tracking and reporting in annual reports and delivered in brief to stakeholders and made available in an online repository on our website. The Task Force also noted that ABCT can increase its communication to stakeholders on the many positive efforts it has and continues to undertake (e.g., with a weekly or monthly “brief” from the Diversity Officer and Board to stakeholders).

Recommendation 5: Increase membership of individuals from underrepresented groups and promote, recruit, nominate, and strategically increase representation of members of underrepresented groups on all committees, editorial boards, leadership positions, and award recipients.

Historically, people of color have been woefully underrepresented in ABCT membership and in positions of leadership, including the ABCT Board, editorial boards, and committee chairpersons, and in award recognition. Due to lack of data, it is unclear to what extent members of marginalized communities have been represented in membership and these leadership positions. To that end, we believe it essential that ABCT develop proactive processes to promote, recruit, nominate, and increase representation across all membership categories, committees, editorial boards, leadership positions, and award recipient categories. In terms of membership, we recommend a deeper consideration of membership and convention costs as access issues. These processes can include, but are not limited to: scholarships for membership/convention registration, targeted recruitment of individuals from diverse backgrounds for leadership positions, provision of explicit steps for members to understand pathways to committee membership and leadership positions, creation of a how-to guide to joining a committee and running for office that is widely available (e.g., website, social media), increasing access by allowing members to indicate interest in joining a committee when registering for membership, and creating a leadership pipeline (e.g., a “You Can Run” campaign strategy where members of underrepresented groups are encouraged and prepped for running for governance).

Recommendation 6: Provide resources and administrative support for Special Interest Groups (SIGs) to develop a) mentorship opportunities and b) to engage in broader stakeholder representation processes.

SIGs represent an opportunity for informal and formal mentorship experiences within ABCT conventions and throughout the year. As such, we recommend that ABCT provide resources (e.g., funding, administrative support) to support mentorship opportunities—possibly with mentorship delineated by levels of experience (e.g., undergraduate, graduate, early career, and senior level). Development of such an initiative can fall under the purview of a Diversity Officer. Furthermore, in line with the Board’s strategic aim to expand our stakeholders, we recommend harnessing SIG partnerships to become more inclusive in engaging novel stakeholders (e.g., Master’s-level clinicians).

Recommendation 7: Create more targeted EIA content and discussions for stakeholders across platforms.

The Task Force noted that ABCT has increased its content and discussions relative to EIA topics. Recent examples include President Antony's message to the membership on structural racism, gathering and making anti-racism resources available to members, webinars and CE opportunities, and the email from the Academic Training and Education Standards Committee seeking submissions of course syllabi and assignments on topics related to racism, discrimination, and cultural diversity. We recommend that ABCT continue to be responsive to relevant current events and proactive in gathering and distributing content. Further, we recommend ABCT spotlight achievements and research relevant to specific minority groups on their social media outlets, listserv, and website (e.g., coordinate with calendar months that celebrate certain minority groups or mental health awareness; see Appendix I Table 1).

Recommendation 8: Across all ABCT platforms, make sure titles for members, authors, presenters, etc. (Dr., Mr., Mrs., etc.) reflect a range of options including Mx. (for authors, registration, membership renewals, etc.) that are also readily changeable and discontinue use of non-inclusive language.

APPENDIX I: Subcommittee Recommendations

Upon their review, each sub-committee made recommendations which were reviewed by the full Task Force for broader themes and shared above. Subcommittees also made specific recommendations worth consideration by the Board and their reports are included here.

Publications Subcommittee

- We recommend that ABCT journals collect data on the demographic characteristics of editorial board members, authors, and reviewers, and include collected data in annual reports that are available and housed in an online repository.
- We recommend that ABCT journals collect data on the content of manuscripts in relation to equity, inclusion, access, and diversity. For example, reviewers could use a Likert scale type rating for each manuscript. These data should be collected in a form field or other manner that allows for easy quantification and analysis.
- It is recommended that the Board and relevant committees read and review the following article to determine what might be reasonable benchmarks for ABCT publications in terms of articles that highlight race: Racial inequality in psychological research: Trends of the past and recommendations for the future, <https://osf.io/jecy7/> (Roberts, et al, 2020).
- Merit participant diversity, inclusion, etc. in the review process. Develop guidelines to evaluate inclusiveness of research samples with the same weight and importance as novelty, rigor, and clarity of writing.
- Recommendation from Roberts et al: Publish annual reports in relation to representation in publications, authorship, journal policies, efforts to increase representation, etc.
- Develop policy to easily allow authors to update names on publications to align with affirmed names in situations in which authors may have published materials under a different name. (see APA efforts on this matter)
- Review journal keywords used in the article submission and author registration process to revise and align with equity, inclusion, and diversity.
- Make sure titles for authors (Dr., Mr., Mrs., etc.) reflect a range of options including Mx. (for authors, registration, membership renewals, etc.)

