2018 CODI Minutes

CODI Retreat Minutes
January 26, 2018

In Attendance: Keira Boertzel-Smith, Susan Esquilin, Caridad Moreno, Lale Bilginer, Laura Leigh Smith, Chris Thompson, Mike Zito, Morgan Murray, Nydia Rolon, Aida Lennon (Phyllis Bolling on Zoom)

1. Cultural shares by all members
2. Discussed quarterly meetings with Exec Board and how to communicate to the Board, not to use the minutes as the vehicle and use the meetings as an opportunity for Board to communicate to CODI what they want
   o Discussed 1st quarterly meeting maybe happening February 23rd for 1 hour after Board meeting
   o Motion regarding this: unanimously approved
3. Review CODI and our goals
   a. Identity
      o Keira to share quantitative report from CODI town hall with members
      o Ask for volunteers on the Friday update to join CODI
   o Discussed strengths
      ▪ Wealth of knowledge
      ▪ We are diverse (age, work, career, culture)
      ▪ Passionate—“truth to power”
      ▪ Understanding
      ▪ Committed—we don’t walk away
      ▪ We have a road map—strategic plan
      ▪ Our purpose statement (collaboration with the Board)
      ▪ Town halls
      ▪ We attend to our process/reflective
      ▪ Face issues head on—healthy confrontation
      ▪ Competent
      ▪ Push the status quo—politically incorrect
      ▪ Supportive/solidarity
      ▪ Persistence in the face of adversity
      ▪ Bring humanity to NJPA
   o Discussed limitations
      ▪ Recruitment: rich discussion ensued about to the committee and NJPA in general: people not in private practice can’t attend daytime meetings—consider being flexible and have evening or weekend meetings
      ▪ Time and Time Management
      ▪ Disconnect
      ▪ Passionate
Lack of openness of people in NJPA
- We are all progressive and not conservative
  - Should invite people not on committee to come to our meetings maybe do potluck and presentation
  - CODI might do a presentation to membership committee to help with recruitment

b. CODI’s work/achievements from last year
- Town Hall
  - Comment that discussions at separate tables were not as fruitful, need to be tied into the speakers’ discussions
  - Discussed possibility of using written materials as part of the didactics
  - Discussed options of having separate stations where you go and learn about sub-issues
  - Idea of having people conceptualize the case
  - Susan and Abisola are on CoCEA and will likely tell CODI what the theme will be for next conference
  - Pointed out may not necessarily need town hall to match up with the conference theme
  - Idea presented to talk about “what’s in a name” and how environment can be welcoming to diverse patients or not, location, voicemail, website, decorations

c. Strategic Plan
- Leadership pipeline for COLA: Aida on the committee (pg. 2 A-4)
- Morgan and Cari on membership committee (pg. 4 C1)
- Chris is chair-elect of NJPAGS (pg. 4 C-3)
- Talked about a repository on the website of journal articles (pg 6. D-2) for members
  - Public access articles
  - Links to things on APA website available to everyone
  - Links to articles requiring APA membership or
  - Lale to assist Susan with the bibliography and repository
  - Cari to ask Keira if they will help us in making these articles available on the website
  - Consider a featured article weekly that’s on the website and in the Friday update

* Provide CE programs (pg. 6 D-5)
  - CoCEA meeting was on Wednesday, Susan provided an update because all CEs must have a multicultural focus
  - Susan provided input at the meeting on intersectionality and how to apply consideration of multicultural aspects to CE trainings, manual used by people reviewing the proposal needs to be changed to include ethics and Susan helping with that
  - People writing the proposals need to be told this information and what the requirements are
Each of the affiliates has a program chair and it's their responsibility to distribute it but it hasn't been happening.

