



ICP BOARD MEETING  
January 26, 2022  
**MINUTES**

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**1. WELCOME and Roll Call –**

Present: Josephine Tan (President), Andrew Simon (President-Elect), Chris Mulchay (Treasurer), Merry Bullock (Secretary-General)

Directors: Naoki Asazuma, Swati Bajpai, Elaine Congress, Polli Hagenaars, Naomi Koerner, Amina Muazzam, Andrew Simon, Ada Sinacore

Student Representatives: Erinn Cameron, Vera Luckgei

Extended Board:/Guests Irma Barron, Machiko Fukuhara, Mary Beth Kenkel, Natalie Porter

**2. Approval of the Agenda**

The agenda was approved as written.

**3. Approval of the October, 2021 Minutes**

The minutes were approved as written.

**4. Treasurer's Report and 2022 Budget**

Chris Mulchay, Treasurer reported that ICP finances were in good shape.

He noted that the Board will need to come to a decision on use of ICPs current savings/reserves which are currently in a savings account earning very low interest. The Finance committee will come back to the Board at the next meeting with a recommendation for investment of those funds.

The Treasurer will send a draft 2022 budget to the Board for approval via email.

The Treasurer/Finance Committee will submit a proposal for investment of the ICP savings resources at the next Board meeting

**5. Membership Report**

- a. Andy Simon introduced the *Friends of ICP Committee* on behalf of the subcommittee Andy Simon, Elaine Congress and Irma Barron.

He introduced two questions:

- Acceptance of the Friends of ICP Proposal
- Determination of direct solicitation of funds for Friends of ICP (including a request for each Board member to contact at least one potential donor)

**Motion:** The ICP establishes the *Friends of ICP* program.

*Policies*

- Donors may be any individual, association, or organization that acts in accord with the values of ICP.
- Donors will be listed on the *Friends of ICP* page. For now, we recommend not distinguishing between donors based on the amount of a donation. We suggest reconsidering this in the future, depending on the levels of donations.
- Donors will be permitted to earmark their donation or contribute generally and allow ICP's leadership to determine how the money should be allocated.
- There will be an ongoing *Friends* subcommittee that will review information on potential donors to make sure the actions and values of the donors align with those of ICP. A recommendation will then be made to the ICP President.
- ICP members may donate to ICP but they will *not* be listed on the *Friends* page. ICP members will be permitted to earmark donations or make a general donation.

#### Discussion:

- It was noted that ICP is registered as a 501c3 in the USA and can write letters for tax benefits for donations; the Secretariat will explore whether this extends to international donations
- There was a question of the policy that ICP members would not be part of this program. The reason for this policy was to avoid peer pressure to feel an obligation to donate. The board noted it would not feel this pressure.
- There was a suggestion to add an opportunity to donate a small amount as part of membership renewal
- It was noted that donors should be asked for approval to list their name on the donor page
- There was a question of how donations are listed – (e.g., on a yearly basis or some other organization)
- It was suggested that ICP members who donated be noted by some mark (asterisk) by name
- Other longer-term ideas (tiers, use of funds, levels of support) were noted
- There was a note that a review of donors should not apply to ICP members and potentially not to individual donors (non ICP member individual donors will be evaluated)

The Motion was modified:

#### **Motion**

The Friends of ICP program will adopt the following policies:

- Donors may be any individual, association, or organization that acts in accord with the values of ICP.
- Donors will be listed on the *Friends of ICP* page with their approval. For now, we recommend not distinguishing between donors based on the amount of a donation. We suggest reconsidering this in the future, depending on the levels of donations.
- Donors will be permitted to earmark their donation or contribute generally and allow ICP's leadership to determine how the money should be allocated.

- There will be an ongoing *Friends* subcommittee that will review information on potential donors who are organizations or not ICP members to make sure the actions and values of the donors align with those of ICP. A recommendation will then be made to the ICP President.

The Motion passed.

**Motion:** That ICP will solicit donations to Friends of ICP and each Board member will agree to contact at least one potential donor.

The Motion passed.

ICP will provide some materials for approaching organizations for donations. Board members do not need to check with the Board or the Membership ICP subcommittee before reaching out.

- b. Discuss with Board how to integrate Special Interest Group membership with ICP Membership (pros and cons of possible scenarios)

Naomi Koerner asked the Board to approve a proposal stating that Special Interest Groups (SIGs) are available to ICP members in 2022 and are free.

She walked the Board through the decision process leading to this recommendation, including charging for SIG membership, extending membership to non-members and the like. The criteria for weighing pros and cons were member benefit, cost and timing.

Discussion:

There was prolonged discussion of the pros and cons of a requirement of ICP membership for interest group membership, including the value of using interest groups as a means of attracting new members, not excluding possible interest group members because of lack of ICP membership or lack of ability to pay for ICP membership, and weighing keeping the integrity of the organization and being as inclusive as possible.

After some discussion the motion as presented was:

**Motion:** In 2022, Special Interest Group (SIG) membership is available to ICP Members (new, renewing, current). Non-members can attend SIGs as guests. SIGs are free (no additional charge).

The motion was passed.

Next steps are to begin work on a Special Interest Group handbook and policies.

- c. Membership Recruitment: The Membership co-chairs are intending to begin a membership campaign of creating a brief video using the video app used for the conference – something on the line of “why ICP?” -single phrases about what ICP means to them.

This idea received interest from the Board.

d. Area Chairs

Naomi Koerner introduced the idea re-invigorating the ICP area chair program. This item was deferred to the next meeting.

