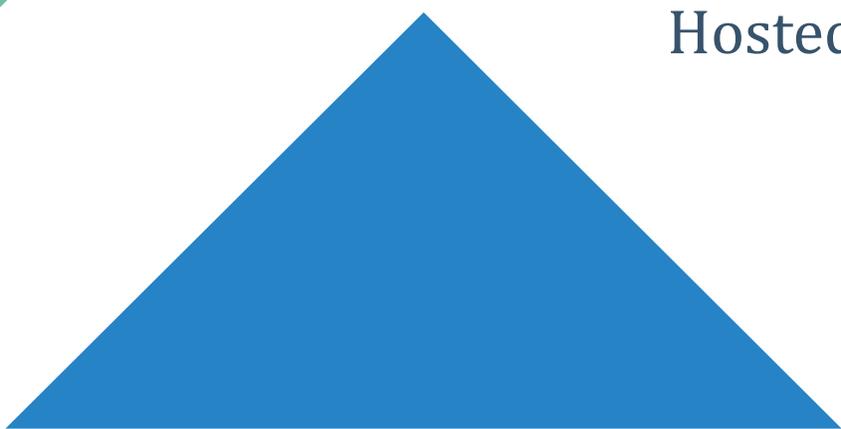


COSSA HEADLINES

A monthly look at what's new and
noteworthy in social science policy

May 12, 2022

Hosted by: Wendy Naus, Executive Director



Stand by, we will begin momentarily.

Today's Discussion

- This Month's **Top Headlines**
- Notable **Opportunities**
- This Month's **Deep Dive:**

**Diversity, Equity, and Inclusion in Science with
APA's Mia Smith-Bynum**

This Month's Top Headlines

Congress Returns from Recess, Gets Moving on FY 2023 Budget Oversight

<https://cossa.org/tag/fy-2023/>

Newly Created ARPA-H Transferred to NIH

<https://cossa.org/tag/arpa-h/>

Biden Names DOD's Karin Orvis as Chief Statistician

<https://cossa.org/tag/statistics/>

White House Compiles Equity Plans; Equitable Data Working Group Releases Report

<https://www.whitehouse.gov/equity>

Biden Names Nancy La Vigne, COSSA Board Member, to Lead National Institute of Justice

<https://www.ojp.gov/news>

Participants Reflect on Social Science Advocacy Day to Answer "Why Social Science?"

<https://www.whysocialscience.com>

Notable Opportunities

- **Listen** to *Justice Today*, new Office of Justice Programs podcast ([Link](#))
- **Nominate** candidates for the National Medal of Science – May 20 ([Link](#))
- **Register** for NIH Matilda White Riley Behavioral and Social Sciences Honors – June 3 ([Link](#))
- **Submit** proposals for new NSF Regional Innovation Engines Program – June 30 ([Link](#))



WASHINGTON UPDATE

Subscribe for more news: www.cossa.org/washington-update

EDI Priorities in the APA Science Directorate: An Overview

Mia A. Smith-Bynum, Ph.D.