* Develop programs to meet needs of ECPs. Our programming addressed ECPs and people at all stages of their career, no need to target it to ECPs, include ECPS in our programs and allow them to present, consider financial barriers (pg. 7 D-7)

  - Laura Leigh will get clarification on this one and will monitor us because she is on the ECP committee
  - Mentorship by CODI members for ECPs and NJPAGs
  - Have a coffee and conversation as a CODI committee with the ECPs
  - Work more closely with Latino and ABPsy associations and invite them to speak with us - Morgan to address it to the Board to see how needs of Black and Latino ECPs can be met (If Board approved, Cari Abisola and Phyllis to address it to them)

* Infuse and Address Diversity and Inclusion issues into all areas of the association (pg. 11 Goal 2-1,3,4)

  - This is ongoing and being addressed

* Address Issues related to social advocacy (pg. 11 Goal 3-3,5,6,7)

  3. CODI can address underserved populations to reduce stigma experienced by different groups, team up with PEC to provide mental health info to underserved communities
     - do more education to psychologists about Medicaid and accepting Medicaid patients

7. Filling CODI positions for next year

   a. co-chair elect: Lydia agreed to be nominated, no one else present agreed to take the position. It was suggested that others, not present, may want the position. It was decided to put out an email to everyone to offer a chance to self-nominate.

   b. secretary-Nicole will remain until December 2018, to vote on 2019 secretary in November 2018

CODI Minutes 2/16/18:

Members Present: Morgan Murray, Abisola Gallagher, Mike Zito, Lale Bilingher, Nicole Rafanello, Caridad Moreno, Briana Cox, Phyllis Boiling, Keira Boertzel-Smith

Members Absent: Susan Esquilin, Jeannine Zoppi, Alexandra Gil, Christopher Thompson, Nydia Rolon, Laura Leigh
Minutes from the Retreat

- 5 days for comment then vote and majority rules; if a quorum approves, then the minutes are passed
- When secretary sends out minutes she will include the official electronic minutes procedure approved by the Board
- There will be a 5 day comment period and 3 business days for approval or committee discretion
- If a quorum is reached before then its approved before 3 days of voting, whichever comes first
- Deadline for voting on retreat minutes is by Wednesday 2/21/18

Donations will be made on behalf of CODI for Jeanine’s mother’s death

Next Friday will be CODI meeting with the Board 8-9 people will be coming maybe more

- What does CODI want to discuss at the meeting?
  - How can CODI best communicate with the Board? use a statement and not the minutes?

- Civility issues need to be rolled out from the Board not just Nicole on the Listserv

Morgan suggested we put ABPsi statement on the minutes

- CODI maybe able to put together some literature to support the statement and why its important that we respond and how the response is consistent with NJPA’s mission
- CODI should be weighing in on this issue to the Board
- Develop and discuss the harm done by racism and not the political
- Everyone will try to find one to two articles relating to the harm racism causes, recognize the political has a psychological impact, people in power have an influence, whatever party, people in power, what they say has consequences
- Send articles by Wednesday
- At meeting we can say to Board that we are asking the Board to say something about ABPsi message
- Co-Chairs can put it in their report to the Board
- Lale will put out an e-mail requesting the articles from CODI and then they can be put into a google drop-box
- Nicole will ask her assistant Sean to set-up Google Drop-Box and send the link to everyone

Subsequent Dates with Exec Board

- Quarterly meetings, 1st meeting next Friday
- September 7, time TBD, December 14, 2-3pm, May 11, 2-3pm

CODI Subcommittees
• CODI procedure manual is being revised and finalized
  o Manual Committee
    ▪ Attendance requirement was discussed and compared to the Exec Board attendance requirement
    ▪ Current subcommittee includes Susan Esquilin, Morgan Murray, Mike Zito, and Jeanine Zoppi
    ▪ Morgan agreed to reach out to subcommittee members to set up a meeting

