Meeting Minutes
Organizational Meeting January 26, 2016 7:00 pm to 8:30 pm
Committee on Diversity and Inclusion
A committee of the board for NJPA
CODI

Present:
Aida Lennon, Ph.D. - CODI Co-Chair from Membership
Hulon Newsome, Ph.D. - President-Elect, and Exec. Board Leadership Liaison for CODI
Morgan Murray, Ph.D. - CODI Co-Chair from the Exec. Board

Documents referred to during our meeting:
COLA Operations Manual
NJPA’s Diversity Committee Responsibilities
Proposal for a Diversity Committee of the Board

Minutes:

The meeting addressed the formation of the Committee on Diversity and Inclusion (CODI). We reviewed some history. The Diversity Committee, as it was known, has previously been considered a committee of the board, but has not historically functioned as one. The NJPA Exec Board at its December 11, 2015 meeting voted that it should remain a committee of the board, and that it can have non-board members on the committee. It was also decided that the committee will consist of two co-chairs (one from membership and one from the exec. board) and the president-elect who will act as a liaison to the leadership of the Exec. Board.

Getting a clearer current picture of the diversity of the NJPA membership is important to the direction of the work that CODI will undertake. We agreed on the importance of getting the kinds of questions that will best elicit this data to the leadership that is developing a membership survey. We plan to get feedback from CODI members once we have our first meeting.

We discussed in greater detail how CODI should be structured. Dr. Newsome’s experience with COLA was valuable here. We reviewed the Operations Manual for COLA. We decided that a first order of business would be to develop an Operations Manual for CODI.

We began to outline a basic governing structure for CODI. Officers of CODI would include two co-chairs (one from the board and one from membership), and a secretary. The steering committee would include the officers and the president-elect of NJPA. Since CODI will place significant emphasis on
inclusion, we did not want to limit participation on the committee, however in the interest functioning as a committee of the board, with accountability to the Executive Board, there was consensus to have recognized voting members. Without this structure the concern was that the process of getting things done in the committee could become unwieldy. We agreed to continue working on the structure of the committee to be included in the operations manual. We would like to have at least a draft of this manual completed by the time of our first meeting.

A list of potential voting members will be developed and then submitted to the Executive Board for approval. In the process of identifying potential voting members, we would look to individuals who have served on the Diversity Committee and the Diversity Advisory Group in the past, but also reach out to other constituencies from across NJPA, e.g., individuals from programing, nominations, personnel, ecp’s, ABPsi, and LPANJ. Our effort will be to bring in individuals that will inform our process. The need for a process for the future succession of committee membership was identified, but it was not decided on how that would work at this point.

We discussed the purpose of CODI. Two documents that were helpful in this discussion were Proposal for a Diversity Committee of the Board, and NJPA’s Diversity Committee Responsibilities. We had a related discussion about the fiduciary responsibility that CODI has to NJPA, and to clarify this responsibility we reviewed the NJPA mission statement. With the goal of inclusion, we discussed the idea of being able to bring in people who are not coming forward. We hoped to create a more comfortable space for all psychologists that want to be part of our organization.

We identified the goal of keeping the Exec Board engaged in the work of CODI. We will submit a regular report and minutes for the Exec. Board consent agenda.

We discussed scheduling. February 5, 2016 is a meeting for committee chairs. Dr. Murray will be out of town, but Drs. Newsome and Lennon will be able to attend. March 11, 2016 at 1:00 is a potential date for our first CODI meeting.

Next steps:

1. Making outreach to potential committee members.
2. Work on drafting an operations manual. This draft would be presented at our initial CODI meeting to get feedback and committee approval, before presenting it to the Exec Board for its approval.
3. At the first CODI meeting we will solicit feedback on how to structure questions for a membership survey.

Respectfully submitted,

Morgan Murray, Ph.D.

COMMITTEE ON DIVERSITY AND INCLUSION MINUTES

Date: March 18, 2016
Co-Chairs & Facilitators: Aida Ismael-Lennon, Morgan Murray
NJPA President Elect and NJPA Executive Board CODI Liaison: Hulon Newsome
NJPA Executive Director: Keira Boertzel-Smith
Secretary: Lucy Takagi
Members Present: Jeannine Zoppi, Briana Cox, Susan Esquilin, Phyllis Bolling, Laura Leigh Smith
NJPAGS representative on Conference Call: Alexandra Gil
Members Absent: Marta Aizeman, Marshall Harth, Mike Likier, Mike Zito, Caridad Moreno, Jeff Axelbank, Fidel Loverton, Nora Farson, Abisola Gallagher-Hobson.

MINUTES

I. Welcome
   a. *Introduction of those interested in CODI*. Attendees introduced themselves. Names of those who were absent, but interested, were read aloud and acknowledged.

II. Description of Operational Foundation for CODI
   a. *Operations Manual*
      • CODI is a committee of the board and needs to function as one, so a beginning draft for an Operations Manual was presented and discussed
      • The Governance section of the new manual was read. Some features of Codi operations as they currently stand:
         o The NJPA President Elect will be appointed by the Executive Board, to be the liaison of CODI each year.
         o A Board Member at Large (MAL) will be assigned as the Co-Chair every three years.
         o The President Elect as a Board Liaison to CODI is a permanent position at CODI.
         o The Co-Chair elected by CODI and the Secretary from NJPA are one-year positions.
         o The Co-Chair has also to serve as a Chair Elect and Past Chair so in total it is a three-year position.
         o The NJPA Executive Director position at CODI is also a permanent position.
   b. *Discussion of Voting Members*
      • A discussion on the pros and cons of having voting versus non-voting members occurred.
      • In the interest of promoting inclusiveness of committee membership it was decided to present to the Exec Board a procedure where interested people who filled out an application could join CODI as a voting member, so voting membership would not be limited.
      • An agreement was reached that an application would be created and that CODI officers and committee members would review applications and forward them to the Board for the approval process.
   c. *Co-Chairs and the NJPA Executive Board*
      • The group proposed that in addition to the NJPA President appointing an Executive Board MAL who would Co-Chair CODI, CODI would elect a non-board member CODI Co-Chair, who would become a voting member of the NJPA Executive Board, similar to the NJPAGS arrangement. Further, the group suggested asking the NJPA Exec Board for two annual APAPPO State Leadership Convention Diversity Delegates, the CODI co-Chair and CODI co-Chair-elect. This would require NJPA budget changes. Murray will present these ideas to the NJPA Executive Board at the April 8, 2016 board meeting.
      • **A Summary of Recommendations to NJPA Executive Board:**
CODI is an open committee. CODI members are approved by the Board on a rolling application basis. CODI is open to any member who wants to commit to it and to work towards raising diversity and inclusion in NJPA.