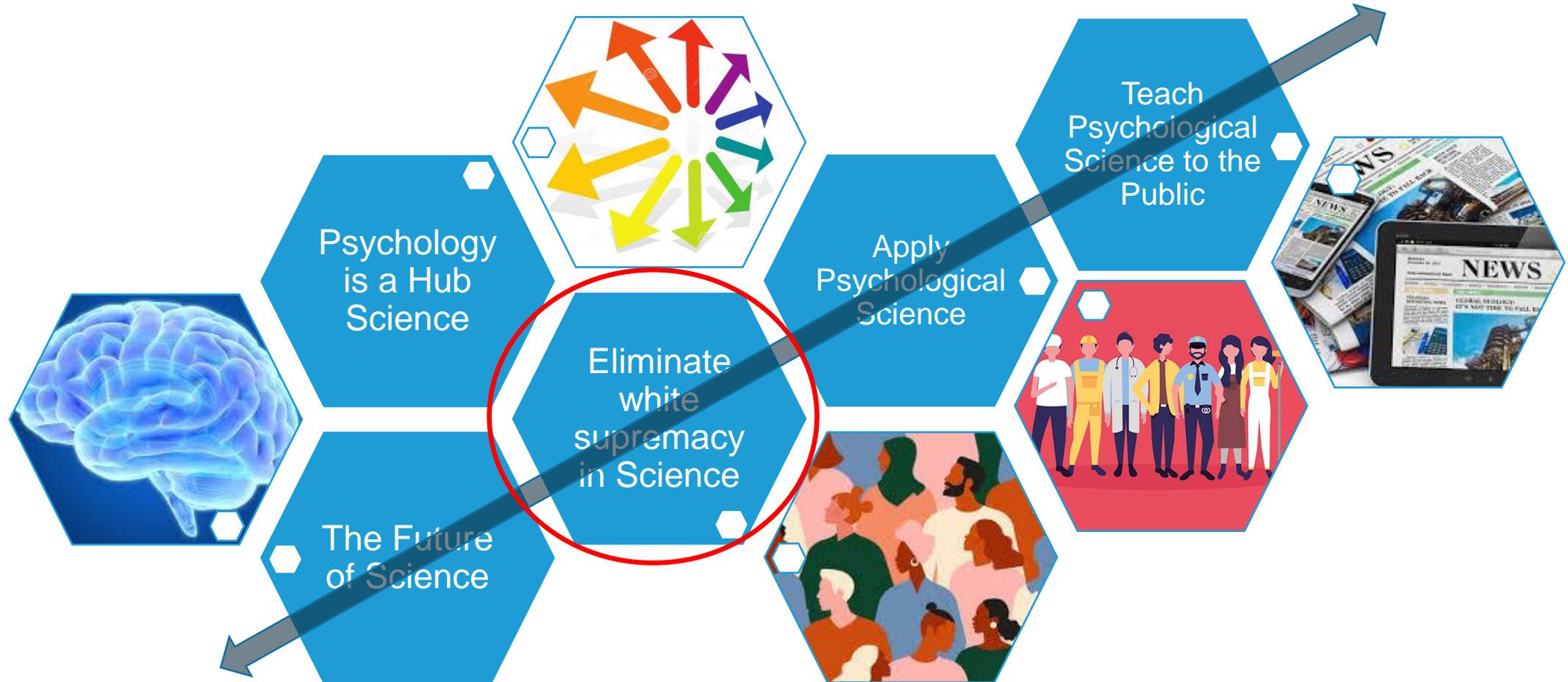
Senior Director for Science Equity, Diversity, & Inclusion

Science Directorate, APA

May 12, 2022 | Consortium of Social Science Associations (COSSA)



APA Science Priorities



The APA Equity, Diversity, and Inclusion Model

APA strives for:

An accessible, equitable, and inclusive psychology that promotes human rights, fairness, and dignity for *all*.