• Article Repository
  ▪ Use universal drive to collect articles
  ▪ Need a link on the website
  ▪ Keira asking if the articles are for members or the general public
  ▪ Discussed maybe 2 links one for public and one for professionals
  ▪ Board would likely look at the articles before posting them
  ▪ Cari talked about the possibility of sharing an article on how to write an op-ed that we could put on the listserv for the public
  ▪ Suggested this op-ed issue should be put on the agenda for the Board
  ▪ Translate to Spanish whatever op-ed pieces are created
  ▪ Efforts coordinated with other committees through CoAc

Deborah Wagner and Marianne Dunn, co-chairs of social advocacy committee participated in meeting via Zoom

• They wanted to reach out to introduce themselves and figure out how we can work in collaboration
• There are 5 members on the SAC committee
• Thinking about an on-line portal for people to submit proposals
• Committee needs to meet within 30 days of submissions to make a determination if a proposal is presented to the Board
• Discussed if someone would start a thread on the listserv about how there was a meeting of the minds on the SAC Task Force to show how people can communicate civilly despite differences of opinion; Keira will talk to Stephanie and others about how this can be accomplished
  Morgan will be on SAC committee

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**CODI Meeting Minutes**

**March 16, 2018**

Members present:  Lale Bilginer, Keira Boertzel-Smith, Phyllis Bolling, Susan Esquilin, Abisola Gallagher, Alexandra Gil, Caridad Moreno, Morgan Murray, Nydia Rolón, Mike Zito (Drs. Gallagher and Bolling could only participate in part of the meeting due to Zoom-related issues)

Members absent: Brianna Cox, Aida Ismael-Lennon, Laura Leigh-Smith, Christopher Thompson, Jeannine Zoppi

❖ Minutes for the 2/16/18 CODI meeting were approved electronically.
  • Minutes from January CODI retreat/meeting in January 2018 are still pending approval
• CODI secretary will be asked to send the most updated version of the January 2018 minutes to the committee members for approval
• All minutes for 2017 meetings are up to date and approved

❖ Discussion regarding frequency of CODI meetings, the feasibility of maintaining so many committees and subcommittees, and how to most effectively spend CODI’s time and efforts was initiated
  • Concerns regarding inconsistent attendance to meetings and limited response to e-mails sent to members in recent months were introduced
  • Reviewed reasons of why above may be happening (e.g., people are too busy; are people devoting their energy and time to other endeavors that they feel better suit their needs/goals)
  • CODI members to be asked about their feelings re: CODI, including committee’s achievements, problems, etc.
  • Discussed issue of wanting to do too much and not having enough members to do the work
  • Agreed that participation is needed by CODI in other NJPA Committees, but more CODI members are needed
  • Concern re: CODI members burning out with too many assignments
  • Suggested that CODI’s priorities be reviewed and that the committee possibly develop a strategic plan
  • Suggestion was made to focus on the completion of the CODI manual as a foundation for guiding the committee overall (Morgan, Susan and Mike will attend to this)

❖ Membership recruitment efforts were discussed.
  • Importance of any incoming members participating in the Undoing Racism workshop was discussed
  • Create blurb to announce CODI in a Friday Update
  • Recruit students by presenting in undergraduate and graduate programs
  • Recruitment can create a leadership pipeline
  • Friends of CODI: getting psychologists/students involved without having to be formal members
  • Write for NJ Psychologist (e.g., articles or critiques of articles)
  • Idea of an Open House was discussed – present members agreed on 5/17/18, from 7 to 9 PM @ Central Office
  • Open House will replace the meeting that was scheduled on 5/18/18

❖ Statement in support of ABPsi’s statement was discussed.
  • Agreed that statement should be relatively brief but express support for our ABPsi colleagues without being political
  • Idea that language and statements made by people in power can be traumatizing, reflect underlying systemic issues
  • CODI statement to have references/citations to support what is conveyed; multicultural guidelines may be a good resource
• Statement will go to NJPA Board for review and approval
• Bullet points with information for article provided by Susan
• Another statement to be written for the general public?

There was no time for other items on the agenda, but Alex informed the group that she is the CODI rep at the NJPA Foundation.

