

Supporting New Members to APA Governance

Enhancing the involvement of new members in APA governance is intuitive for me because I take a *developmental* perspective in all my work, including within systems. As APA President, I would work to *inspire* new members' involvement in APA governance by: (1) modeling support for constructive change that allows for fresh ideas and innovation; (2) encouraging involvement across the career span and supporting specific initiatives that enable ECP's to participate fully (e.g., hybrid meetings); (3) enhancing the involvement of under-represented voices (e.g., scientists, general applied psychologists) in APA governance; (4) publicly supporting proposed changes which target this goal, including recommendations stemming from the Council Effectiveness Work Group; and (5) exploring new ideas that could *sustain* new member engagement (e.g., dedicated "slates" for new members in governance groups).

I support a long-term view and strategy for ensuring the health of APA as an organization, which is a strong and diverse pipeline for governance; like my platform with other issues, we need to begin early. Engagement in, and loyalty to, APA often begins during training with inspiration from role models and mentors who are actively involved in APA governance. We need to promote these roles for current governance members. I believe that APA can enhance its current Leadership Academy and adapt it to the full career span; there is a wealth of scholarship and expertise within APA about leadership development. I also think that calls for nomination can be even more boldly targeted to members new to governance, and APA can encourage divisions and states to do the same. (Of note, some divisions already have dedicated slates for ECP's.) At the same time, it will be helpful for APA to demonstrate value for those senior members who have been involved in governance for many years and have accumulated much rich history - in order to "make room" for those new to governance.

Based on the February, 2021 demographic survey of APA governance, I am concerned about the preponderance of older, female, white, and heterosexual members. This is not representative of the public who we aim to serve nor the members we hope to recruit and retain. The aging of governance members raises serious concerns and investing in the future leadership pipeline is a specific priority of mine. See the priorities on my homepage. In general, supporting ECP's is a commitment of mine: <https://maryann4apa.com/wp-content/uploads/2021/05/Student-and-ECP-statement.pdf>.

Another of the main priorities in my campaign is to increase diversity in the psychology workforce and leadership pipeline. (Again, see the priorities on my homepage.) This is not a new commitment for me – I have been actively involved in this effort since I served as a Training Director in Psychology at Children's National Medical Center (2003-2009) and on the national level since 2009 when I was a founding member of the Collaborative to Enhance Diversity in Science. See the statement on my campaign website for my history in this area and specific proposals: <https://maryann4apa.com/wp-content/uploads/2021/05/Cultivating-a-More-Diverse-Psychology-Workforce.pdf>.)

Additionally, I will promote both the APA framework for EDI - which is broadly applicable across psychology and the recommendations from the Council of Chairs of Training Councils – which specifically speak to diversifying the HSP workforce.

https://pr4tb8rrj317wdwt3xlafig2p-wpengine.netdna-ssl.com/wp-content/uploads/2021/05/CCTC_Socially-Responsive-HSP-Ed-Training_v7.pdf