



### Minutes– Outgoing Board

1. WELCOME and Roll Call – Present  
Dr. Josephine Tan (President), Dr. Nancy Sidun (Treasurer)(Partial), Dr. Merry Bullock (Secretary-General), Directors: Dr. Naoki Asazuma, Dr. Swati Bajpai, Dr. Elaine Congress (partial), Polli Hagenaaers, Dr. Chris Mulchay, Dr. Andrew Simon, Dr. Ada Sinacore; Ms. Erinn Cameron; Extended Board: Dr. Irma Barron, Dr. Mary Beth Kenkel, Dr. Naomi Koerner, Ms. Vera Luckgei.
2. Approval of the Agenda – the agenda as presented was approved with one exception: discussion of the strategic plan and discussion of strategic plan goals were moved earlier in the agenda to accommodate schedules.
3. Approval of the July 2021 Minutes – The minutes were accepted as presented.
4. Current State of ICP and Update since July 2021  
Dr. Bullock reported that the current state of ICP is very good. The number of members is the largest in several years – currently 150 active paid members. Registration for the 2021 conference is growing. Financially ICP is in good shape, and the expectation is that the conference will be profitable. ICP activities are also growing with new interest groups.
5. Financial Report  
Dr. Sidun reported that ICP is solid in its finances. Dr. Sidun gave appreciation to the work of the Secretary-General in financial accounting and welcomed Dr. Chris Mulchay as incoming treasurer. The Board reviewed a summary of the bank accounts noting that overall assets are over \$100,000, an amount that has been stable for several years.
6. ICP2021 Conference Report  
Dr. Tan encouraged the Board to register for the conference and to submit greeting videos. Also ICP is looking for volunteers for the Human Rights readings for the Human Rights Celebration.
7. Review of the 2021 Strategic Plan and Next Steps  
Dr. Simon reviewed the status of the strategic plan. The mission, vision and values have been completed and approved. The goal section is in progress.  
He noted that yet to be done is:
  - Interest groups – ongoing
  - Bylaws review and revision – need to set up small committee to review and make recommendations (3-4 people)
  - Going forward, each proposal/initiative/project will require a leader (chair) and/or co leader who is(are) responsible for developing the initiative and who provide a concise summary report for the board that includes timeline, specific measurable outcomes,

and processes. The goal is to be sure that ICP can support all its projects and initiatives. These will be reviewed annually.

- The intention is for the strategic plan to be a vibrant document that is visible and accessible and guides ICP's efforts. This means that every project needs to be consistent with this.

To implement the strategic plan ICP will need to set up plan-oriented committees to develop and implement the plan.

Goals (note each goal title was written to correspond to one item in the ICP vision).

**Goal 1: ICP creates opportunities for International Networking and global information exchange**

Some mechanisms are in place (webinars, interest groups)

**Goal 2: ICP develops and maintains Global Resources for human rights, dignity, justice, equity and peace**

**Goal 3: ICP engages in Sustainability and Succession Planning**

- Will need to review bylaws. A small group will take recommendations. These include length of presidential term, timing of board transitions.

There was a motion for the Board to adopt the Strategic Plan Draft as approved as the ICP Strategic Plan

**The board voted unanimously to approve the 2021 ICP strategic plan.**

The next steps forward are to create a bylaws advisory group; guidelines for information needed for proposing and starting an initiative; and a Friends of ICP guidance group.

8. Mechanisms for Student Representation

Erinn Cameron stated that students represent 30% of the membership and should be given a more engaged role in ICP planning and activities. [note 2021 report is 38/152=25%]. Erinn Cameron noted a range of ideas to engage students: student poll; student section of the newsletter. She also noted that it is unclear how students should be engaged; and that since the student representative is appointed and not elected, it is not clear whose interests this board position represents.

The Board commended Erinn on her contributions. There was a suggestion to create a committee to propose ways that students can be engaged and represented. Dr. Simon did express reservations about extending student representation to voting privileges because of possible unintended consequences (such as faculty having their students vote en bloc)

There was agreement to form a committee to look at student engagement and student representation in ICP.

9. Reports from Standing Committees –

a. **Awards Committee**

Mary Beth Kenkel reported on the 2021 awards process and thanked board members who assisted with the process.