CODI Meeting 4/20/18

In Attendance: Caridad Moreno, Lale Bilginger, Susan Esquilin, Morgan Murray, Keira Boertzel-Smith, Chris Thompson, Abisola Gallagher, Alex Gil

Via Zoom: Mike Zito, Nicole Rafanello

Absent: Brianna Cox, Aida Isamel-Lennon, Nydia Rolón, Laura Leigh-Smith

• Application to offer CE credits for the next 5 years was reapproved by the APA for NJPA to provide for its members
  o Listserv Committee to post this on the Listserv and highlight the work of the individuals who accomplished it
  o Approval was received on Monday, 4/23/18.
• Listserv has been saved, the committee got more than 7 volunteers
• Executive Board meeting on April 13, 2018 approved the ABPsi statement going out in Friday 4/4/2018 update and on all social media sites including, the division, diversity, and president elect listservs. It was also suggested to assess if statement can be included in the APA Monitor and on the NJPA website.
  o Statement was sent to John Bombieri, who does NJPA PR/media and he is sending it to legislators.
  o Highlight the statement on the listserv with a link to the full statement by Cari and Lale and add an invitation to join CODI
  o Statement was assessed for computer reading level option to determine reading level of the statement, which was at the 14.45 grade level
    ▪ Many sentences are too long
    ▪ Do separate statement for the public, more simplistic and also do it in Spanish
    ▪ Concept has already been approved by the Board so public statement likely won’t need to go through the Social Advocacy Committee
• Request for more funds in CODI budget was made-Lale to work on budget and send it out to everyone
  o CODI needs to submit a proposal to determine how much money it would need for
    ▪ Open House ($100 for food)
    ▪ brochures ($150) need about 200-250 brochures
    ▪ conferences
      • Spring Meeting/Conference
Fall Conference
- June 1 DV program
  - Retreats- ($150)
  - Misc: $200
  - CODI Banner, use logo and spell out committee name
    - Brochure is completed, Lale to send it out for review
    - Create an accompanying sheet to identify what CODI has already accomplished-not enough room on brochure
- Cari said she can take $100 out of APA Rep funding for Open House; once Cari sees what hotel expenses are for the conference, she can determine whether to have more money transferred to CODI's budget.

May is Mental Health Awareness Month
- Next year CODI to get involved and will start planning for it now
- NJPA has created several flyers, some are in Spanish
  - CODI asks to be briefed why some of the flyers didn’t go to CODI first because the multicultural one needs to be tweaked and should talk about culture in general and how certain symptoms may be manifested differently based on culture.
- APA is creating a job description for a position of Chief Diversity Officer
  - Important development
  - This is a paid position.
  - Questions asked about who they may report to or how they might work with in State Associations that have diversity committees or help states that don’t have ones to help them develop them.
- CODI Open House on Thursday, May 17th from 7.00-9.00 pm at Central Office
  - Multicultural refreshments and treats
  - Need money for brochures
  - Announcement will be posted on the Friday Update
  - Post on the listserv and the Chair listserv and to the affiliates Cari and Lale to develop a statement about the Open House
  - Invite chairs of other committees
  - CODI members encouraged to invite others to come even if they are not NJPA members
  - Abisola to ask if can put invitation on the ABPsi listserv
  - Currently, there’s no Latino group contact, it’s a general Latino Mental Health Association, includes other behavioral mental health professionals besides psychologists
    - People should start to think about what level they want to participate in the Open House

NJPA Town Hall at Fall Conference- CODI presentation
- How to integrate multicultural practice into psychotherapy
- Last year people volunteered to present or be part of it
- Limit the number of presenters to two people to do the presentation
- Last year there was confusion about what the audience is supposed to do and get that part planned better
- Allow more public questions as well
- Look at issues of transference and countertransference within the therapeutic relationship
Focus more on the therapist’s behavior and less on the client’s “pathology,” which we already do well
Vote on topic of CODI Town Hall entitled, “How to address multicultural issues in the interaction between psychologists and their clients with a special focus on the psychologist’s internal experience”: 8 in favor of the topic, none opposed
People should start to think about what level they want to participate in the Town Hall

