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DRAFT Minutes

January 21 2021 – 11:00 a.m. EST
Full Board (Elected, Extended and Guests)

1. WELCOME and Roll Call

Present: Josephine Tan (President), Merry Bullock, Secretary-General; Nancy Sidun; Directors at Large: Swati Bajpai, Elaine Congress, Polli Hagenaars, Amina Muazzam, Andy Simon, Elison Santos, Erinn Cameron, Chris Mulchay (unless required at work), Natalie Porter (Nominations & Elections), Mary Beth Kenkel (Awards Chair), Roswith Roth (UN representative in Vienna), Mostafa Mohammed (UN representative in Geneva)

Regrets:
Ana Guil, Florence Denmark, Chris Mulchay, Naoki Asazuma

2. Approval of the Agenda –

The Agenda was approved as presented.

3. Approval of the October 2020 Minutes

The minutes were approved as written.

4. President’s Report

The president referred to her report and asked Board members if there were any questions. There were none. She added the news that Ada Sinacore was elected as incoming president of the Canadian Psychological Association. The Board extended congratulations.

ICP President’s Board Report for January 2021

Josephine Tan

Greetings! Welcome to the first ICP Board meeting in 2021. I hope that everyone had a safe and peaceful holiday season and a good start to the new year. This is the official start of my presidency, and I am excited and looking forward to working with all of you. We have an exceptional Board full of talented, knowledgeable, and motivated members. I am confident that there is much we can accomplish together, even though we have to work remotely due to the ongoing COVID-19 pandemic. There are certain objectives that I hope we can focus on this year:

1. Formalizing and clarifying procedures, deadlines, etc. where needed. At the present time, the Awards Program, Membership, and Newsletter are 3 areas that Merry Bullock and I are working on together with Mary Beth Kenkel (Awards), Membership (Andrew

- 35 Simon) and Ada Sinacore (Newsletter). More areas might be identified in the near
36 future. This exercise can reduce confusion and clarify expectations which would make
37 everyone's job easier. The end product could be documents that could serve as guides
38 for future Boards.
- 39 2. Strategic Planning exercise – this was something we had agreed to do back in 2018
40 when Jean Lau Chin was still with us. Andy Simon, Merry Bullock, and I are currently
41 discussing preliminary ideas that we will share with the Board in the near future.
42 Eventually, the Strategic Planning will require a dedicated day/time and the
43 participation of the Board.
 - 44 3. Video interviews with the long-time ICP members. The ICP has seen changes in the
45 recent years as new Board members are voted in and new initiatives and structures are
46 introduced to meet the current needs of the organization. Membership has increased,
47 as well as diversity and global representation on both Board and membership body. It is
48 important that we do not forget the roots and history of the ICP, and contributions of
49 the prolific and distinguished long-time ICP Board members and former ICP Presidents
50 who built the organization. They are like the respected Elders who hold the traditional
51 and historical knowledge of our organization. Merry, Andrew, and I have been
52 discussing a video interview project with the "Elders" where we can honor them and
53 they can share with us their knowledge. These individual interviews could be semi-
54 structured and carried out in the native language of the Elders, if desired, assuming that
55 we are able to find an appropriate interviewer. We will share with the Board our ideas
56 once the details have been more fully developed. We welcome anyone else who would
57 like to join us in this project.
 - 58 4. ICP2021 virtual format October 22-24: We will have our annual meeting in virtual
59 format again this year (see ICP2021 report for the Board).
 - 60 5. International Congress of Psychology 2021, Prague: The Congress had to reschedule its
61 2020 conference to 18-23 July 2021 because of the COVID-19 pandemic. We might
62 want to continue with our decision to have a small presence at the rescheduled
63 Congress this year. Our organization has been strengthening and expanding its
64 networking in the EU and we are also becoming better known on the international
65 stage.
 - 66 6. ICP regional meeting in Japan, 2021: Machiko Fukuhara is the lead in organizing this
67 meeting and has been in communication with Merry and me. Please see her report.
- 68 Thank you and my best wishes to everyone for a safe and peaceful 2021.