The Board approved a new set of awards policies and procedures. The major points in these procedures are

- (1) The awards committee composition will be regularized, so that all positions (Awards Chair, Award Subcommittee Chairs and Awards selection committee members) each have 2-year terms. The chairs are appointed by the President, and the selection committee members are appointed by the chairs and Awards chair.
- (2) Anyone can nominate for awards except that Awards Chair and selection committee members may not make nominations for the awards for which they are responsible.
- (3) Self-nominations are permitted for all awards.
- (4) Members of the ICP Executive Board are not eligible to be nominated during their terms of office.
- (5) There is no limit on the times an individual can be nominated.
- (6) Selection committees will strive for geographical diversity and will attempt to have at least one previous award win
- (7) Names of the nominees and committee deliberations are confidential.
- (8) Nominations will be made online and kept for archival purposes.
- (9) Renominations of earlier nominations can be activated by earlier nominators. They will be informed via an email notice.
- (10). The ratification process for award winners was clarified.

The Board approved the new set of procedures. These procedures will be in place for the 2022 awards cycle.

b. **Membership** – A. Simon – 1 ACTION ITEM – Friends of ICP Committee

The need for a Friends of ICP committee was discussed earlier under the strategic plan.

c. **Finance** – N. Sidun – not discussed, report received.

d. **Publications & Communication**

1. **Newsletter** – Dr. Sinacore reported that she is not getting submissions to the newsletter.

Recommendations: Look at activities of ICP members -at the UN, in the GPA, and other activities; focus on reaching out to people who we know are involved in ICP-related activities;

There may be a need to re-think the purpose of the newsletter to be more of a “magazine” or member engagement tool rather than source of news. E.G., World Federation for Mental Health, GPA, etc.

Also could get members to write something about their own work; short reports on their own work

Have mechanism to know what each ICP member is doing in terms of their own professional work.

Dr. Sinacore suggested turning the ICP newsletter into more of a magazine – have a call for papers on specific topics – related to special interest group or mission statement.

These are something like 900-word essays. Could still have a board message and be informational.

This idea was supported by many board members – “in Brief” – essays, updates on research; 900 words essay pieces; student corner;

Erinn Cameron offered to join in editing the newsletter; Dr. Bajpai also offered.

The expectation is that the Newsletter Committee (e.g., Dr. Sinacore, Erinn Cameron, Dr. Bajpai, with Dr. Bullock *ex officio*) will meet to plan the next two issues.

Polli Hagenars suggested publishing some comments / synopsis from the GNPHR bulletin, but the editor suggested it would be better to send a link to the GNPHR to avoid duplication. There can be an “advertisement” for the GNPHR.

**Dr. Sinacore suggested issuing a call for papers for the next newsletter – “meet the Board and Student Members” as an example.**

**Next Steps: Dr. Sinacore will call a meeting of the newsletter committee (Cameron, Bajpai, Bullock) to plan the next newsletter issue**

- e. **Website** – no comments
- f. **Webinars** – report that two series are in progress with the Global Network of Psychologist for Human Rights – one on climate change and one on education for human rights

10. Transition plans for ICP Standing Committees -

Dr. Bullock noted that there will be openings for chairs of standard committees as some transfer off. The parameters of Standing Committee Chairs were noted.

Polli Hagenars volunteered to be part of the Publications Committee

Dr. Sinacore volunteered to chair or be part of the Publications Committee

Dr. Bajpai volunteered to be part of the Publications Committee

Decisions on these positions were deferred to the incoming board

The outgoing Board was adjourned.

### **Minutes– Incoming Board**

Present:

Officers: Dr. Josephine Tan (President), Dr. Chris Mulchay (Treasurer), Dr. Merry Bullock (Secretary-General). Directors: Dr. Swati Bajpai, Ms. Erinn Cameron, Dr. Polli Hagenars, Dr. Naomi Koerner, Mr. Elison Santos, Dr. Ada Sinacore; Extended: Dr. Mary Beth Kenkel, Dr. Irma Barron

Absent: Dr. Elaine Congress, Ms. Vera Luckgei, Dr. Nancy Sidun, Dr. Andy Simon,

1. Welcome and Roll Call –

New Board members Dr. Koerner (Member at large) and Dr. Mulchay (Treasurer) were welcomed. Dr. Tan also welcomed Dr. Sidun who was appointed to complete the remainder of Dr. Mulchay’s term (1 year). She also congratulated Dr. Elaine Congress and Dr. Amina Muazzam who were re-elected as Board Directors.