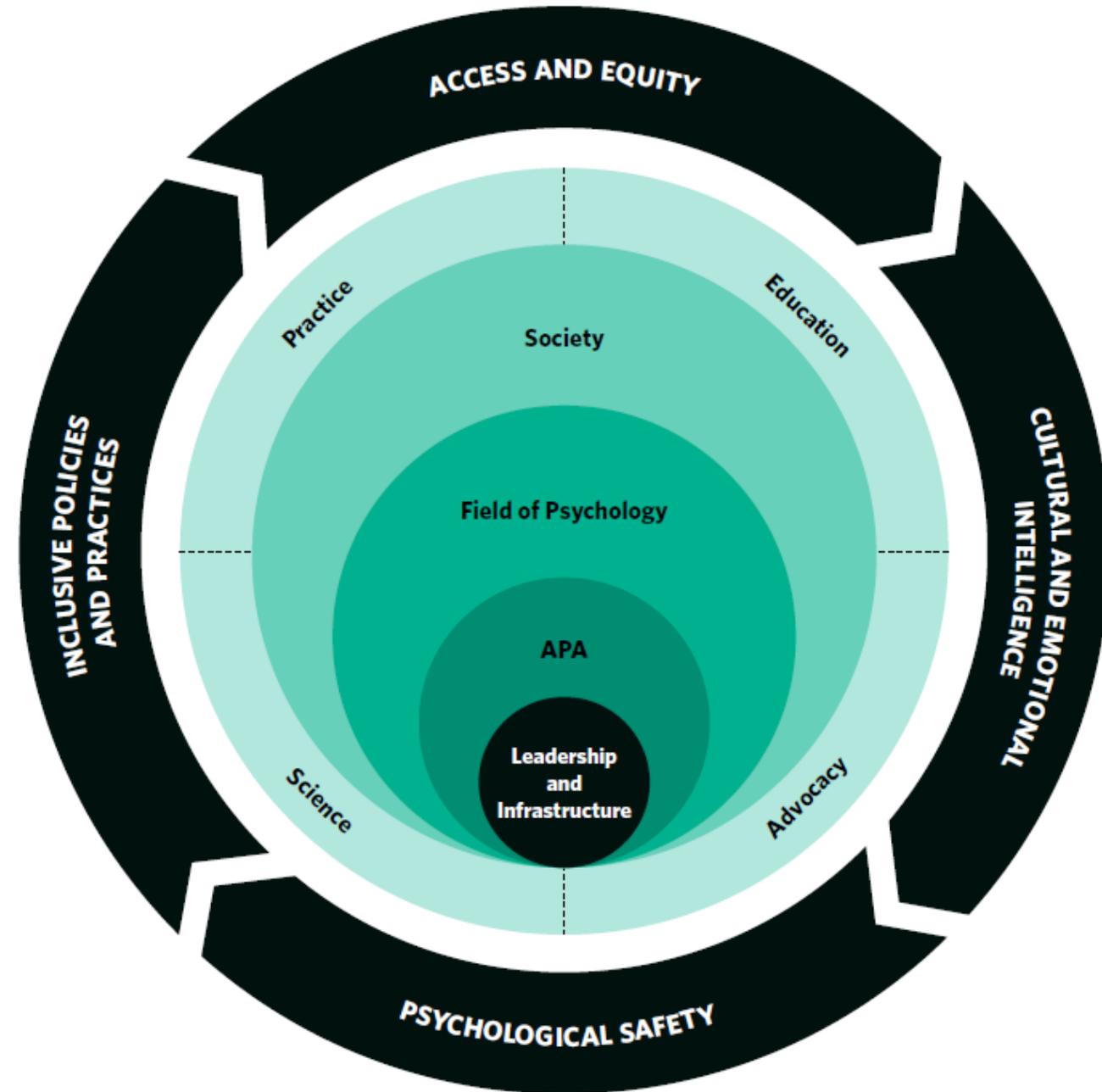
The APA Equity, Diversity, and Inclusion Model