Social Advocacy Committee (SAC) is requesting a CODI representative, that is not the president-elect
Marianne Dunn was considering being a member of CODI, but she would likely have to recuse herself for any issues that CODI presents to SAC
Maybe there can be a CODI consultant and not a member
Maybe SAC should be a sub-committee of CODI?
Some feel SAC is not a social advocacy committee but more of a gatekeeper, as some members are not for advocating for social issues
It was suggested that CODI should be able to go straight to the Board and not through SAC with topics or issues because CODI is a committee of the Board

This would be similar to what happened with the ABPsi statement

CODI Meeting Minutes/CODI Open House
May 17, 2018

Members present: Lale Bilginer, Keira Boertzel-Smith, Phyllis Bolling, Susan Esquilin, Abisola Gallagher, Caridad Moreno, Morgan Murray, Nydia Rolón, Aida Ismael-Lennon, Laura Leigh Smith

Members absent: Brianna Cox, Christopher Thompson, Mike Zito, Alexandra Gil, Nicole Rafanello

Open House Guests: Ray Terranova, Lisa Jacobs (did not stay for meeting)

1) Overview of CODI

History- Discussion of the history of NJPA’s creation of committees since the 1990s focused on "multicultural" "diversity" and "ethnic concerns."
   a. In the 1990s, there were attempts to connect with the NJ Chapter of ABPsi.
   b. There was a sense that in the past, the committee established was designed to make systems changes within the association vs. becoming an "interest group" focused on reading and writing on issues of diversity.
   c. NJPA has sent and financially supported Diversity Delegates to APA since the early 2000s.
   d. The committee did become a committee of the board sometime between 2006-2008, but it did not function as such until about three years ago.
      i. Identified lack of structure that included the participation by a Board member on the committee, for example, as a reason it may not have functioned the way it was intended.
Outcome of Discussion of Overview of History:

- Caridad volunteered to contact past NJPA Board Presidents and other members of NJPA that have been involved with developing committees regarding diversity to begin to collect the history and archive the information. Some individuals identified so far include: Nina Thomas, Patty Steckler, Ruth Lijtmaer, David Panzer, Peter Economou, and Marta Aizenman. Caridad was also involved with previously formed committees.
- Keira has also agreed to research past Board documents related to same that she has access to.
- Discussed inviting prior members to attend a CODI meeting in the future.
- Revisited need to memorialize development of CODI.

- Mission- Discussion of NJPA's acknowledgement of the importance of the infusion of diversity and inclusion throughout the organization to achieve the goals of NJPA's Strategic Plan.

- Accomplishments: Discussion that this work is difficult and slow moving. Members were surprised to identify so many accomplishments due to the challenges and struggles experienced.
  a. CODI has a relationship with the NJPA board.
     i. CODI and the NJPA Board have been meeting regularly.
     ii. The President-elect and a Board member sit on CODI.
     iii. The CODI co-chair has a seat on the Board, but does not vote at Board meetings.
     iv. The Executive Director is on CODI, but does not vote at CODI meetings.
  b. CODI has presented 3 Town Halls
  c. Diversity Delegate to APA has been a CODI member since CODI was formed.
  d. NJPA Board has taken the Undoing Racism Workshop teaser.
  e. CODI representatives sit on each of the other NJPA committees.
  f. CODI has crafted "statements" approved by the Board and disseminated widely, such as the one supporting the ABPsi statement.
  g. CODI is part of the CE proposal/presentation reviews.
  h. CODI has demonstrated flexibility in its ability to work with the Board.
  i. CODI is embedded in NJPA's Strategic Plan
  j. ECPs and students are part of CODI.
  k. NJPAGS has a representative on CODI.
  l. CODI meets regularly and is an active committee with a strong commitment to infuse diversity and inclusion throughout the organization.
2) CODI Budget

- A budget of $325 for the remainder of 2018 has been approved by the NJPA Board.
- CODI to submit a budget proposal to NJPA for 2019 by July 2018.