- We recommend that each ABCT journal invite new editorial board members and ad hoc reviewers to improve the representation of minoritized individuals on boards and in the reviewer and author pools.
- Recommend journal editors review the literature on increasing representation, equity, access, etc. to inform how to enact this report's recommendations.
- ABCT journals set specific, operationalized goals to increase publications related to highlighting minoritized experiences relevant to race, ethnicity, sexual orientation, gender identity, disability, and other issues related to diversity, equity, and inclusion.
- Reach out to other professional organizations to share our values and work to make these recommendations standard in the field.

Membership and Academic and Professional Issues

This subcommittee examined two organizational areas and noted several current strengths including the presence of Special Interest Groups (SIG) that encourage and promote EIA among membership; more recently affordable pricing for webinars (during the pandemic); including EIA topics and increasing presenters from marginalized groups; improvement in responsiveness to and discussion about DEI topics; and more equitable gender representation among award recipients and leadership.

Membership recommendations include:

- Provide increased support for Special Interest Groups (SIG) representing underrepresented groups (URGs) to increase EIA-related programming, both in terms of populations served and membership/presenters.
 - Utilize SIGs for diversity recruitment efforts and provide support (e.g., funding, administrative support) for these efforts.
- Expand the scope of those targeted for inclusion among membership and increase outreach/recruitment to these populations (e.g., master's level clinicians, those with lived experiences of mental illness and their loved ones, senior citizens, those with medical conditions, related disciplines, and community stakeholders/nonprofits).
 - Increase recruitment/engagement of individuals from traditionally URG to diversify membership.
 - Aim more outreach/recruitment efforts at undergraduates to facilitate early membership and diversify psychological workforce. Advertise to historically black colleges and universities (HBCU), Hispanic-serving institutions, undergraduate psychology clubs at large state universities, and academic departments focused on DEI issues (e.g., sociology, anthropology, black studies).

- For current ABCT members who identify as individuals from diverse and marginalized groups, provide a specific meeting (in person or via Zoom) focused on understanding what would make ABCT more attractive as a conference for diverse and marginalized professionals.

Specific Awards and Recognition Recommendations include:

- Increase Black, Indigenous and people of color (BIPOC) representation in all awards
 - In light of survey findings suggesting that many minoritized members endorse moderate to low confidence in their ability to receive ABCT awards, we recommend that ABCT make the following efforts:
 - Actively seek review committee members from diverse backgrounds
 - Charge the awards committee to actively seek out nominations for existing awards across categories
 - To reach out to minority individuals who may be deemed competitive applicants for awards
- Per feedback from the survey, it is recommended that two separate travel awards be created to reward research and clinical initiatives prioritizing diversity. Specifically, we recommended travel awards be created for 1) students and 2) early career professionals. Of note, we recommend that “professionals” be flexibly defined as including master’s and doctorate level professionals with research and/or clinical focuses.
- We recommend considering community stakeholders (e.g., clergy, teachers, etc.) who work more directly with underrepresented groups for the Friend of Behavior Therapy Award.
- Committee reports are required to include Key Performance Indicators (KPIs) regarding efforts to recruit diverse committee members as well as award recipients.
- Creation of an award recognizing exceptional contributions to the field of DEI-related research and/or clinical practice. Of note, “exceptional contributions” should not be limited to grant funding, volume of publications, and prestige of the institution but also include measures of community and/or policy impacts. This award should recognize both junior level (10 years or less since graduation) and senior level accomplishments. It is encouraged that awards committees are comprised of experts within the DEI field.

Specific Education and Social Media Recommendations include:

- We recommend ABCT spotlight achievements and research relevant to specific minority groups on their social media outlets and website. ABCT could coordinate such spotlights with calendar months that celebrate certain minority groups or mental health awareness (e.g., celebrating accomplishments of Black psychologists during Black History Month). The table presented below includes a non-exhaustive list of days/weeks/months dedicated to celebrating specific groups/topics.

Table 1.