A recommendation for CODI to have a total number of members, who may or may not be present in all meetings. Co-Chairs will have control of the total members count at every meeting, in order to decide what the quorum will be for any motion to be voted on.

The NJPA President will continue to appoint an Executive Board MAL who would Co-Chair CODI and then CODI would elect a non-board member as Co-Chair, who would become a voting member of the Board.

The possibility of having the Elected CODI Co-Chair identified as the NJPA Diversity Delegate, along with the Chair Elect, so both could attend the APA SLC.

- **CODI Application:**
  - A CODI application was discussed and one will be distributed to identify interested NJPA members by March 28, 2016 with a due date of April 1, 2016. In the future, interested members’ applications will be reviewed by CODI and then presented to the NJPA Board on a rolling basis.
  - It was agreed that a requirement of a minimum of **two years** would be stated on the application, and one year for students.

- **History of CODI**
  - David Panzer shared the list of ideas posted on 2005 when the Diversity Committee became a Committee of the Board.
  - A suggestion was made to access Ruth Lijtmaer, Nina Thomas, the original Multicultural Committee and Diversity Committee members for documenting the history of CODI. The possible creation of a video to capture the history and to be distributed to all members and organizations was discussed.

**The Agenda Items below were tabled for the next meeting in view of the limited time.**

III. Committee’s Responsibility to NJPA’s Strategic Plan
   a. The NJPA executive board will be reviewing proposed NJPA Membership Survey questions at their June 24, 2016 Retreat. CODI shall submit any proposed questions before that time.
   b. Areas of interest for current members
   c. Development of survey to explore other areas of interest

IV. Document the history of NJPA’s efforts to address the issue of diversity and inclusion

V. Assigning Responsibility for task completion
a. Setting an agenda: town hall meeting at fall workshop, articles in New Jersey Psychologist, follow-up to the undoing racism workshop etc…

VI. Schedule of meetings - A second meeting was scheduled for Friday May 6 at 9:30AM at NJPA

VII. Adjournment - Meeting was adjourned at 2:10PM.

ACTION PLAN:

<table>
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<tr>
<th>MEMBERS:</th>
<th>ACTION:</th>
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<tbody>
<tr>
<td>Morgan Murray</td>
<td>Distribute the copy of the Operations Manual to all members for review before April 8</td>
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<tr>
<td>Morgan &amp; Hulon Newsome</td>
<td>Propose to the NJPA Executive Board that the CODI Elected Co-Chair would be the Diversity Delegate assigned to attend the APA SLC</td>
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<tr>
<td>Morgan &amp; Hulon</td>
<td>Propose to the NJPA Executive Board that both CODI Co-Chairs should be voting members of the Board and have sitting positions at the Board (see minutes for rationale)</td>
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<td>Executive Committee</td>
<td>The development of a CODI Application form for NJPA members to apply to be CODI members. The form will include what CODI does + should state clearly that any NJPA member is welcome to become a CODI Committee member if he/she is willing to commit to it.</td>
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<tr>
<td>Executive Committee, by April 1, 2016</td>
<td>Once Application (above) is approved, it will be distributed to all possible CODI members to be completed and submitted to Keira by April 1, prior to the next Executive Board meeting on April 8, 2016.</td>
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<td>Executive Committee</td>
<td>- Identify list of previous Committee members to be interviewed about the history of the committee and the benefits and challenges experienced.</td>
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<td>- Explore the idea of creating a Video on the History of CODI</td>
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Minutes respectfully submitted by Lucy Sant'Anna Takagi, Psy.D., L.L.C. (CODI Secretary)
Committee of Diversity and Inclusion

May 6, 2016 - 9:30 - 11:30

Date: May 6, 2016
Co-Chairs & Facilitators: Aida Ismael-Lennon, Morgan Murray
NJPA President Elect and NJPA Executive Board CODI Liaison: Hulon Newsome
NJPA Executive Director: Keira Boertzel-Smith
Secretary: Lucy Takagi

NJPAGS representative: Alexandra Gil

VIII. Brief introduction of Members and any other attendees present. (Time allotted 9:30 – 9:40)
- All members introduced themselves briefly.

IX. Membership Participation in NJPA’s Strategic Plan - Due May 10th. (Time allotted 9:40-10:00)
  a. Each member to contribute to NJPA’s survey by submitting questions.

- Members were encouraged to define what CODI would need to know from the NJPA survey, such as who is the NJPA membership and their demographics.

- A suggestion to include a statement explaining the request for the demographics, in order to minimize the possibility that some members would not answer the questions, was agreed upon.

- The Statement is supposed to highlight that NJPA would seek information to better serve its members, to promote welcoming and safety, to make sure that the sample is representative of all included populations, to highlight that survey is anonymous. Sentences such as “some people have been reluctant to share this information” could be included.

- A discussion on possible reasons to ask for demographics followed (i.e. to state that CODI is charged with enhancing the mission of NJPA which states reaching out to diversity and inclusion, so we need to know who we ALL are, especially to address issues of underrepresented groups; we need to know who those groups are).

- A suggestion for NJPA to prepare questions to also reach psychologists, who are not members of NJPA, was discussed (i.e. Extracting non-NJPA members from the list of licensed psychologists offered by the BOPE, reaching out to University faculty members, psychologists working in correction facilities, in the VA Hospitals, etc).

- The marketing impact, to highlight NJPA is interested in those groups, would be an important and desirable consequence.

**Motion #1:** That a suggestion be made to the Executive Board that an introductory statement be included at the beginning of the survey, that addresses the commitment of the organization to diversity and inclusion across all areas of the organization, to develop the strategic plan and to offer a welcoming environment to participate in the survey.
Vote Result: 13-Yes; 0-Opposed; 0-Abstentions – Motion Carried

Motion # 2: That a recommendation be made to use this introductory statement in encouraging and promoting the participation of the membership in the survey.

Vote Result: 13-Yes; 0-Opposed; 0-Abstentions – Motion Carried

Motion # 3: To allow that once the questions are drafted, that it be reviewed by CODI members and possibly by other committees that request to review them, to ensure that the statements are inclusive.