69 **5. Secretary-General's Report**

70 The secretary-general referred to her report which included a listing of activities in the
71 secretariat.

72 Specific items discussed were:

73 **Dues Renewal:** The question was whether ICP should have a set cutoff point for dues renewal
74 with a "late fee" for later renewals. This was the practice some years ago and had been
75 discontinued. Issues raised:

- 76 • There should be regular dues renewal reminders (this is the practice)
- 77 • ICP should keep track of attrition (retention) and track whether student members
- 78 convert to full membership
- 79 • There was a suggestion to offer a multi-year membership for a reduced rate.

80 ICP is moving to a new membership database. This will allow:

- 81 • Easier communication about dues renewal
- 82 • Development of member forums for discussion
- 83 • Tailored emails to member groups

84 The Secretary- General called attention to **ICP’s organizational alliances:**

- 85 • Global Psychology Alliance – group of presidents and CEOs of national psychology
- 86 associations around the world and some international associations that has been
- 87 meeting weekly for over a year. Products have been fact sheets for psychology, the
- 88 public and policy makers; and is currently turning (from COVID issues) to climate
- 89 change. See <https://icpweb.org/advocacy/> for examples. This is a platform for what it
- 90 would look like for psychology to have a common voice. ICP’s major contribution is the
- 91 focus on human rights and the Global Network of Psychologists for Human Rights, as
- 92 well as invitations to the ICP conference. ICP is participating in the GPA leadership
- 93 institute.
- 94 • ICP joined WANGO -the world association of NGO’s. The membership cost is \$15;
- 95 WANGO promulgates a code of ethics for associations; we will be anticipating what
- 96 opportunities this may offer to ICP. The SG will send the association codes of ethics to
- 97 the Board
- 98 • The Board was encouraged to become a subscriber to the Global Network of
- 99 Psychologists for Human Rights (GNPHR). Please see www.humanrightspsychology.org

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101 **7. Treasurer’s Report**

102 The Treasurer referred to her report and reiterated that finances are in a good state even

103 though dues revenue was lower in 2020 than the budgeted amount.

104

105 She also noted that the ICP Finance Committee is in place Drs. Irma Barron, Chris Mulchay,

106 Natalie Porter, Nancy Sidun (Chair), Josephine Tan (de facto member) and Merry Bullock

107 (Secretary General).

108

109 **8. Membership**

110 Dr. Simon referred to this report. The current dues numbers for ICP are looking very good.

111 The membership committee anticipates an increase in membership for 2021.

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113 **a. Lifetime Membership**

114 The ICP decided to end Lifetime Member Status. Current Lifetime Status members will

115 remain not obligated to pay dues, but will be requested to renew membership each

116 year and keep their information current.

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Motion:
ICP continues to recognize members who joined with lifetime membership status in the past but the association will no longer recognize this member status going forward. Legacy Lifetime Status members are requested to update their profile information on an annual basis, but are not obligated to pay dues.
The motion passed.

a. **Action:** ICP shall create a mechanism to acknowledge **years of membership in ICP** by listing members according to year of first membership. This will become part of the membership database and will be listed in the member directory and (if feasible) on the website. For 2021 the secretariat will send out a special email asking for this information.

- b. The Membership committee recommends creating a fund to assist members in need for broad reasons (dues, travel costs to a conference, etc.) People who want to make a donation will be contributing to that fund. Those facing hardship can apply to this fund for assistance.
- There was a suggestion to add an automatic place for a donation on each renewal form so that people can add funds to this assistance fund.
 - There was discussion of using a fund for assistance or simply waiving fees. This will make the process more transparent. There was consensus that a fund with applications might allow a clearer message of ICP support for members than fee waivers.
 - The Board discussed who would make the determination – ICP secretariat in consultation with the Membership chair and perhaps one more.
 - There was discussion of the details of the program – who is eligible; how is the new fee negotiated; how is it publicized; what criteria are used.
 - Current practice has been to suggest that the member pay the lowest dues level (\$25) if possible.
 - There was discussion about whether to have a fund or a dues waiver process or dues reduction process
 - The Membership chair vision was that the fund/use of the fund was an internal ICP matter, not a publicized program.
 - There was concern that the number of requests might be limitless so it would be important to have a cap on possible fee reductions in any one year.
 - It was suggested that any request for dues waiver be accompanied by explanations for why.