Outcome of Discussion of Budget:

- CODI to consider purchasing a runner for the table or a retractable sign.
- CODI to consider using money to purchase food for Open House, etc.
- CODI to use money for brochures.
- CODI to consider developing a logo, to be approved by the Board, to be placed on brochures or runner/sign.

3) CODI Town Hall Presentation: Evening of Friday, November 2, 2018

- CODI to submit CE application to NJPA before 6/15/18 for approval.
- Topic has been approved, but a shorter title is needed.
- Presentation format to be more interactive and allow for audience to "absorb" information.
- Sub-committee was formed:
  - Lale, Susan, Nydia, and Laura Leigh
  - Identified that 2 other NJPA, but non-CODI, members may be interested in being part of the Town Hall presentation.

4) Invitation to Participate in a Diversity Summit: June 28, 2018

- Discussed lack of clarity regarding psychological contribution being requested. Issues around implicit bias and microaggressions were recommended for panel discussion.
- Keira will be sending an email to Shawn LaTourette identifying CODI members interested in participating, who will then clarify the need and role on the panel.
  - Aida and Laura Leigh expressed interest in participating on the panel.

5) COCEA

- Discussed incorporating into the checklist (for the presenter) that the proposal include/identify studies that will be used regarding diversity content in the bibliography/reference section as part of the NJPA submission process.
- CODI proposal for Town Hall can serve as a "guinea pig" on how to review proposals.
- Concern was also raised that proposals may note inclusion of diversity content, but when presentation occurs, it may not be incorporated.
  - CODI members suggested splitting up and attending all of the breakout workshops at the next NJPA conference to verify that diversity content has been included.
- Initially, Susan and Abisola will be assisting the reviewers regarding diversity content.
  - More volunteers are needed to assist and be trained in the near future.

6) Outcome of Executive Board/CODI Meeting on May 11, 2018
• Tabled discussion due to lack of time.

7) New Business

• Members raised the idea of alternating day and evening CODI meetings to increase attendance at meetings and/or membership.
• Turn-out was low for Open House, despite advertisements.

Submitted by:

Laura Leigh Smith, PhD, LPC

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Committee on Diversity and Inclusion (CODI)

Meeting Minutes

June 23, 2018

10am-12pm

Present: Lale Bilginer, Cari Moreno, Aida Ismael-Lennon, Abisola Gallagher-Hobson, Chris Thompson, Keira Boertzel-Smith, Phyllis Bolling, Susan Esquilin, Briana Cox, Morgan Murray

Absent: Mike Zito, Laura Leigh Smith, Alex Gil, Nicole Rafanello, Nydia Rolon

1. Annual budget discussion
   a. Recurring costs were discussed.
      i. Food for a retreat
      ii. Food for an open house
   b. Promotional and marketing materials were discussed.
      i. Development and printing costs of a brochure were discussed.
      ii. Cost of a CODI table runner banner was discussed for our presence at the fall conference.
      iii. This led to a discussion of developing a logo for CODI. What follows is some of the brainstorming discussion, none of these are finalized decisions by CODI:
         1. Our current brochure uses an image of colored puzzle pieces.
         2. It was suggested that we use the identity categories outlined in the APA Multicultural Guidelines.
         3. It was suggested that we might consider intersecting circles instead of puzzle pieces to convey the concept of intersectionality as identified in the new APA Multicultural Guidelines.
         4. It was suggested that the circles could be formed with the actual words for the different categories identified in the APA Multicultural Guidelines.

2. Discussion of Town Hall 2018
   a. We discussed using the Town Hall as a way to introduce and educate attendees about the new APA Multicultural Guidelines.
   b. We discussed focusing on the first two guidelines
c. A general concept was discussed that would involve alternating between didactic presentation and engaging the audience in exercises to further their learning. There are exercises suggested in the Multicultural Guidelines that will be considered when the subcommittee meets.
d. The next step is to schedule a subcommittee meeting for all CODI members interested in participating in the development the Town Hall 2018 presentation.