Vote Result: 12-Yes; 1-Abstained; 0-Opposed - Motion Carried

  - Questions will be submitted to Takagi electronically, the latest by Monday, May 9. Takagi will compile a list and submit it to Morgan and Aida.

X. Developing an ongoing subcommittee from this effort to collect data to inform the NJPA Strategic Plan: Organizational Bi-Annual Diversity and Inclusion Climate Assessment Subcommittee

- CODI members discussed the idea of forming subcommittees and to have representation in other committees, such as the PEC. However, the limited number of CODI members is a concern.
- Idea of recruiting interested Guest members (possibly researchers) to participate in subcommittees chaired by at least one CODI voting member, was discussed.
- A discussion on impediments and benefits of joining CODI as well as the actual function of CODI vis a vis the Executive Board followed.

XI. Responding to Membership Inquiries/Concerns and developing subcommittee structure within CODI. (10:00 – 10:30) Ended at 10:45AM

- The members discussed assigning a CODI moderator to respond to member questions on the listserv or on forums, when developed. During the Committee Chairs meeting, attended by the CODI Co-Chair, it was recommended that a Rapid Responder be identified for questions that arise on the listserv. Some questions would require more discussion, which would simply receive a quick response from a Committee member, stating that the question would be brought back to the committee because it required more deliberation. There was a general agreement that because of the complexity of CODI being a committee of the Board, that the Chairs should be the Rapid Responders to the listserv.

- A discussion about addressing recent LGBT legislation through a Social Justice Subcommittee followed. This subcommittee’s job would be to collect and remain current on relevant psychological research. Suggestion that there be subcommittees, formed of members and resource guests, to respond to what members put out on the listserv and to give to NJPA leadership, was discussed. This issue triggered what was discussed into the bullet point below.
CODI interfacing with other NJPA Committees as a way of promoting diversity and inclusion more broadly - e.g., Public Education Committee, and Ethics Committee. It was agreed that if CODI is larger, members could also volunteer in other committees, which could help address this issue. Concern was expressed for members to not taking any official position or making decisions for the Board.

Recruitment: Marshall has recruited Lale Bilginer, a Muslim psychologist, to be part of CODI. It was noted that all members should be reaching out to students and other professionals to join CODI and to also be reaching out to the Affiliates.

XII. Adjournment and schedule next meeting (11:30)

Next meeting scheduled for: June 17 from 2-4PM.

The following Items were Tabled for the next meeting:

- Approval of Minutes for 03/18/16 Meeting - Tabled to next meeting
- Minutes for 05/06/16 – Approval to be done electronically by e-vote

XIII. Clarification of Past Minutes Review and Discussion of Approval Process (10:30 – 10:45)
   a. Discussion of content of minutes from first CODI meeting
      - CODI Membership application requirements (statement of interest?), and member recruitment
   b. Keeseey guidance regarding meeting minutes (see attachment)

XIV. Review of CODI’s Proposals presented to the Executive Board on March 18, 2016 (10:45 – 11:00)
   a. Approved items
      - Rolling admission and no limit on the number of voting members
      - CODI co-chair to be elected by CODI membership
      - CODI co-chair from membership invited to attend NJ Executive Board annual retreat on June 24th.
   b. Pending items
      - Membership co-chair will be a non-voting CODI representative at executive board’s meetings. CODI will put together the language for a motion, so the Executive Board can vote on it at the June 24, 2016 retreat.
   c. Non-approved Items
      - Two diversity delegates to attend the SLC...depends on APA funding

XV. Review and Feedback of CODI Operations Manual (11:00 – 11:30)
   a. Development of CODI mission statement, goals and objectives
      - Review how other states have addressed this issue (see attachments)
   b. Review of fiduciary responsibility, and making public statements
   c. Schedule of CODI Meetings
      - Discussion of 80% attendance at CODI meetings
      - Explore solutions for full-time working interested individuals
XVI. NJPA Citizen of the Year – Susan Esquilin has recommended Wanda Moore to the NJPA Executive Board (see attachments)

XVII. Presentation at State Leadership Conference
   a. Documenting CODI’s process and history

XVIII. Town Hall Meetings at NJPA’s Fall Conference
   a. Follow up to Undoing Racism Workshop
   b. Articles in NJ Psychologist

Committee of Diversity and Inclusion

Date: June 17, 2016
Co-Chairs & Facilitators: Aida Ismael-Lennon, Morgan Murray
NJPA President Elect and NJPA Executive Board CODI Liaison: Hulon Newsome
NJPA Executive Director: Keira Boertzel-Smith
Secretary: Lucy Takagi
Members Present: Jeannine Zoppi, Briana Cox, Susan Esquilin, Laura Leigh Smith, Michael Zito, Marshall Harth, Abisola Gallagher-Hobson.
New Prospective CODI Members: Nydia Rolon, Lale Bilginer
Members Absent: Phyllis Bolling, Alexandra Gil (NJPAGS representative)

Prior to the group following the meeting’s agenda, Mike Zito expressed appreciation for all the feedback regarding the two questions he distributed for the NJPA survey.

XIX. Introduction of prospective new members

The two prospective new CODI members, Nydia Rolon and Lale Bilginer, introduced themselves. All other CODI members also introduced themselves.

XX. Subcommittees and tasks for CODI
   a. Ethics Committee/CODI presentation at Fall Conference. CODI members were informed about the collaborative Fall Conference presentation with the Ethics Committee. The integration of CODI into this presentation was highlighted as an example of inclusion and collaboration between committees.
      • The Ethics Committee request for CODI to develop a bibliography list, to be distributed to the Conference audience, was agreed by CODI members
      • Additionally, a suggestion for an app to be created + for NJPA to have an app + possibly for all committees to share the repository of resources space on the website were also suggestions made. It was agreed that Hulon would present the idea of an app to leadership on Friday.
• Subcommittee to prepare the Presentation Bibliography: Susan, Jeannine and Briana.

b. Town hall meeting at the fall conference
   • Subcommittee to organize the Town Hall meeting: Marshall, Abisola, Jeannine, Briana and Morgan. An idea to have the topic of Micro-aggression prior to the Town Hall as a teaser to be disseminated among attendees was discussed.

   • Developing an approach to handling social justice issues that were psychological and political was discussed. It was suggested to let psychological research be a guide if CODI were to recommend a position on such an issue to the Executive Board. The Committee members expressed willingness to help disseminate relevant research on social justice issues on their own social media sites.

c. Academic Community: Developing contacts in the academic and research community, and researching APA’s position papers on issues related to diversity and inclusion that can provide direction and guidance, was suggested.

