

***Council Call Minutes  
Tuesday, June 22, 2021  
2:00pm - 3:00pm Eastern***

***Participants:***

***Linda Brady  
Maria Oquendo  
Carlos Zarate  
Kerry Ressler  
Marina Wolf  
David Rubinow  
Rita Valentino***

***Mary Phillips  
Diego Pizzagalli  
Ellen Leibenluft  
David Kupfer  
Sarah Timm, staff  
Erin Shaw, staff***

***Minutes:***

- 1. Diversity and Inclusion Task Force Proposal*** – The Diversity and Inclusion Task Force requested to host a keynote speaker for a Diversity and Inclusion event during the 2021 Annual Meeting. The best date and time for this event is on Wednesday, December 8<sup>th</sup> from 11:00am to 12:00pm (lunch session). The task force's first choice for the keynote speaker is Helena Hanson, M.D., Ph.D. Council approved the luncheon.
- 2. Career Development Committee Proposal*** – The Career Development Committee requested that the ACNP Bulletin be sent to the current travel awardees and past travel awardees for four years following their initial award year as a means for continued engagement and to apprise young trainees and potential future members on the initiatives that are taking place within the College. Council approved this request.
- 3. Annual Meeting Guest Invitations*** – On the last call, Council agreed that members attending the meeting virtually should only be allowed to invite a guest virtually. L. Brady and S. Timm discussed the logistical and administrative challenges this would cause in managing registration and ensuring all guests receive their invitation prior to the August 5<sup>th</sup> poster deadline. Council was in favor of allowing invited guests to attend in-person or virtually no matter how the member who invites them registers. S. Timm updated Council that the Executive Office is waiting to hear back from the Puerto Rico Government and Convention Bureau on a capacity request letter to remove the social distancing restrictions in the Puerto Rico Convention Center. If the Executive Office receives clearance, then we would not have to restrict in-person attendance. S. Timm will keep Council updated on their response.
- 4. Ethnicity/Race in College and Submissions*** – As the affiliate profile now allows a person to multi-select their ethnicity/race, the Executive Office wants to make sure we are considering the right minorities for data compilation. For example, a person can be the following:
  - Asian, US Pacific Islander
  - White, Native American
  - White, Hispanic

It was questioned how NIH is reporting this data and R. Valentino volunteered to discuss with Albert Avila, NIH; however, the NIH does not allow for multi-selections for ethnicity/race. Council agreed that the Executive Office should include anyone that selects one of our designated minority categories in their ethnicity/race category as an underrepresented minority. It was suggested to add a statement that says there has been a change in how the College is reporting data as an individual can multi-select their ethnicity/race.

5. ***Draft Summer Council Meeting Agenda*** – Council reviewed the draft summer Council meeting agenda and agreed to start the meeting at 11:00am Eastern on July 17<sup>th</sup>.
6. ***ACNP URM Mini Retreat*** – L. Brady reminded Council that the second mini retreat is scheduled on Tuesday, June 29<sup>th</sup> from 2:00pm-5:00pm Eastern. Council discussed next steps on immediate changes the ACNP can institute and long-term changes the ACNP can work towards for discussion at the next mini retreat.
  - a. ***Discussion of immediate changes the ACNP can institute from the last mini retreat:***
    - i. Diversity and inclusion luncheon with a presenter during the 2021 ACNP Annual Meeting for BIPOC attendees and all underrepresented minorities – It was questioned if the Diversity and Inclusion Luncheon would only be open to BIPOC and underrepresented minority attendees or if it would be open to all registered attendees. It was requested this luncheon be open to all registered attendees to have allyship during the meeting. It was advised that the Women’s Task Force’s luncheon speaker is Raychelle Burks who will be presenting on allyship. It was suggested to provide information on walk-in slides that show that the College now allows a multi-select option for ethnicity/race and the ability to choose other gender options besides only male or female. S. Timm advised that she will share this feedback with the Diversity and Inclusion Task Force as they plan for this year’s luncheon.
    - ii. More transparency on the membership process
    - iii. Discussion of the URM Near-Peer Mentorship program proposal – L. Brady advised Council that the URM Mentoring Task Force has been discussing the CIMER program course that helped Anne Andrews and Marisa Spann learn how to mentor URM and diverse individuals. The task force is discussing a near-peer mentorship program as a cohort for URM mentees and mentors that are close in their career stage. The program would start with training for the mentors at this year’s annual meeting followed by continued mentoring and virtual mentoring sessions throughout 2022. S. Timm advised that the program was drafted to structure similar to the CDI Program and the task force is discussing how the CIMER program can be incorporated. It was stated that Susan Girdler, Ph.D. trained NIH faculty on how to be mentored to advance their career and would be a good resource. It was also suggested that D. Kupfer and Erika Forbes published a book that is currently available for purchase on Amazon, *2 Way Street: Discovering the Rewards of Mentoring*. D. Kupfer advised there are a few chapters specifically on URM mentorship. S. Timm stated that she will provide this information to the URM Mentoring Task Force to discuss on their next call.
    - iv. Transparency of what things ACNP is doing to work towards diversity