MISSION STATEMENT

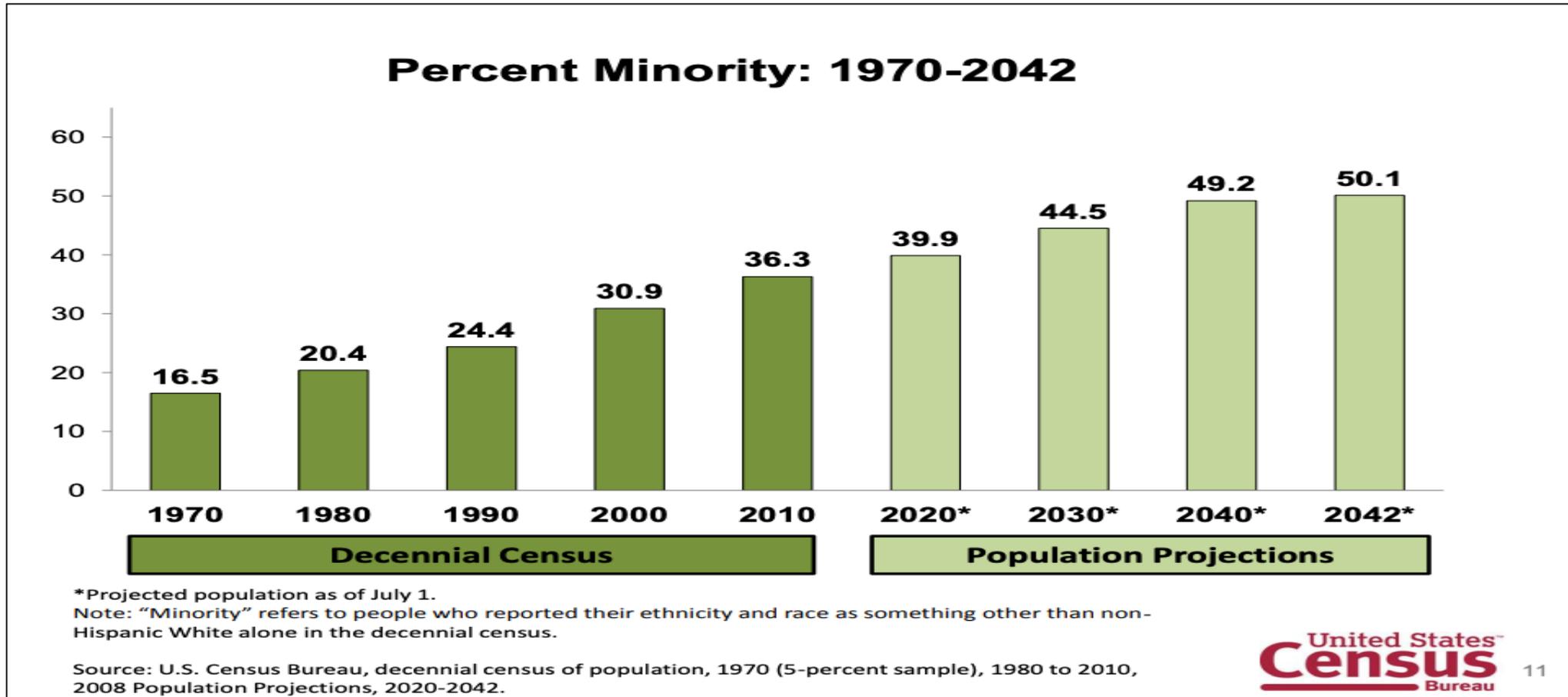
To advance EDI through psychological science that champions thought leadership, innovation and excellence.

The APA Equity, Diversity, and Inclusion Model

The EDI Framework is an ever-evolving document and should be used as a foundational tool to support the achievement of APA's vision for EDI, including creating a common language and long-term coordinated strategy towards dismantling racism