Month	Event	Highlight Examples
September	Suicide Awareness Month, Bisexuality Visibility Day, National Hispanic-Latinx Heritage Month	Rising suicide rates in the U.S. among Black youth
October	Breast Cancer Awareness; National Disability Employment Awareness Month	Social determinants of breast cancer risk for Latinx and Black women and culturally-informed & evidence-based treatments for breast cancer survivors
November	National Hospice and Palliative Care Month, Native American Heritage Month	Culture and palliative care; equitable palliative care treatment
December	AIDS Awareness month, Human Rights Day, International Day for the Abolition of Slavery, International Day of Persons with Disabilities	Mental health treatments that address treatment adherence difficulties among HIV+ populations; Examining depression and suicide risk among people with disabilities
January	International Holocaust Remembrance Day, Slavery and Human	The intergenerational and transgenerational impact of trauma due to the

	Trafficking Prevention Month	Holocaust & Slavery: Exploring Clinical Treatment Implications
February	Black History Month	A reflection on Black pioneers in mental health and their lasting impact (Examples: Dr. Mamie Clark, Dr. Maxie Clarence Maultsby) & Current Notable Black Psychologists
March	International Transgender Day of Visibility, Women's History Month	Gender Affirming Mental Health Care studies for transgender and nonbinary individuals; How minority stress models, stigma and discrimination impact mental health care for transgender and nonbinary individuals; Notable and pioneering women in the area of CBT
April	Sexual Assault Awareness Month, Day of Silence, Autism Awareness Month, National Child Abuse Prevention Month; April 7-11 is Black Maternal Health Week	Culturally-responsive considerations for trauma-focused cognitive behavioral therapy for minoritized youth who experienced abuse/trauma; Clinicians as social justice advocates against bullying, harassment and discrimination of LGBTQ populations; CBT treatment of maternal depression/postpartum depression to reduce

		maternal health inequities in marginalized communities
May	National Teen Self-Esteem Month, Better Hearing and Speech Month, Mental Health Awareness Month, Asian American and Pacific Islander Heritage Month	Depression and hearing loss (psychological toll of hearing loss) and treatment implications; Myth of the Model Minority, Stigma & Trauma (first-generation immigrants) impact on mental healthcare utilization among Asian American & Pacific Islanders
June	Juneteenth, Pride Month	Radical healing, activism, and critical consciousness impact on the mental health of Black people; Racial socialization (e.g., racial pride messages) for Black youth and positive impact on mental health treatment engagement; Notable work by LGBTQ scholars that have informed clinical practice
July	July 4th (independence day)	Research discussing how veterans may be triggered by Independence Day and potential mental health implications
August	International Peace Month; National Back to School Month; Black Business Month; Bystander	Highlight Black led non-profit businesses that focus on mental health and wellness; therapeutic

Awareness Month;
American Artist
Appreciation Month

interventions that integrate
CBT components as well
as art therapy to increase
treatment engagement for
marginalized groups

- Implement more frequent guest “takeovers” by individuals from underrepresented groups on social media accounts, include more diverse social media curators/editors, “follow” more accounts/users from marginalized groups and “tag” them in postings, etc. to increase relevant content related to diversity, equity, and inclusion (DEI) issues.
- Review all syllabi currently endorsed on the ABCT website. Then, we recommend that all syllabi that are endorsed on ABCT’s website include efforts to incorporate diversity discussions within the course, which may include either seminal or nascent literature highlighting the current state of diversity related research on the topic.
- We recommend that ABCT regularly sponsor diversity related webinars.
 - Webinars could spotlight ABCT members of marginalized backgrounds who are conducting pioneering research in their respective fields.
 - Webinars could also be targeted towards community stakeholders (e.g., case managers, teachers, clergy) re: evidenced-based strategies for supporting identified populations.
 - Provide financial support for webinars (e.g., reduced cost/free access for trainees) to increase access for those with demonstrated need, and vary time zones (i.e., not just EST) to improve access for members in other time zones.