Initially, the following motion was proposed:
ICP members who report that they cannot pay will be allowed to pay the lowest dues

159 level (\$25; or members already C will have their fees reduced to the lowest level of \$5)
160 (this motion was not seconded and later was rescinded)

161
162 After discussion it was agreed to separate policy issues (the first motion) and the current
163 situation of requests for reduced dues.

Motion: The Membership Committee and the Secretary-General are authorized to
165 reduce dues on a case by case basis in the instance of expressed difficulties in paying
166 dues.
167

168 The motion was seconded

169
170 The motion passed.

171

Action: Dr. Simon will write an item for the April Board meeting for developing a policy
172 on dues relief, taking into account the Board discussion of the issues.
173

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175 Dr. Santos encouraged ICP to be welcoming financially to potential members from
176 countries with low resources; if people are interested, active and engaged we should
177 develop mechanisms to circumvent financial difficulties.

178

179 c. Students

180 Erinn Cameron reported plans for student members. She reported that she met a lot of
181 students who have remained in contact and are eager to be involved. She welcomes
182 ideas from the Board for activities for students.

183 Erinn noted she is also student representative for APA Division 52 and there was
184 discussion of joining student groups in webinars.

185 There was a suggestion to begin a student committee. Erinn would welcome ideas for
186 what that committee would do.

187 Dr. Congress praised the conference organizers for student awards.

188 There was discussion of the needs / initiatives directed at students:

- 189 • Activities for current students
- 190 • Activities for the transition period between student/ECP status
- 191 • Section in newsletter on student awardees
- 192 • Add student publications to ICP newsletter
- 193 • Add publication corner to the newsletter

194 9. ICP Conferences

195 A. ICP2020 – Report

196 ICP 2020-VIRTUAL

197

• **181 REGISTRANTS FROM 33 COUNTRIES.**

	ICP-Regular	ICP-Student	Non-Member-Reg	NonMember-Stu	Invited Speaker	GPA	Number of Registrants	Total
Conference	49	12	26	64	16	14		
Conference Registration	\$ 490.00	\$ 60.00	\$ 780.00	\$ 640.00	\$ 0.00	\$ 0.00	181	\$ 1,970.00
Extra Fees	0	0	0	0	0	0	0	\$ 0.00
	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00		
Extra Credits	0	0	0	1	0	0	0	\$ -10.00
	\$ 0.00	\$ 0.00	\$ 0.00	\$ -10.00	\$ 0.00	\$ 0.00		
Sum of Bookings	49	12	26	65	16	14	182	
Number of Registrants	49	12	26	64	16	14	181	
Total (incl. VAT/GST)	\$ 490.00	\$ 60.00	\$ 780.00	\$ 630.00	\$ 0.00	\$ 0.00		\$ 1,960.00

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• **COUNTRY ATTENDANCE:**

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USA (102), CANADA (13), UK (9), PAKISTAN (6), SOUTH KOREA (5), AUSTRIA, BRAZIL, PHILIPPINES (4), HONG KONG, INDIA, IRELAND, NETHERLANDS, RUSSIA, SINGAPORE, SWITZERLAND, TURKEY (2), Australia, Finland, Germany, Guatemala, Iran, Jamaica, Japan, Nigeria, Norway, Oman, Poland, Rwanda, South Africa, Spain, Sri Lanka, Vietnam, US Virgin Islands (1)

• **FINANCES:**

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- The conference did a little better than breaking even – so even with low conference fees, expenses were also low.

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• **Evaluations:**

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- Positive – 90% would come again and say they will come again
- Especially valued plenaries, discussions, invited talks
- At most only 25% of respondents attended any one session except for Meet-and-Greets which were attended by about a third.
- Future conference – no preference for time of year
- Ranking – 62% ranked 5 stars

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- The Board was asked whether the recordings of sessions should make discussions available online or not. Both video and audio portions are available. There was discussion about whether there is permission to post online (there is). The discussions might be required to reach the time requirements for CE.

219

220

Dr. Tan thanked the committee, especially Erinn Cameron and Merry Bullock, for contributions to the conference. She estimated that all together the conference work exceeded 1000 hours.

221

B. ICP2021 – Report

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223

Dr. Tan reported that the 2021 conference will be October 22-24, 2021 and will be virtual. She requested board members to send any ideas for the conference.