3. Most recent draft of the CODI Manual was discussed
   a. Pros and Cons of term limits were discussed.
      i. The general consensus was to not have term limits.
   b. It was suggested that the manual indicate that if there is not a quorum during a meeting, items can be put out to members for an e-vote.
   c. Next step is to integrate suggestions into another draft of the manual, so it can be considered at the next CODI meeting.

4. The group discussed the Immigration situation at the border where immigrant children are being separated from their families and detained.
   a. Discussion followed about the ways in which psychologists can contribute to the issue of migrant children in New Jersey that have been separated from their families and are now being detained here.
   b. CODI members discussed making a recommendation to the NJPA Executive Board that the Board endorse recent statements put out by APA.
   c. CODI members discussed the formation of an Emergency Action Group (EAG) that could identify ways for NJPA and its members to engage in active intervention in this crisis issue.
      i. It was suggested that an EAG group would consider ways to partner with other groups including groups outside of mental health, e.g., legal groups, advocacy groups.
   d. Next step: Co-chairs will develop a formal recommendation letter from CODI to the Executive Board that will recommend that NJPA endorse recent statements by APA and that it form an EAG group to explore active ways to be involved in the separation of families and the detention of children.

Respectfully submitted
Morgan Murray, Ph.D.
2018 President Elect New Jersey Psychological Association

CODI Minutes 9/21/18

Present: Susan Esquilin, Abisola Gallagher, Lale Bilginer, Chris Thompson, Caridad Moreno, Mike Zito, Aida Lennon, Morgan Murray, Phyllis Bolling, Nicole Rafanello

I. CODI Manual:
   a. New language added in red font that reflects multicultural guidelines
   b. Change “disability” to “ability status”
   c. Purpose statement includes language about CODI giving input to public statements and identify member needs, but CODI not required to survey the members
d. Current edition has already been approved by the Board, except for the language in red font
e. Was approved by CODI vote with 9 in favor and 0 not in favor

II. Mental Health Awareness Months
a. May Mental Health Awareness Month
b. July Minority MH month
c. Highlight this on social media
d. Plan events that target specific groups/agencies
e. Address cultural barriers
f. Keynote event in April by Inter-Psychological Association Coalition
   2 sessions: CE component and general public component

III. CODI Town Hall
a. Subcommittee: Morgan, Susan, Cari, Lale, Phyllis, Briana
b. CODI and other members of Board to facilitate exercises at the table
c. 1st exercise 15 mins. Questions to answer and discuss about identity
d. 2nd exercise case study with questions for discussion
e. Subcommittee to meet again before the conference to finalize Thursday 10/25 6:30pm at Susan’s house
f. Members to clean up their versions of the power-point before the subcommittee meeting at Susan’s house

IV. Cari and Lale cannot continue as CODI co-chairs: there was discussion about who would step-up to serve as co-chairs. Discussion about Co-Chair requirement at meetings. A suggestion was made that a rotating attendance at the meetings could alleviate this burden on the co-chairs. But, nothing was formally decided.

V. Emergency Action Group (EAG): the final hour of the meeting was dedicated to EAG and NJPA members were invited to attend to learn about EAG and possibly join
a. Lucy Takagi attended as an NJPA member interested in joining EAG
b. Aileen Torres wants to join CODI and EAG
c. Right now, EAG includes 5 CODI members and 5-6 non-CODI members
d. Chris will announce EAG on student Listserv
e. Someone to create a doodle to see when people can attend EAG meetings

Question of who will chair EAG

CODI Meeting 10/19/18 In Attendance: Susan Esquilin, Morgan Murray, Briana Cox, Aida Lennon, Alex Gil, Mike Zito, Nicole Rafanello, Abisola Gallagher