Specific Leadership Recommendations include:

- More recruitment of members of under-represented groups as committee chairs, SIG leaders, and into governance positions
- Increase diverse representation (e.g., racial/ethnic minorities, gender/sexual minorities, religious, disability status) and inclusion of more junior members/researchers among leadership, through the creation of a Diversity Chair position and implementation of affirmative action policies.
 - Specifically, a diversity chair and committee could coordinate with various committees throughout ABCT to support diversity and inclusion initiatives and function as a form of accountability that adequate attention is paid to developing such initiatives (e.g., clarifying Dissemination and Implementation (D&I) goals and supporting that evidenced-based efforts are made towards goals)

- Provide more transparency about paths to leadership and governance for members from under-represented groups.
 - Current ABCT leaders can spotlight their process
 - “You Can Run” campaign - ABCT could sponsor a campaign that openly advertises vacant leadership positions. During this time, past individuals who have filled the leadership spot could share the following: 1) their trajectory to obtaining the position (e.g., past roles held before filling the position) and 2) professional benefits of fulfilling the position.
 - ABCT officers and leaders are required to include Key Performance Indicators (KPIs) re: efforts to support DEI issues and members of under-represented groups. Consider the following examples of efforts:
 - Leadership attending DEI-focused sessions or talks given by POC at convention
 - Explicit discussion of plans to improve EIA
 - Increased collaboration with SIGs
- SIGs represent an opportunity to create a more formalized mentorship experience within ABCT conventions and throughout the year. As such, we recommend that ABCT provide resources (e.g., funding, administrative support) to support a mentorship program – possibly with mentorship delineated by levels of experience (e.g., undergrad, graduate, early career, and senior level).

Convention Subcommittee

The Convention Subcommittee reviewed all facets of convention planning and execution and recommend the following:

- Increase Access to Convention Offerings
 - Assess feasibility of adding small regional conferences/networking events throughout the year, which many be more easily attended by a greater proportion of members
- Increase Diversity of Presenters, Attendees, and Topic Coverage at Convention and Webinars
 - Consider timing of conference so that it is not competing with other conferences whose members we would want to attend ABCT and/or consider linking up with another conference (right before or after in the same city) and work with the other organization to provide a discount rate when registering for both conferences.
- Increase Representation at Higher Levels of the Organization
 - Require all committees and all leadership groups at ABCT to have representation at ALL levels (student, early, mid, and senior career) from

individuals from diverse racial/ethnic groups, sexual orientations, gender identities, etc. This will mean an overhaul over time and not immediately as service terms are currently underway, but every new spot opening up should be considered for a specific recruitment effort with our diverse colleagues. It has to be pushed from leadership down, otherwise it won't work.

- Create more active strategy for recruiting leaders, target those who would not necessarily self-nominate.
- Restructure convention leadership roles/responsibilities so that the workload is more manageable and attractive for a larger proportion of membership.
- Aim to become a leader in training and outreach activities that increase underrepresented students' access to the field and "plug-up" the leaky pipeline (see sample existing programs: e.g., <http://www.bridgepsychology.org/> or National Science Foundation ADVANCE Program https://www.nsf.gov/funding/pgm_summ.jsp?pims_id=5383)
 - Consider training and education activities outside the typical webinars and conference activities (e.g., semester long/year-long professional development course, training on how to plan undergraduate years to get into graduate school or other program/career field)
 - Develop evidence-based trainings/guidelines related to issues that impact the representativeness of the various professions from which ABCT draws its members (e.g., student admissions and assessment, internship preparedness, hiring, tenure and promotion)
- Ensuring that the space is accessible for individuals with disabilities (including the physical space, such as seating arrangements and ramps, and other issues such as asking all speakers to use a microphone)
- Location of convention – convention locations are often decided several years in advance and policy or events may emerge that make the location an unwelcoming place for some of our members. We ask that convention planners be aware of issues related to women's rights, LGBTQ+ rights, and sanctuary cities that may affect our members' experiences in attending (e.g., anti-transgender legislation related to bathroom use).
- Ensure that diversity is considered in the scoring of abstracts for the convention
- Organize a mentoring or networking opportunity at the convention for underrepresented minority groups
- Schedule diversity related talks and programs in larger rooms and at peak times; avoid booking multiple diversity related SIGs at the same time
- ABCT Central office should inquire about whether hotel and event staff at each convention venue has been properly trained about issues of inclusion, including related to race, gender, sexual orientation, etc. and include a request for such

training for the staff of the convention if this has not already been provided to such staff.