6. **Background:** Mary Beth Kenkel (Awards Chair) made a motion that the ICP accept the proposal to establish a new ICP award. The background to this award was a request in 2021 to extend the Fukuhara award to groups or organizations. This request was not agreed to, but the award committee believed that a new award might serve to be an outlet for awards to organizations, and also to highlight how psychologists are involved in human rights.

**Motion:** ICP Establish the Human Rights Award to be inaugurated in 2022.

The Human Rights Award  
A Proposal to Establish a New ICP Award

*Rationale: As proclaimed in its mission statement, ICP is committed to promoting human rights, dignity, and justice, and strengthening collaboration among researchers, educators and applied professionals globally to further international understanding and world peace.*

Since the promotion of human rights is central to the mission and goals of ICP, an award that honors and brings attention to the work being done by psychologists to advance human rights throughout the world would be a major way to further that aim. The award would highlight human rights issues that need to be redressed and show how psychologists can contribute to human rights promotion. By doing so, more psychologists may be motivated to take action in the struggle for human rights. Additionally, the award would bring recognition to those who have worked for human rights, showing them, and the world, that their efforts have had substantial impact and are highly valued and that psychology has an important role in advancing human rights.

**Purpose of the Award:** The ICP Human Rights Award will be given to a psychologist or a group/organization largely composed of psychologists that has done substantial work to address human rights issues locally or globally through education, research, service or advocacy. Human rights are defined broadly and include social, cultural, economic, civil, and political rights.

**Award Process:** The Human Rights Award will be handled in the same manner as the other ICP awards. A call for nominations for the award will be issued to the ICP membership and to various listservs and organizations concerned with the promotion of human rights. Nominations will be submitted online and require a letter from the nominator as well as a

cv (if nominee is an individual) or a letter (for organizational nominees) detailing how the nominee fits the award criteria.

An award selection committee will be formed and will review the nominations and select the awardee for the year. The award recipient will be announced at the same time as the other ICP award winners and, like the other award recipients, asked to give a presentation at the ICP conference or alternatively a lecture at a different time or a webinar. The award recipient will receive a certificate and a plaque. It is recommended that small honorarium (about \$300) also be given, though it is not critical to do so. ICP could issue the honorarium from its own funds or could seek a donor to establish an endowment for the award honorarium.

It is proposed that the call for nominations for this award be issued in early 2022, with the award given at ICP's 2022 Conference.

**Discussion:**

- Question of funds for the award – it was noted that the Board policy of being able to allocate a proportion of reserve funds for special projects would allow funding for the award.
- There was a question of whether the award would extend eligibility to non-psychologists. There were mixed opinions. The final suggestion was that this award be restricted to psychologists and that ICP explore other possibilities for other awards for this purpose.
- There was also a question of whether students studying psychology would also be included in the eligibility criteria.

**Motion:** The ICP will inaugurate a Human Rights award as outlined in the Proposal to Establish a New ICP Award.  
The motion was approved.

**Motion:** The ICP will fund the new Human Rights with an award honorarium of \$300 for three years.  
The motion passed

Dr. Fukuhara added her support for the new human rights award, and the decision to keep the Fukuhara award appropriate for individuals only.

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## 7. ICP Conference 2022

**Motion:** The ICP 2022 Conference will be held virtually  
The motion passed.

**The 2022 Conference dates will be** December 9-11, 2022  
The motion passed.

## 8. Nominations Committee Composition

Because ICP currently lacks an immediate Past President (who, according to the bylaws, is Chair of the Nominations committee), there needs to be a special constitution of a nominations committee.

**Motion:** The ICP authorizes the President and President-Elect to Establish a Nominations & Elections Committee for 2022 to carry out the associated duties.  
The motion passed.

Follow-up: it might be necessary only to establish the chair for the Nominations Committee. The chair can then constitute the committee.

## 9. Strategic Plan Discussion

The Board reviewed the already accepted bylaws changes:

- Change the Board position terms to end December 31 of the relevant year
- Determine the logistics of the president-elect and past-president terms to make the entire presidential term length 4 years
- Change the President's Term of Office to 2 years (and make appropriate suggestions for how to manage president-elect and past -president terms)
- Add procedures for replacing board members upon resignation of a member; add procedures for processes when a president resigns

And added several others:

- Add student representative to the board to be an elected position which would include voting privileges
- Specification of the president, president-elect duties to separate out the conference committee
- There was a suggestion for SIG group members who are engaged to be nominated to be elected members
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a. **Board discussion of next steps in the strategic plan implementation**

Dr. Simon reviewed the implications of each goal.

**Goal 1** – requires that interest group follow strategic plan objectives. This means each SIG must have an identified leader, and that SIGs must be evaluated on a regular basis to ensure that they are active and functioning.

**Goal 2** – Creating a database and making the website a resource. The Board will need to have further discussion as this is a goal for the next 5 years

**Goal 3** – Sustainability and Succession planning – this includes defining roles, bylaws changes, and creating a sustainably healthy organization.

There was agreement to have an ad hoc meeting to continue this discussion in one month's time.

## 10. REVIEW OF REPORTS

This item was not discussed

## 11. New Business: Reading Group on Democracy – Moghaddam Book

This item was not discussed

## 12. Any other Business?

## 13. Next Meeting

The next regular Board meeting will be in April, date to be determined.  
There will be an ad hoc meeting to discuss the new strategic plan implementation in one month. An email will be sent soon to determine the day.