   - Subcommittee: Susan, Laura Leigh, Briana. Mike Likier was deemed to be a potential great member. This subcommittee would respond to news events and make recommendations to the NJPA Exec Board.

d. Articles in NJ Psychologist – Mike Zito volunteered to write an article regarding how psychologists may respond differently to telephone calls from patients from different backgrounds.

e. Committee to work on a workshop on diversity “What is in a name?” – Aida, Abisola, Marshall, Lale and Laura Leigh.

XXI. CODI formation and governance
Due to the constraints of time, it was agreed that all items except “c” below, would be tabled to the next meeting.

a. Discussion question: If CODI were able to structure NJPA in anyway it wanted to, what would it do? Tabled to next meeting

b. Minutes from 3-18-16 and from 5-6-16 – minutes were approved but the process needs to be further discussed and the item was also tabled to the next CODI meeting.

c. Introductory statement to member survey – commentary and vote

Copies of the choices were distributed. (See Appendix at the end of this document)

• A discussion of why the words “invisible and unheard” in the proposed statement were could be perceived as divisive followed.

• Members also voiced the importance of acknowledging feelings experienced by some in order for higher engagement to occur in the future.

• A long discussion on the pros and cons of keeping the language “invisible” and “unheard” followed.
**Motion:** Mike Zito raised a motion to accept E and F with “everyone” in capital letters. Vote: 9 Yes; 0 No; 0 Abstentions.

d. Procedure Manual – will be tabled but an email will be disseminated for members to respond with comments on the manual.
   - Discussion of attendance requirement.
   - Fiduciary responsibility

XXII. Adjournment: 04:13PM

Respectfully Submitted by Lucy Takagi (CODI Secretary)

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Committee of Diversity and Inclusion

Minutes

August 5, 2016 – 11:30AM to 01:30PM

**Date:** August 5, 2016
**Co-Chairs & Facilitators:** Aida Ismael-Lennon, Morgan Murray
**NJPA President Elect and NJPA Executive Board CODI Liaison:** Hulon Newsome
**NJPA Executive Director:** Keira Boertzel-Smith
**Secretary:** Lucy Takagi

**Members Present:** Briana Cox, Susan Esquilin, Laura Leigh Smith, Marshall Harth, Abisola Gallagher-Hobson, Phyllis Boling, Alexandra Gil (**NJPAGS representative**), Nydia Rolon, Lale Bilginer.
**Members Absent:** Jeannine Zoppi, Michael Zito.

XXIII. **Scheduling of next meeting:**
Next Meeting: Friday, September 9 at 1:30PM at Esquilin’s house. Since the NJPA office will not be available on September 9, and as it would be important to have a CODI meeting before the next Board meeting (September 16), members accepted Susan’s offer to have the meeting at her house. Thank you Susan!

XXIV. **Introduction of CODI members**

XXV. **Minutes Review and Approval Process:**
   a. General discussion of appropriateness of content in minutes to be distributed to the board (e.g. suggestions, discussions) arising during CODI meetings.

   b. Specific minutes:
      - **March 18:** These were minutes from an initial organizational meeting for CODI, while members present had not yet been formally approved by the Executive Board. The main issue was the need for and the format of a Statement of Interest in the CODI application. Members re-visited this issue, discussed the pros and cons of a statement in the application, and heard from the experience of new members in completing the application. The following motions were raised:

      **Motion1:** To request a statement of interest in the application and was seconded. Vote: In favor (12); Opposed (0), Abstention (1)
**Motion 2:** To add the statement, “This is an effort to get to know you, since this is an open committee it is not used to exclude anyone. Please describe below your reasons for joining the committee.” Vote: In favor (12); Opposed: (0); Abstentions: (1)

- **May 6:** NJPA has asked CODI to review and revise one paragraph from these minutes.
  
  **Motion 3:** To amend the May 6 minutes in order to delete the paragraph in question. This motion was amended to develop another way to address the issues raised in the paragraph consistent with parliamentary procedure. Vote: In favor (12), Opposed: (0); Abstention (1).

  **Motion 4:** To develop a subcommittee that records CODI’s collaborative method in an attempt to develop a model of discussion and decision-making that is inclusive. Vote: In favor: In favor (13), Opposed: (0), Abstention: (0).

- **June 17:** Minutes from CODI’s last meeting were distributed in its edited and non-edited form in order for members to understand the desired format by CODI’s leadership. Questions were raised about the process of bringing the format in accordance with Keesey’s recommended format.
  
  **Motion 5:** To approve the June 17 minutes in the streamlined form with other items (i.e. suggestions, discussions) being recorded separately for potential future agenda items. Vote: In favor: (12); Abstention: 0, Opposition: (1).

XXVI. **Review of Membership Survey Draft**
  
  a. Propose feedback to NJPA Executive Board

  CODI members were asked to provide comments on the survey to Morgan and Aida, for them to be forwarded to the Board by Aug 15.

XXVII. **Committee Budget for 2017 (Due August 5th)**
  
  a. Members addressed potential items that may require funding to help carry out CODI’s initiatives (e.g. research on social justice issues and/or to distribute handouts at a table at the 2017 NJPA Conference). No motion or vote occurred on this item in view of the limited time remaining. This item was tabled for future meetings.

XXVIII. **CODI Formation and Governance**
  
  a. Review feedback for CODI Operations/Procedure Manual: **Discussion Postponed**

     - Discussion of attendance requirement
     - Fiduciary Responsibility

  b. Development of CODI mission statement, goals and objectives: **Discussion Postponed**

     - Review how other states have addressed this issue.

XXIX. **Subcommittee status, members, point person, and due dates:**
  
  a. **Town Hall Committee:** Marshall, Jeannine, Abisola, Brianna and Morgan. Point person: Marshall. Title:

     - **Motion 6:** To approve the proposed title: “Microaggressions, why we need to listen?” Vote: Approved (11); Opposed: (0); Abstentions: (0). When this motion was voted two members had left the committee, so the total number of members was 11.
b. **Social Justice Committee**: To develop of a repository of Information for the NJPA website, with research articles related to current issues impacting psychological health. Members: Susan, Laura Leigh, Briana, Alexandra, Nydia Rolon, Mike Likier and possibly Nicole Rafanello. **Point Person**: Briana

- **Ethics/CODI Bibliography Committee**: Susan, Jeannine, Briana (tentative).
  **Point Person**: Susan. Bibliography should also be available at the Town Hall, not only during CODI’s presentation.


d. **Tabled for next meeting**: Keira will discuss her experience at State Leadership Committee regarding Georgia’s Committee on Diversity.