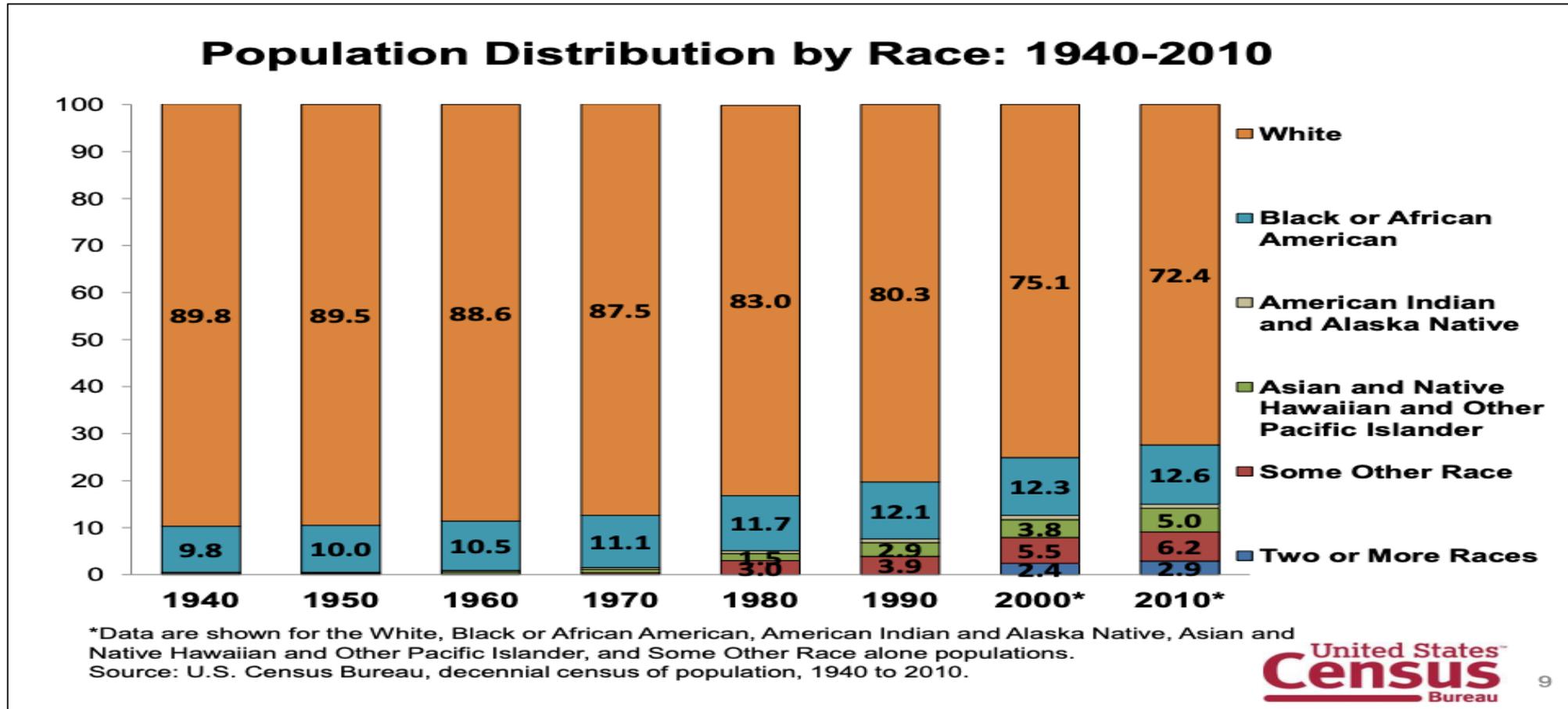


The Racial & Ethnic Composition of the U.S. has changed



Note the ways the racial and ethnic composition in the U.S. has changed between 1940 and 2010

White Identity in the U.S. Context



Note the ways the racial and ethnic composition in the U.S. has changed between 1940 and 2010

Apology Resolutions: Three Priority Areas

Knowledge Production and Scholarship	Training, Pathways, and Workforce Development	Clinical Practice and Health Equity
<p>“... those that enhance psychology’s scientific methods based on culturally diverse knowledge production, and those that create mechanisms to count and acknowledge all racial and ethnic groups in APA-sponsored research and membership surveys (e.g., regularly offering “AMENA” as a demographic category that survey respondents may choose, avoiding clustering small population samples, such as American Indian and Alaska Native psychologists, in “other” categories).”</p>	<p>“... those that expand opportunities for students of color to pursue careers in psychology; promote mentorship of psychologists of color; improve psychology graduate education and training to include diverse, non-Western cultural perspectives; increase mechanisms, strategies, and practices to raise participation and success rates for psychologists of color in academia, publishing, and governmental licensing; increase representation of communities of color throughout APA’s elected and appointed leadership; expand opportunities for leadership and leadership training for psychologists of color; and enhance the visibility of psychologists of diverse backgrounds.”</p>	<p>“... those that elevate both advocacy for and training in culturally competent, easily accessible care models; and those that improve the discipline’s knowledge of and responsiveness to the needs of communities of color. The foundational work on this has already begun, as outlined in the “Resolution on Advancing Health Equity and Psychology,” developed by APA’s Presidential Task Force on Psychology and Health Equity.”</p>