- v. Making the annual meeting more inviting with leadership and committee chairs in the lobby at registration and prior to the plenary session welcoming attendees to the meeting
- vi. Invite more underrepresented minorities to the annual meeting

***Other suggestions provided by Council:***

- vii. Provide a web-based diversity, equity, and inclusion training for members and emeritus members to engage in as some emeritus members might not have access to institutional training. This training would be free to our membership.
- viii. Request each table during the Diversity and Inclusion Luncheon to draft a concrete suggestion on how to be a better mentor and what has worked better for them in the past. This would be a living document that could be a resource.
- ix. Outreach to other URM groups such as the Black in Neuro to brainstorm for possible initiatives. L. Brady advised Council that the Education and Training Committee worked with NIDA, NINDS and NIMH on broad outreach for the travel award program.
- x. Create a task force for BIPOC scientists like we currently have for the Latin American Task Force. This task force would be welcoming and encouraging to BIPOC attendees at the annual meetings and provide outreach to BIPOC scientists to apply for travel awards, attend the annual meetings, and eventually apply for membership.
- xi. Focus on encouraging URM to apply for membership

***b. Discussion on long-term changes the ACNP can work towards:***

- i. Membership criteria for ACNP should be reevaluated and transparent
- ii. Membership Committee should discuss removing the R01 statement from the membership applications FAQ page on the ACNP website. It was stated that if we remove the statement regarding R01's, this will not mean the committee will not consider R01's while reviewing; however, would show a change for the College to be more inclusive for the potential URM membership nominees. The Membership Committee can also review other accomplishments other than receiving an R01.
- iii. Increase the number of URM applications for membership.
- iv. Make the annual meeting more accessible to people in earlier career stages of development such as graduate students
- v. Ensure a URM is participating in all scientific sessions at the annual meeting
- vi. Develop a curriculum including best practices, insights into applying for membership, introduction to NIH Directors, and hearing the mentor's personal experiences

Council discussed the tension that exists with wanting to be more inclusive while keeping the scientific standards of the College. It was advised that our current membership criteria by nature is exclusive. Changes to membership criteria would require a bylaw change and could change the character of ACNP. The difference between exclusion and exclusivity was discussed and Council questioned how to change the perception that ACNP is elitist.

It was stated the College needs to work on new language – how do we let go of ‘exclusive’ or ‘elitist’ while supporting ‘inclusive excellence’. The College needs to get input from younger members and younger URM members who should consider the consequences for the meeting and the College of opening up membership.

7. ***2021 National Summit on the Health of Women: Innovating to Optimize Treatment for the Health of Women*** – K. Ressler attended the 2021 National Summit on the Health of Women: Innovating to Optimize Treatment for the Health of Women hosted by the Connors Center for Women’s Health and Gender Biology at the Brigham and Women’s Hospital/Harvard Medical School on June 17<sup>th</sup>. K. Ressler advised that sessions included *Understanding Women in Health Research: Who is Paying the Price*, *Public Official Remarks*, *Macro-Influences on the Health of Women*, *Introduction to the First.In.Women Precision Medicine Platform*, *Recent Innovations and Digital Technology in Brigham and Women’s Health Cohorts*, *First.In.Women Testimonials*, *Roundtable of Research Leaders in the Health of Women*, along with concurrent sessions and a keynote address, *Changing the World for Women* by Susan Hockfield, Ph.D.

**Information Item:**

8. ***AAALAC International Delegate Service Award*** – The Animal Research Committee chairs and previous chairs nominated Nancy Ator for the AAALAC International Delegate Service Award representing ACNP on the AAALAC. N. Ator will be presented with the award at this year’s AAALAC International Member Organization Delegates and Council on Accreditation banquet in September. The Delegate Service Award is a new and important award program that recognizes individuals who have made long-standing and impactful contributions to AAALAC International through dedicated service as a Member Organization Delegate. N. Ator’s contributions promote AAALAC International’s accreditation mission and demonstrate a strong and abiding commitment to advocating high quality research animal welfare.