XXX. **Adjournment**: 01:30PM

Respectfully submitted by Lucy S. Takagi (CODI Secretary)

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**Committee of Diversity and Inclusion**

September 9, 2016 – 1:30 – 3:30

**Date:** September 9, 2016
**Co-Chairs & Facilitators:** Aida Ismael-Lennon, Morgan Murray
**NJPA President Elect and NJPA Executive Board CODI Liaison:** Hulon Newsome
**NJPA Executive Director:** Keira Boertzel-Smith (Absent)
**Secretary:** Lucy Takagi
**Members Present:** Jeannine Zoppi, Briana Cox, Susan Esquilin, Laura Leigh Smith, Michael Zito, Marshall Harth, Abisola Gallagher-Hobson, Nydia Rolon, Lale Bilginer.
**Members Absent:** Phyllis Bolling, Keira Boertzel-Smith
**NJPAGS representative:** Alexandra Gil
**Meeting Place:** Susan Esquilin’s home

This meeting occurred at Susan Esquilin’s home because the NJPA office was unavailable. Thank you Susan!

**Announcement:** Undoing Racism Teaser for the NJPA Board will take place on Friday, September 30, 2016 at St Luke’s Episcopal Church in Metuchen. The debriefing section will be only with the Board members. CODI members invited: Alexandra, Nydia and Lale will attend it.

XXXI. **Minutes Review and Approval Process – Decision process to include items in the minutes**

a. **Minutes of August 5**

  - **Motion # 1:** Motion to approve the minutes.
    - **Yes:** 9; **No:** 0, **Abstained:** 3. Minutes were approved.  - **Motion carried**

b. **Pending items from the June Meeting:**

  - Ultimate goal for NJPA is that diversity and inclusion would be so infused in what NJPA does that other committees would consider diversity and inclusion without having to come to CODI for advice
- CODI would be given real estate on the NJPA website that could be used to upload articles about diversity and inclusion.
- It was recommended that NJPA let members know when its articles and press releases are picked up by media outlets so that members can post them on their social media sites.
- It was discussed that prior to CODI writing articles and press releases for the public it would be important for NJPA to develop more ongoing connections to media outlets.

Committee members discussed the Executive Board’s approving or accepting of minutes, including the criteria for deciding which items are included in minutes and which items are not, who makes the decision to include items in the minutes, and the decision to apply retroactively the minutes policy to the June meeting minutes when the minutes policy was not approved until August. Clarification was provided that minutes are legal documents submitted to the Board, but committees can communicate with the Board, through other means (e.g. summaries, letters), which may be listed in Board meetings’ agendas. Motions can be made to ensure that the Board considers recommendations or suggestions made by CODI.

**Motion 2:** CODI members will develop alternative methods of communicating with the Board, separate from the minutes, to bring attention to and raise awareness of issues of diversity and inclusion.
Yes: 12  No: 0  Abstained: 0  -  Motion carried

**Motion 3:** CODI members suggested a future agenda item, to discuss the criteria for communication from Board members to membership and committee members to the Board and to membership.
Yes: 12  No: 0  Abstained: 0  -  Motion carried

**Motion 4:** CODI members suggested for a subcommittee to be created, to work on the Operations Manual.
Yes: 12  No: 0  Abstain: 0  -  Motion carried

**Operations Manual Subcommittee:** Jeannine, Susan, Morgan and Mike. **Chair:** Morgan

**c. Subcommittee Updates:**

- **Town Hall:** Chair: Marshall.
  - He reported there will be a brief meeting of the Town Hall subcommittee to discuss the town hall after the CODI meeting.

- **Ethics/ CODI Bibliography Subcommittee:** Chair: Susan.
  - The PP for the Ethics-CODI presentation needs to be emailed to Susan, Briana and Jeannine.

**d. Social Justice:** Chair: Briana. Development of a Repository of Information. Research Articles related to current issues impacting psychological health.
  - Briana will contact committee members.

- **What is in a name? Workshop subcommittee:** Chair: Aida.
  - Aida will contact members after the conference.
CODI Table for the conference:
- Table content: description of CODI’s purpose and subcommittees description with invitation for people to be on the subcommittees.
- Suggestion to have a bowl of candy and the history of diversity committee at NJPA was agreed upon by members.

- **Motion # 5:** For the subcommittee to request and coordinate a table for the conference.
  
  Subcommittee: Laura Leigh, Abisola, Alexandra.
  
  **Yes:** 11 (Lale had already left), **No:** 0, **Abstain:** 0 - **Motion carried**

CODI members agreed with the goal to meet ECPs, Permit Holders, and new members at the conference, to highlight NJPA as a welcoming organization.

- **Next Meeting:** Friday, 10/7 at 6:30PM
- **Meeting Adjourned:** 3:40PM

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**Agenda Items not addressed in this meeting:**

- e. Formalize approval process – discuss a procedure for e-vote

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**XXXII. CODI Formation and Governance**

a. Formation of a subcommittee to work on completion of Procedures Manual draft
b. Review feedback for CODI Operations/Procedure Manual
   - Discussion of attendance requirement
   - Fiduciary Responsibility
c. Development of CODI mission statement, goals and objectives
   - Review how other states have addressed this issue.

**XXXIII. Committee Budget for 2017 (Due August 5th)**

a. Discussion of potential items that may require funding to help carry out CODI’s initiatives.
XXXIV. Minutes Review and Approval – Minutes from Meeting of 09/07 were approved with the proposed changes.

XXXV. Town Hall Meeting:

- Subcommittee Chair reported on the plan.
  - Subcommittee has been digitally meeting and the plan is almost finalized.
  - The plan includes definitions, quotes, guidelines for small group exercise, reading of poem about listening, small group processing questions.
  - The goal was stated as having the attendees generate examples (table of examples of microaggressions in clinical setting from Derald Wing Sue will be made available), addressing a provided event, processing the event, and elaborating possible resolutions for the event. Small group processing (20 minutes) and to report to a large group (20 minutes). Processing will go from three perspectives (bystander, victim and perpetrator).
  - A statement of apology from the Australia Psychological Association to the aboriginal citizens will also be read.
  - At the end, leaders plan to address how to help NJPA address diversity and inclusion & to introduce a brief final address by the President Elect, who is also a CODI member.