She noted that Thomas Chacko has ended his term and was sent a letter of thanks for serving. Erinn Cameron will continue as a student rep. Dr. Tan also reported that Vera Luckgei has been appointed as a second student representative.

2. Board Composition and Board Positions – J. Tan and M. Bullock

Open positions were identified:

Communications and Publications Chair

Membership Chair

Webinar Chair  
 Friends of ICP Committee Members  
 Student Engagement and Involvement Committee  
 Newsletter Committee

Board members volunteered as follows:

1. Membership: Naomi Koerner volunteered to chair the Membership Committee. ICP will set up a meeting with Andy Simon. They will serve as co-chairs until Naomi takes over as Chair
2. Student Engagement: Erinn Cameron/Vera Luckgei co-chairs; Polli Hagenars and Elaine Congress on committee.
3. Publication and Communication: Ada Sinacore will chair; Polli Hagenars, Swati Bajpai on committee
4. Webinar Committee: no volunteers for chair (will send out call)
5. Bylaws Review Advisory Committee: Merry Bullock; student spot, will invite Natalie Porter
6. Friends of ICP: Chair Andy Simon; Elaine Congress, Irma Barron
7. Finance Committee – Chris Mulchay Chair. Members to be identified and invited by Dr. Mulchay.

Next steps: Contact Natalie Porter to invite to bylaws committee; call for students for committees; to send call for membership committee; consider suggestions to be on webinar committee and/or chair it).

It was agreed to send out a call to the membership for committee involvement

3. ICP2022 Conferences
  - a. Japan Conference – Activities on this meeting will be reported at the end of the year
  - b. Other Conference Planning – Board members were encouraged to submit ideas for the 2022 committee to Dr. Tan.
4. Action Plans
  - a. Strategic Plan Goal Implementation  
 Specific action steps have been begun; the January meeting will devote some time to adding to these plans.
  - b. Interest Groups – interest group chairs were requested to provide information about action plans for 2022; infrastructure needs; actions from ICP in terms of increasing membership
    - i. Decolonizing Psychology/ Psychology Decolonizing Society  
 The co-chairs are Polli Hagenars, Naomi Koerner, Alison Santos (members to date Josephine and Merry). After the ICP conference would like to send a questionnaire to members and summary of the group's mission and plans.

Next steps: send questionnaire to members re: decolonizing interest group

- ii. Psychology in Latin America  
 suggestion to ask for connections with universities in Puerto Rico (Barron) for working with this group; Naomi Koerner will connect through SIP.

No new updates. Next steps are to inform membership and define the interest group activities

- iii. Health and Wellbeing from a Cross Cultural Perspective  
No discussion – the report was in the materials

- iv. Health Psychology

This group has begun and has an advertising flyer on the website. There are already 5 members interested in joining.

Further discussion – will align the interest group goals with the ICP goals; will be formalizing the guidelines for membership in the ICP group (note – the board has not decided if members need to be ICP members – this will be discussed by the membership committee and a proposal should come to the next board meeting). Swati Bajpai suggested a membership fee for the interest group; the Board reiterated that there would be no separate fees for interest groups. Swati also proposed a “point” system for the interest groups.

Next Steps: Items about Interest Group Membership fees; ICP membership requirements for interest group membership and point system referred to the Membership Committee

- v. Other: Global Network of Psychologists for Human Rights

The Board was urged to sign up for the Global Network and the Board was referred to the report in the agenda materials.

- 5. 2022 Awards – no discussion. Advertisement will begin after the conference

- 6. 2020 Preliminary Budget – N. Sidun, C. Mulchay  
This was postponed until the January meeting.

- 7. New Business:

- a. UN – discussion of endorsement of Vienna Resolution (document in materials)

The Board agreed for the ICP to endorse the resolution.

- b. Other

- 8. Meeting Dates 2022 – January, April, July, October  
This will be agreed on via email.

- 9. The Meeting was adjourned.