- Continue to provide childcare without a minimum number of hours needed.
- Provide more gender inclusive restrooms (e.g., on all floors and if the convention spans multiple buildings, in all buildings)
- Continue to provide lactation rooms.
- Add pronouns to name tags.
- Develop convention policies that affirm ABCT's goals regarding access, inclusion, and equity to guide decision-makers and/or members. Policies should include method for reporting and reacting to violations (including investigatory processes that allow for due process, and explication of possible sanctions). Specific policies that should be developed (e.g., an overall Code of Conduct) include the following: displays of racism at ABCT sponsored events, sexual harassment, and discrimination



Did you know the ABCT Board has created a

TASK FORCE TO PROMOTE EQUITY, ACCESS, AND INCLUSION?

It has!

AND WE WOULD LIKE TO HEAR FROM YOU!

*The goal of this task force is to promote equity, access, and inclusion
for all members of ABCT.*

The main objective of the task force is to provide data and recommendations to assist the Board of Directors of ABCT in ensuring that all members and potential members have equal access to the professional benefits offered by the association.

- What are your thoughts on and experiences with equity, access, and inclusion across various areas of ABCT including but not limited to the convention (e.g. programming, accommodations); academic and professional issues (e.g. representation in governance, issues affecting membership); publication (e.g., reviewer selection, editorial boards); policies (e.g., sexual harassment)?

- Are there policies you'd like to see developed?
- Do you know of something ABCT is doing particularly well and you want to make sure it continues?

**MEMBERS OF THE TASK FORCE WILL BE AVAILABLE
ON FRIDAY AND SATURDAY AT BOOTH 17 IN THE EXHIBITS HALL.
PLEASE STOP BY TO TELL US WHAT YOU THINK. YOU CAN ALSO CONTACT US AT
ABCTequity@gmail.com**

Task force members represent various SIGs and include: Anu Asnaani, RaeAnn Anderson,
Sierra Carter, Ryan DeLapp, Brian Feinstein, Christine (Cho) Laurine, Christina Lopez,
Sandra Pimentel, Jae Puckett, Shireen Rizvi, and Laura Seligman

Email to Members 7/1/2020

Members' Perceptions of Equity, Inclusion, and Access within ABCT

Forwarded to all ABCT members on behalf of the Survey Subcommittee (Brian Feinstein, Christine (Cho) Laurine, and Sandra Pimentel) of the ABCT Task Force to Promote Equity, Inclusion, and Access, June 29, 2020.

In March-April 2020, the ABCT Task Force to Promote Equity, Inclusion, and Access (EIA)¹ surveyed members to learn what they thought ABCT was doing well and what they thought ABCT could be doing better to ensure that all members felt welcomed and included. Members were invited via email, the listserv, and social media to complete the survey, which included 35 quantitative and qualitative items. This report includes highlights from the quantitative results.

397 members completed the survey

- 73% identified as White, 70% as heterosexual, and 67% as women (i.e., they selected “woman,” “cisgender woman,” and/or “transgender woman”)
- 2% specifically identified as transgender
- 9% identified as having a disability
- Similar proportions were graduate students and professionals (1-10, 11-20, and 21+ years post-terminal degree); few were undergraduates, postdoctoral fellows, or retired
- Two-thirds of the non-student members worked in academic settings
- The largest proportions had been members for 0-5 years and attended 1-5 conventions

Overall perceptions of how well ABCT addresses EIA

- Members were asked to rate how well they thought ABCT addressed EIA (1 = not at all well, 2 = somewhat well, 3 = very well), in: convention location; convention programming; membership; publications; webinars; awards; and leadership and elections
- Mean ratings ranged from 1.9-2.2, suggesting that members tended to perceive ABCT as addressing EIA “somewhat well” across domains
- Webinars received the highest mean rating ($M = 2.2$)
- Leadership and elections received the lowest mean rating ($M = 1.9$)
- Mean ratings tended to be lower among People of Color (POC) and women

Perceptions of convention atmosphere

- Members were asked to rate the convention atmosphere toward specific groups (1 = very negative, 5 = very positive), including: individuals with disabilities; racial/ethnic minority individuals; gender minority individuals; sexual minority individuals; women; individuals of lower SES; and religiously affiliated individuals
- Mean ratings ranged from 2.3-4.0, suggesting variability in perceptions of the convention atmosphere toward different groups
- The convention atmosphere was rated as being *most* positive toward women ($M = 4.0$) and *least* positive toward individuals of lower SES ($M = 2.3$)

- POC, women, and sexual minority individuals rated the convention atmosphere as less positive toward marginalized groups (relative to white, male, and heterosexual members)
- 16% reported that accommodations for people with disabilities at conventions were adequate, 16% reported that they were inadequate, and 68% did not know