- Need to approve minutes from September with the suggested changes
  o CODI voted to unanimously approve the September minutes with changes
- Need to ID co-chairs for CODI from membership: Phyllis Bolling agreed to be Co-chair for the board, Aida Lennon to be co-chair for membership
- Would CODI like to take part of mental health awareness month?
  o Plan for CODI to be involved for 2 months
  o NJPA event 4/12/18
  o Had meeting with IPAC and they are on Board
  o Program 10-3pm 4/12/18 at Rutgers New Brunswick
  o CODI independent event:
    • Flyers: Mental Health Awareness project needs CODI’s input into a multicultural flyer to be given out to the public at events to promote awareness. Christine
Gurriere in central office drafted one for last year’s project – we can look at this one and edit it or come up with our own. Stephanie Coyne and Lucy Takagi will be the project co-chairs starting in January 2019 and CODI can coordinate their efforts with them.

- Task Force: Nansie Ross working in Bergen County on an event that would happen on May 19th and across the state. Plan is to partner with Stigma-Free (offices in every county) where people can hold events
- Affiliates hosting social media contest asking students (college/hs) to put together a video for a video contest with themes of inclusiveness and access to care
  - Being done in conjunction with Mental Health Awareness Task Force. Videos to be posted on facebook and twitter winner has the most likes

- CODI to put out something in NJPA newsletter in May about Mental Health Awareness, audience is both the public and members
  - Discussion about possibility that every quarter someone from CODI could write something for the newsletter
  - CODI members rotate authorship
  - Mike to tell Michelle Miller from e-newsletter committee to pick themes and for each theme someone from CODI will write an article that addresses the cultural perspective

- COCEA announcement: Cultural and racial awareness is imbedded in all issues. Any topic presented for CEs according to the APA should include consideration of the multicultural issues involved. Onus on speaker to address this
  - CODI to go back to COCEA to discuss how to integrate multicultural issues into every program
  - It’s not an independent issue, but inherent in all topics

- CODI is recommending that NJPA explore organizational partnerships for database sharing to offer to members in order to assist with research requirements now being required in COCEA trainings.
  - CODI to make contact and check back in on this with Membership Committee Chair, Randy Bressler.

- CODI is waiting to furnish COCEA’s request for a training in how to present relevant research because the training need to be discussed further. Possible options are at the COCEA retreat day or next COCEA meeting on November 28, 2018

- Emergency Action Group (EAG): The EAG has had its first meeting. Co-chair Susan Esquilin has minutes from the meeting. Monica Indart is also co-chair.
  - EAG will report to CODI and CODI will report to the Board.
  - EAG member, Norbert Wetzel, working with a practice in a Princeton, conducts evaluations with immigrants and refugees and noted language barriers as a concern in servicing those populations. He has proposed asking bilingual students to work as translators in these evaluations, as they have both language skills and psychological training. This raised many questions about training and liability such as who would be responsible for supervising and training and who would provide insurance
  - The EAG reports that people have been calling psychologists needing help with immigration issues and needing referrals for legal representation. It was proposed that NJPA have a referral list for agencies that do this work.
  - An NJPA sponsored CE program to train NJ psychologists to perform hardship evaluations was proposed.
• The creation of a database within NJPA that’s easily searchable and accessible to our membership was also proposed. ACLU, KIND were proposed resources.
• CODI suggested that it would be beneficial for lawyers in need of hardship evaluations to go through NJPA and it was recommended that we seek out psychologists who would be willing to do a few evaluations pro bono.
• It was recommended that EAG connect with other professional specialty groups in NJ (Not legal), like the NJ Association for Infant Mental Health, who might want to work in conjunction.
• CODI should look at these issues and make recommendations/proposals to the board.
• The Practice Leadership Conference is coming up in March and applications are due. CODI member, Alexandra Gil is applying for APA funding to attend. NJPA will decide on funding if she does not receive funding from APA.