224

C. ICP Activities in Prague

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Not discussed

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D. Japan Regional Conference

227

Not discussed

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229 **9. Nominations & Elections Committee**

230 **Open Positions**

- 231 • President-Elect (serves 3 years as President-Elect, President, and Past-President)
- 232 • Treasurer (3-year term)
- 233 • 3 Board Members (3-year term for each)

234 **Terms that will expire:**

- 235 • Past President--Natalie Porter
- 236 • Treasurer--Nancy Sidun
- 237 • Board Members: Andrew Simon, Amina Muazzam, Elaine Congress, Thomas
- 238 Chacko (Student position)
- 239

240 **Nominations and Elections Committee**

241 From the by-laws: The Nominations and Elections Committee includes the Chair (ICP
242 Past-President) and three members representing three different countries, the President
243 (*ex officio*) and the Secretary-General (*ex officio*). At least one member of the
244 Nominations and Elections Committee must be from outside Board of Directors
245 members. The Nominations and Elections Committee develops slates for all elected
246 positions and oversees the elections procedure.

247
248 Dr. Porter noted that all Board members should have received requests for nominations.
249 The task before the Board was to develop the nominations and elections committee. The
250 composition requires 3 persons from different countries, at least one of whom is not on
251 the board.

252 Dr. Roth agreed to serve on the Nominations committee. Their task is to encourage
253 nominations, review nominations, and develop the slates. Two others are needed from
254 two countries. Ada Sinacore agreed to serve on the nominations committee, assuming
255 the Board agreed there was no conflict of interest with her position at CPA President-
256 elect.

257 One more person is needed on the Nominations committee. Any interested Board
258 members were encouraged to contact Natalie Porter.

259 **10.Awards Committee**

260 The report was not discussed in interests of time,

261 **12. Communications**

262 **A. Newsletter**

263 Not discussed

264 **B. Web**

265 Not discussed

266 **C. Social Media**

267 **Each Board member was requested to send to Alison items for posting in social**
268 **media at least once a month.**

269 **There was a suggestion for the Secretariat and Social media to coordinate on**
270 **information once a month.**

271 **ICP could also add videos about the work that is going on to the YouTube**
272 **channel.**

273 There was a suggestion to develop videos on people’s work for the YouTube
274 channel.

275 Swati Bajpai suggested that we develop series of YouTube interviews on ICP
276 activities; and that ICP members each write a short description for sharing

277 There is also a video for the GNPHR launch that can be posted on YouTube

278 **Action:** Suggestion is to ask Mostapha and Roswith to provide monthly reports on
279 activities in the month prior.

280 **Action:** develop list of what is coming up at the UN in the month to come

281 **13. Education**

282 **1. Webinars**

283 Not discussed

284 **2. COVID-19 Webinars**

285 **The Board recommended rescheduling the 3rd webinar on vulnerable peoples. The**
286 **suggestion was for Dr. Congress to develop a broadcast plan with Dr. Simon. Dr.**
287 **Congress will reach out to the presenters.**

288 **14. United Nations Representation**

289 Dr. Hagenars asked about the Youth involvement groups at the UN in Vienna. Vera
290 Luckgei is a new ICP representative in Vienna and Dr. Roth will put her in contact
291 with Dr. Hagenars concerning activities about human rights.

292
293 Dr. Congress noted that there is a student group of ICP members at the UN.

294 **15. Archives**

295 **Not discussed**

296 **16. Global Network of Psychologists for Human (GNPHR)**

297 - Not discussed

298 **17. New Business – request for endorsement**

299 The board discussed the proposed “Global Integrity Day” and a request for whether ICP would
300 endorse the day. After discussion ICP decided to refrain from endorsement. The Board decided
301 it would be more prudent to discuss criteria for endorsement prior to endorsing a specific
302 event.

303 It was decided to address this item in the April meeting. Each Board member was requested to
304 read materials and come to the April meeting for discussion.

305 **17. Next Meeting**

306 **Quarterly meetings:** January, April, July, October

307 Suggestions for Meetings (holidays noted):

308 April – Easter April 4, Ramadan begins April 12

309 July (July 4, July 20-23 (EID)

310 October: 15 (Dasara)

311 April meeting – April 8

312 July Meeting – July 2

313 October – Have just before or after ICP2020 Virtual