- **Action:** Co-Chairs committed to request that the President Elect (absent in this meeting) send an email statement to membership, advertising the Town Hall, including the blurb for the Town Hall, and encouraging members to attend it.

- **Action:** CODI members agreed that the Town Hall needs marketing. Another possible email to the Affiliates Chairs in addition to the email to the NJPA Members was also requested.

- **CODI Table:** Laura Leigh, Abisola and Alexandra will take turns staying at the table. Ideas and decorations for the table were discussed. A fishbowl as a suggestion box, balloons, a tri-fold folder, CODI selfies to be placed on the tri-fold for Conference attendees to identify CODI members, a description of CODI will be available at the table. Attendees will be invited to write how they would like to define CODI’s goals and its mission statement.

- **Action:** Selfies of each member should be forwarded to Alexandra so she can arrange the Selfies on the Tri-fold poster.

- **Welcoming Newbies:** CODI members agreed that a note should be left at the registration table identifying ourselves and asking people to seek us. CODI members should use a ribbon or a form of identification.

- **Action:** Note identifying each CODI member with a picture and name should be printed
Update from Undoing Racism workshop for NJPA Board – Abisola, Phyllis, Nydia, Alexandra, Keira, and Morgan attended.

- The Teaser was reported to CODI members as being a positive and effective experience. The possibility for NJPA to bring the full workshop to members was very well received.
- The debriefing involved the presidents of the three associations to form a counsel to meet frequently to address diversity in the three associations.
- Suggestion for leadership to do little blurbs possibly on a video to address how Undoing Racism influences NJPA and its membership was discussed.
- A discussion followed and there was general agreement that the Co-Chair would communicate to the Board, the importance of improving the communication with the general membership, regarding the Undoing Racism training.

**Motion 1:** To request that leadership share their reflections about the Undoing Racism Teaser with general membership. Votes: Yes: 13; No: 0; Abstain: 0 Motion carried.

- Members agreed that in view of CODI’s role, it would be important to meet with leadership to address the impact of the Undoing Racism Teaser and to address how the Executive Board can validate the function of CODI as a Committee of the Board.
- **Motion 2:** To request the opportunity to debrief the impact of the Undoing Racism Teaser and to define steps forward between Board members and CODI.
  Vote: Yes: 13; No: 0; Abstain: 0 Motion carried.

IV: Discussion of NJPA – Bylaws project:

- CODI members recommended that the Bylaws editions should be discussed during the NJPA Conference Business Meeting, but that the vote on the Bylaws should occur at a later date, since membership will not be appropriately represented at the meeting. Members questioned when the membership removal clause went into the Bylaws.
- CODI members agreed that the bylaw paragraph is exclusionary

- **Motion 3:** To have a discussion of amendments proposed to the Bylaws at the business meeting, but to have the vote on the edited bylaws be conducted at a later date, due to CODI’s concerns about exclusionary language. Voting at a later date, possibly electronically through e-vote, would give general membership an opportunity to review the changes.
  Vote: Yes: 13; No: 0; Abstain: 0 Motion carried.
- **Motion 4:** To request the Board to consult with CODI regarding the member removal policy and regarding policies in general and to postpone the implementation or of any action on the member removal policy until that consultation takes place.

- Vote: Yes: 13; No: 0; Abstain: 0  
  Motion carried

The following items were on the agenda, but were postponed for discussion in future meetings:

XXXVII. Discuss open slots as of January 2017 for upcoming positions of CODI Co-chair MAL and secretary.

XXXVIII. Subcommittee updates:
  a. Social Justice: Development of a Repository of Information, Research Articles related to current issues impacting psychological health. **Briana**
  b. Ethics\Codi bibliography – **Susan**
  c. Ethics\Codi joint presentation – **Lucy and Morgan**
  d. Article for New Jersey Psychologist - **Mike**
  e. Workshop idea: What’s in a name? – **Aida**
  f. CODI Procedure Manual - **Morgan**

XXXIX. Adjournment : 8: 45PM

Respectfully Submitted by Lucy Takagi, PsyD, LLC (CODI Secretary).

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**Committee of Diversity and Inclusion**

November 11, 2016 – 4:00 PM – 6:00 PM

**Date:** November 11, 2016

**Co-Chairs & Facilitators:** Aida Ismael-Lennon, Morgan Murray

**NJPA President Elect and NJPA Executive Board CODI Liaison:** Hulon Newsome

**NJPA Executive Director:** Keira Boertzel-Smith

**Secretary:** Lucy Takagi (absent)


**Members Absent:** Brianna Cox, Jeanine Zoppi.

**NJPAGS representative:** Alexandra Gil

**Meeting Place:** Phone Teleconference

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**XL.** Minutes Review and Approval from 10/7.
A discussion ensued regarding finalizing a procedure for approving the minutes. After some discussion all present were in agreement that we should continue to request minute’s approval via e-vote.

**Action:** Morgan agreed to send the minutes from 10/7 to CODI members for an e-vote.

**XLI. CODI-Co-chair and Secretary Positions 2017:**
- Discussion centered around allowing CODI members to have a clear understanding of the CODI-co-chair responsibilities prior to requesting volunteers.

**Action:** Aida will put together a brief summary of the responsibilities of the position along with a deadline for replying and email CODI members. It was agreed that during our next meeting which will be held 12/23/16 9:00 am -11:00 am, the committee will take the names of the volunteers and begin the process of nominating a candidate.

**XLII. Update Regarding CODI Co-chair from Membership as Permanent Non-Voting Representative:**
- Morgan reported that a vote did not take place on this issue during the last EB meeting because the meeting ran late and board members had to leave, resulting in insufficient board member representation. The EB stated that the CODI Co-chair from membership could still come to EB meetings as a non-voting guest. A vote on this issue is expected to take place at the next board meeting.

**Action:** Keira will place it on the board agenda for the December 2016 board meeting.

**Action:** CODI members discussed requiring the CODI Co-chair from membership to attend the EB board meetings. This could be accomplished by including the requirement in the CODI Procedures Manual.

**Action:** CODI members to email input to Morgan on this issue for him to include in his report to the EB.

**XLIII. CODI’s Meeting with EB**
- Morgan discussed his report to the EB regarding CODI’s request to share the impact of the teaser on executive board members and to help debrief the effects of the Undoing Racism Teaser. He emphasized in his report the importance of not-losing momentum from the UR teaser. He further emphasized that this was a request from CODI to enhance
the relationship between EB and CODI members. Morgan reported that the EB agreed to consider dates for a separate meeting to be scheduled between CODI and EB.