APA Racism Apology & Resolutions

- ✓ Knowledge Production & Scholarship
- ✓ Training, Pathways, & Workforce Development
- ✓ Clinical Practice & Health Equity



EQUITY, DIVERSITY, AND INCLUSION **The Racial Equity Audit Report**



EDI Science Priorities

Goal 1. Increase the visibility of APA in the arena of EDI Psychological Science with psychological scientists of color, the broader community of psychological scientists, and the general public.

Goal 2. Produce and deliver products of use to early career scientists and educators who wish to enhance their knowledge of EDI Psychological Science.

Goal 3. Enhance integration of knowledge of EDI Psychological Science into Science Policy and Policy more broadly.

Goal 4. Enhance the visibility and address the needs of psychological scientists from marginalized backgrounds

Goal 1. Increase the visibility of APA in the arena of EDI Psychological Science with psychological scientists of color, the broader community of psychological scientists, and the general public

- Microtrainings with Advisory Groups
- History of Racism Slide Deck
- Research Focus on Racism at the APA Convention
- Task Force:
 - Website dedicated to research on populations of color
 - *American Psychologist* Piece: Dismantling Racism (Prinstein co-author)

Goal 2. Produce and deliver products of use to early career scientists and educators who wish to enhance their knowledge of EDI Psychological Science

- Microtrainings with Advisory Groups
- History of Racism Slide Deck
- Future of the Study of Racism track at the 2022 APA Convention
- APA – SPARK Partnership (Psychonomic Society)
 - Training for mentors to diversify cognitive psychology

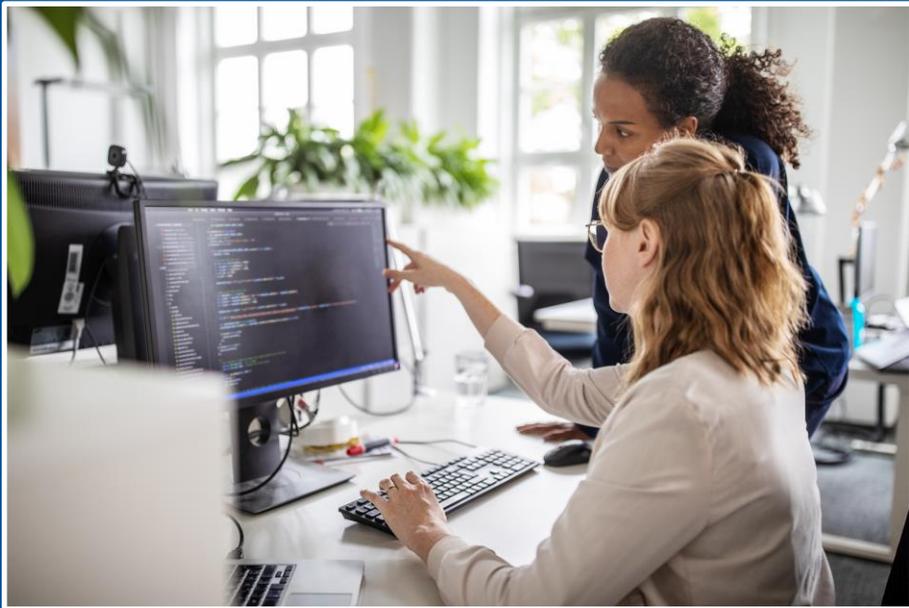
Goal 3. Infuse knowledge of EDI Psych Science into Science Policy and Policy more broadly.