Factors affecting convention attendance

- Members were asked to rate the extent to which various factors played a role in determining whether they attended the annual convention
- The factors that were rated as having the greatest influence were: whether you are presenting; whether you are receiving funding; and schedule
- The factors that were rated as having the least influence were: availability of childcare; loss of revenue due to taking time off; and convention theme and content

Perceptions of diversity among leadership

- The mean rating for the importance of diversity among leadership was 3.5 on a 1-4 scale (1 = not at all, 4 = extremely)
- Women and sexual minority individuals rated diversity among leadership as more important than men and heterosexual individuals did
- The mean rating for the diversity of the current leadership was 2.1 on the same scale
- POC rated the diversity of the current leadership as lower than white members did

Perceptions of diversity among award winners

- The mean rating for the importance of diversity among award winners was 3.3 on a 1-4 scale (1 = not at all, 4 = extremely)
- The mean rating for the diversity of previous award winners was 2.9 on the same scale

Perceptions of how well ABCT publications address EIA

- The mean rating for the extent to which publications address EIA was 2.6 on a 1-4 scale (1 = not at all, 4 = extremely)

Perceptions of webinars

- Two-thirds of members had never viewed a webinar
- One-third of members had viewed 1-2 webinars
- The mean rating for the extent to which webinars addressed topics related to EIA was 3.5 on 1-5 scale (1 = strongly disagree, 5 = strongly agree)
- The mean rating for the extent to which webinar presenters were perceived to represent diverse backgrounds was 3.3 on a 1-5 scale (1 = strongly disagree, 5 = strongly agree)

Conclusions and Next Steps

- Members tended to perceive ABCT as addressing EIA “somewhat well” across domains, but perceptions tended to be more negative among members from marginalized groups

- Efforts are needed to improve the convention atmosphere toward members from marginalized groups, especially individuals of lower SES
- Members tended to agree that diversity among leadership and award winners is important, but efforts to increase diversity (especially among leadership) are needed
- The Task Force is in the process of reviewing responses to the open-ended questions
- The results will be used to inform recommendations to the Board of Directors
- A comprehensive report will be published in *the Behavior Therapist*

Questions about this report can be directed to the Task Force at: abctequity@abct.org

1Task force members represent various Special Interest Groups and include: Anu Asnaani, RaeAnn Anderson, Sierra Carter, Ryan DeLapp, Brian Feinstein, Christine (Cho) Laurine, Cristina López, Sandra Pimentel, Jae Puckett, Shireen Rizvi, and Laura Seligman

APPENDIX

Original Proposal

We propose the formation of a task force to promote equality and access for all ABCT members of ABCT. The task force will aim to assess the degree to which women (and other historically marginalized groups) are supported by ABCT, the degree to which there is equality across groups, and the ways in which the organization can or cannot increase support and equality. The main objectives of the proposed task force are to provide data and recommendations to assist the board in ensuring that all members and potential members have equal access to the professional benefits offered by the association. We will focus on assessing situational barriers to full member participation (e.g., how conference location may impact certain groups). We will aim to be expressly intersectional, apolitical, and evidence-based. The task force will review various areas of the ABCT organization, identify strengths and potential gaps, and provide specific recommendations to the Board of Directors regarding short and long-term action items. The scope will include:

4. Assessment of Members' Concerns and Perception
 - a. Formal survey via listserv
 - b. Opportunity to meet with task force at the Atlanta meeting
2. Review, identify strengths and gaps, and make recommendations regarding ABCT Policy & Procedures to enhance equal access for all members
3. Review, identify strengths and gaps, and make recommendations regarding four main areas of ABCT's organizational structure
 - a. Convention and CE (e.g., convention programming, webinars, etc.)
 - b. Academic and Professional Issues
 - c. Memberships
 - d. Publications

Importantly, all recommendations will aim to align with ABCT's Strategic Plan and reflect and promote the relevant science.

Composition

If approved, we will invite additional committee members to expand representativeness and intersectionality of stakeholders. To that end, we will invite additional members, including reaching out to SIGs (e.g., Oppression and Resilience: Minority Mental Health, African American's in Behavior Therapy, Women's Issues in Behavior Therapy, Hispanic Issues in Behavior Therapy,, Asian American Issues in Behavior Therapy and Research Native American Issues in Behavior Therapy and Research, Student, Spiritual and Religious Issues in Behavior Change) and consider other participants as appropriate (e.g., Georgia-based member).