- CODI members were pleased about the prospect of having more face to face conversation with the EB given that CODI’s members are not members of the board and do not have this opportunity.

**Action:** CODI members will meet with the NJPA Executive Board outside of the regular board meetings when a date can be determined, possibly on January 13th 3-5pm.

**Motion:** To develop a subcommittee that will prepare the talking points for the meeting with the board. Susan, Marshall and Morgan volunteered to be in the subcommittee.

**XLIV. Discussion of NJPA’s Proposed Bylaws Changes:**

- NJPA leadership will host a discussion of the proposed changes to the NJPA by-laws on December 2, 2016 from 4-6pm for the general membership.

- Members of CODI discussed making a proposal to NJPA leadership that CODI review all of the proposed by-laws changes before it goes to the board in order to provide feedback on any potential impact the changes could have on inclusion and diversity within NJPA. This was seen as important since CODI is charged with advising the board on issues of diversity and inclusion throughout the association and in all its activities.

**Motion:** There are a number of proposed by-laws changes, in addition to the member removal one, that will go out to membership after the meeting on 12/2/16. These should also be looked at in terms of their supportiveness of the association’s inclusiveness.

- CODI members suggested that we hold off on this motion until we have the meeting with the board. It was noted that after the bylaws discussion meeting on 12/2, it’s going to be at least one full year before any new bylaws change proposals are made.

- CODI members decided to put a hold on discussion of CODI’s role in providing feedback regarding any proposed changes to NJPA bylaws until after the meeting between NJPA members and the NJPA Executive Board on 12/2.

**XLV. Town-Hall Meeting Updates by Marshall Harth.**
NJPA Executive Board recommended that the summary of the fall conference Town Hall, prepared by Marshall, and approved by CODI members, be changed. The EB was concerned that the word “monitor” in the summary’s description of CODI’s role was not apt.

- Original: "CODI is charged with the mission of monitoring the organization’s commitment to Diversity and Inclusion...."
- Changed to: "CODI is charged with providing input to NJPA in its continuing commitment to Diversity and Inclusion within all of its actions."

CODI members agreed to make the suggested change.

- Marshall proposed that CODI develop an all-day workshop for the future of NJPA with respect to diversity and the responses coming from the town hall. Discussion followed about whether we could obtain CEU’s for this workshop, and whether it would be viable prior to July 2017 when CEU’s are required. There was general support for the idea of obtaining the CEU’s. Marshall was encouraged to join the CE committee to ensure this idea gets attention.

XLVI.  

Arlene Shaffer, of Essex Union County Association of Psychologists (EUCAP), has asked if CODI would be interested in presenting at one of their affiliate meetings.

- Request from EUCAP for CODI to present at their meeting. In the discussion that followed it was suggested we put together a subcommittee to work on a presentation. CODI members liked the idea of presenting a mini-town hall. It was noted that such a presentation could be used with other affiliates, and would support the goal of highlighting the importance of issues of diversity and inclusion with NJPA membership.  

  **Action:** Morgan will inform Arlene about CODI’s interest in presenting at the EUCAP.

VIII  

Subcommittee Updates

- **Mike:** Update on the article on the NJ Psychologist: is in progress he has a draft topic is called “Reflections on Microaggressions” and how we handle responding to phone messages how might that reflect microaggression or cultural differences. Christine in central office will have information on due date Mike will check on the due date by calling NJPA. Also Marshall offered to give Mike feedback if needed.

- **Susan:** Social justice subcommittee. Alexandra and Susan discussed this at a meeting at Brianna’s house. Susan gathering and bringing to the forefront all the guidelines and position papers that have already been published by APA that people may not be aware of and arranging to place them on the NJPA website.
- **Susan: Ethics/CODI Bibliography**: Jeanine and Susan developed a long bibliography that was printed out and distributed at the fall conference workshop. It was suggested to post this as a link on the website. It was distributed at the Ethics/CODI workshop at the fall 2016 JNPA Conference.

**Action**: Morgan will consult with Keira about the process of uploading the position papers and the bibliography materials to the NJPA website as well as adding this request to the EB agenda.

- **Aida: Fall 2017 Workshop “What’s in a name”**
  - Will try and put together this workshop for the fall of 2017 because Marshall said that town hall in the spring will take up a lot of time. Susan suggested that we need to reserve a spot in the fall.

**Action**: Phyllis will request three spots one for town hall meeting, a standalone workshop and a conference as a follow up to the town hall meeting. Town hall in the spring, workshops at fall conference.

- **Morgan: Regarding the Procedure Manual** goal is to have a draft together by the start of January 2017. Morgan wants a standalone program as well for the fall conference 2017.

XI. **Adjournment**: 6:05 pm

Submitted by Aida Ismael-Lennon, PsyD (CODI Co-chair From Membership)

**Committee of Diversity and Inclusion**

**Date**: December 23, 2016 from 09:00AM – 11:00AM

**Co-Chairs & Facilitators**: Aida Ismael-Lennon, Morgan Murray

**NJPA President Elect and NJPA Executive Board CODI Liaison**: Hulon Newsome

**NJPA Executive Director**: Keira Boertzel-Smith

**Secretary**: Lucy Takagi

**Members Present**: Jeannine Zoppi, Briana Cox, Susan Esquilin, Laura Leigh Smith, Michael Zito, Marshall Harth, Phyllis Boling, Lale Bilginer.

**Members Absent**: Abisola Gallagher-Hobson, Nydia Rolon

**NJPAGS representative**: Alexandra Gil

**Meeting Place**: NJPA Central Office

XLVII. **Minutes Review and Approval** – Minutes from Meeting of 11/16/16 were approved through an e-vote with the proposed changes.

XLVIII. **Formalizing the Transition Process**:

CODI Membership Co-Chair for 2017: Marshall Harth volunteered and was unanimously approved by CODI members to be the CODI Elected Co-Chair for 2017.
**Motion:** To approve Marshall Harth as the Membership Elected CODI Co-Chair for 2017.
Yes: 11; No: 0; Abstain: 0

**CODI Secretary for 2017:** Laura Leigh Smith volunteered to be CODI’s 2017 secretary.

**Motion:** To approve Laura Leigh as CODI Secretary for 2017.
Yes: 11; No: 0; Abstain: 0

**CODI’s Past Chair:** Aida

**CODI’s Co-Chair Elect for 2017:** CODI members discussed how important it is for CODI, to have leadership members representing marginalized groups. A suggestion to have recruitment for the 2017 CODI Co-Chair Elect through an email to CODI members, requesting volunteers to the Chair Elect position, was accepted.