- **Increase the engagement of Member-Researchers and Psychological Scientists (non-members) with the APA Science Policy Team**
 - RFIs responses are the primary mechanism for shaping science policy at the federal level
 - Current engagement: ~1-3 responses per RFI
 - Through networking and direct invitation
 - Rebrand APA as being in the **Science Policy Business** in the eyes of our constituencies
 - Be thoroughly responsive to all RFIs involving Equity, Diversity, & Inclusion

Goal 4. Enhance the visibility and address the needs of psychological scientists from marginalized backgrounds

- Journal Guidelines Work Group on Race & Ethnicity in Academic Publishing
- Task Force on Promotion & Tenure
- Bowie State University – APA Publishing Directorate Partnership
 - Trial Program:
 - *Undergraduate Researcher Toolkit*
 - *Publishing Toolkit*
 - *Speaker Series*
 - Target audiences: Undergraduates and Faculty
 - Once piloted successfully, program is likely to be scaled up for deployment at other HBCUs (and likely HSIs, Tribal Colleges, & MSIs)
- APA – SPARK Partnership
- NSF Grant Project: Pipelines & Pathways

Microtrainings Program



- Pilot on-demand training program
 - 5 minutes
- Goal: Promoting EDI in psychological science and changing how research is conducted and reported
 - *Rapid uptake of psychological science on marginalized populations*
- **Psych 101-level topics addressing EDI:**
 - Heterogeneity within POC
 - Positionality statements
 - How to handle microaggressions and racist statements that occur during the review process
 - Biases towards English-fluency in the review process

Journal Guidelines Workgroup: *Liaison Organizations*



- Association for Behavioral and Cognitive Therapies
- Society for Behavioral Medicine
- Society for Neuroscience
- Society for Research on Adolescence
- Society for Research in Child Development
- Society for Personality and Social Psychology
- Coalition for the Advancement & Application of Psychological Science
- Association for Behavior Analysis International
- Society for the Experimental Analysis of Behavior
- Federation of Associations in Behavioral & Brain Sciences
- Society for Black Neuropsychology



AMERICAN
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ASSOCIATION

Equity, Diversity, *and* Inclusion

INCLUSIVE LANGUAGE GUIDELINES



Inclusive Language Guidelines



AMERICAN
PSYCHOLOGICAL
ASSOCIATION
PUBLISHING

APA JOURNALS

Equity,
Diversity, and
Inclusion
Toolkit for
Journal Editors

Please Share!

Goal 4. Enhance the visibility and address the needs of psychological scientists from marginalized backgrounds

Year 1 Priority Populations:

- Psychological Scientists of Color (Racism Apology & Resolutions)
- LGBTQ+ Psychological Scientists
- Psychological Scientists with Hidden & Visible DisAbilities
 - Wherever possible: “First-Gen” Psychological Scientists



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Questions?

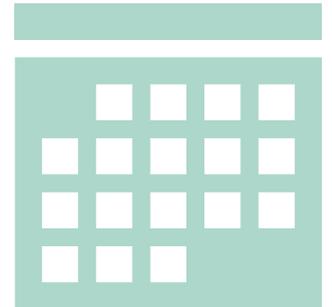
Mia Smith-Bynum, Ph.D.
Email: mbynum@apa.org



Check Out Past Recordings

Mark your
calendar!
June 9, 2022
2:00pm ET

- April 2022: The State of Social Science Funding
- March 2022: Advocating from Home
- February 2022: Preserving Cultural Heritage
- December 2021: Upcoming Social Science Policy in 2022
- November 2021: Funding Opportunities from W.T. Grant Foundation
- October 2021: Basic Behavioral and Social Sciences at the NIH
- September 2021: Updates from the Institute of Education Sciences
- July 2021: Pending NSF Legislation
- June 2021: A National Secure Data Service
- May 2021: Women, Minorities, and Persons with Disabilities in STEM
- April 2021: Updates from NSF's SBE Directorate
- March 2021: COVID-19 Relief for Researchers
- February 2021: Biden's First Weeks





CONSORTIUM *of* SOCIAL SCIENCE ASSOCIATIONS

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