**XLIX. Executive Board meeting vote to have CODI Co-Chair from Membership as a non-voting representative.**

- A CODI member summarized the proposals to have the CODI Co-Chair elected by CODI members to be a voting representative to the Board.

- A discussion followed among CODI members regarding the tension between CODI being a committee of the board and having voting representation to the Board. CODI is a hybrid, it is a committee of the Board but not only composed of Board members.

- Pros and cons of why CODI co-chair should or should not be a voting member was discussed. (a) If a person unelected from the general membership of NJPA is given a voting position on the NJPA Exec Board what is their fiduciary responsibility to protect the organization - what is in place to make sure the best interest of the organization and its members are being protected; (b) because the Board co chair may not be as invested or committed to CODI’s mission.

- A proposal was made for having a formal recurring CODI meeting agenda item to report on how CODI motions are dealt with by the Board was agreed upon. A discussion regarding how and which CODI motions are presented at the Board followed.

- It was clarified that the Chair Elect CODI will not be able to attend APA because of budget cuts. Aida however, will attend the 2017 APA meeting. APA is not sponsoring a position because APAPO is financially impacted.

**L. CODI’s Discussion of the NJPA Conference Business Meeting:**

- The October 2016 Business Meeting was discussed. CODI members raised concerns that the tone, content and structure of the Business Meeting and President's Report could potentially
send negative messages to members about inclusion, especially to students, ECP’s and other members who hold less power in the organization and to any members who want to express different perspectives than those held by leadership and the Executive Board. It was communicated to CODI members that NJPA’s leadership is open to CODI’s input and is committed to improving communication but that everyone, general membership and leadership, should consider their contributions to communication problems. CODI members emphasized the need for communication improvement between CODI and the Executive Board in order for CODI’s mission to be achieved.

- A suggestion was made for CODI to be present at forums created by NJPA (i.e. the Youtube Committee) and to encourage other members to attend meetings set up by NJPA to address important issues.
- In view of time, a decision was made to address only the next item.

LI. **Member Removal Bylaw:** A discussion of incident prompting inception of the changes on the by-laws language – regarding the member removal policy. APA has a Member Removal policy and the NJPA attorneys said NJPA needs to have a member removal policy also.

- Keira said the language in the NJPA bylaw is the same as that in the APA bylaw.
- A suggestion of finding out what the Bylaw language is on APA and other states was made.
- It was noted that Morgan has not yet presented to the NJPA Exec Board the previous approved motion from CODI, to have CODI review Bylaws and Policies before they are implemented by NJPA.
- Members agreed that the hope is for the NJPA Board to use CODI’s expertise, as it does with other committees of the board. This would include, but would not limited to, using CODI’s expertise when developing association policy and bylaws changes. The goal expressed was a more collaborative, as opposed to a defensive relationship between CODI and the Executive Board. A discussion on the need to have representation of CODI in other NJPA committees, foundation and other initiatives was again highlighted.
- Keira said the NJPA Board will have a discussion regarding having a meeting with CODI.
- A suggestion of having COLA and CODI collaborate was made. CODI members discussed engaging issues of diversity and inclusion throughout NJPA. The collaboration between the Ethics Committee and CODI at our fall conference was given as an example for we how can accomplish this goal. Getting CODI members to be active
on other committees was also discussed. Having a larger meeting to bring together NJPA committees to see what each other is doing was discussed. A possible venue for these and other meetings to occur was MSU.

- **Developing a social media presence for CODI**: Members were informed that NJPA is launching a social media tech world. Keira created a policy, attorneys reviewed it and it will be presented to the Board on January 27 at 10-1:30PM. A discussion followed regarding how this would play out. A committee will be formed and Alexandra Gil volunteered to be in it.
  
  o **Motion**: For Alex to be the CODI representative for the Task Force on Social media when it is formalized. Yes; 11, No: 0, Abstain: 0

LII. **Undoing Racism Teaser follow up**:

- Request to have participating members at teaser to present their enthusiasm to NJPA membership to encourage NJPA leadership to sponsor the full 2 ½ day training.
- Gathering testimonials from teaser attendees.
- Morgan agreed to include a written request to the board asking leadership to share their thoughts about the teaser with members.
- CODI members requested an opportunity for debriefing on the teaser’s impact.

LIII. **Planning for presentations for the coming year**.

- EUCAP interested in having CODI present in November. Lucy will report on date and venue.
- Conference committee is already working on October conference. It is possible for CODI to plan either a stand-alone event in the spring or to plan another collaborative CODI presentation for the October Conference. Larissa Weiner is the Chair of Conference Committee and needs to be contacted.
- **Recruitment**: CODI members need to call members and recruit for CODI.

LIV. **Discussion: Year in Review**

- Dedicated committee to monthly meetings
- CODI’s existence
- Consistence presence of President Elect
- Function of CODI is still a work in process
- Town Halls
• CODI’s input on the survey. Mike donated money for the raffle for both surveys completion. Two surveys, one focused on strategic planning and another on membership satisfaction. Social justice issues are present on both. COLA legislative changes will change in 2018-2019 (every two years).

**Future meetings:** Suggestion for the next meeting to have a single agenda item, to address the rules of how we function as a Committee, was agreed upon.

• **Motion:** For Meetings to occur monthly, every Friday rotating times 9-11AM or 1-3PM.
  Yes; 11, No: 0, Abstain: 0

  **Next Meeting:** January 20: 9-11AM at Susan’s House

• **Third Friday of the month alternating times.**

• **Adjournment:** 11:15AM

**Items not addressed during this meeting:**

a. Town Hall style presentation for EUCAP – Arline Shafer indicated that EUCAP was looking for us to present in November 2017.

b. Applying for CE credits.

LV. Discussion: Year in Review

a. What did we accomplish?

b. What are the goals for 2017?

LVI. Subcommittee updates:

a. Social Justice: Development of a Repository of Information, Research Articles related to current issues impacting psychological health. **Briana**

b. Article for New Jersey Psychologist - **Mike**

c. Workshop idea: What’s in a name? – **Aida**

  - Note from Keira: All CE standalone programs should go through Roz Dorlen, the chair of the program subgroup. The proposal and suggested date can be sent to me, and I can send it to her. The CEs must be approved at least 60 days prior to the program.

d. CODI Procedure Manual - **Morgan**