

2020 DEI Board Activities

Exactly one year into the DEI Board's existence seems an appropriate time for an update on Board activities thus far. This brief report provides an overview of initiatives that have already come to fruition as well as a description of some of the projects currently under development; more detail can be accessed on the [website](#).

It's been a busy inaugural year for the DEI Board, with all credit due to our hard-working and committed Board members. Our goals are far-reaching with respect to the promotion and support of diversity, equity, inclusion, and social justice within ABAI and for the science and practice of behavior analysis more broadly. We look forward to serving as a resource and to partnering with others in progressing toward these goals.

DEI Initiatives Now in Place

ABAI Awards for Scholarly Contributions to Diversity, Equity, and Inclusion

These awards are designed to encourage, promote, and reward behavior-analytic scholarship on topics and issues in DEI, both in the field of behavior analysis and more broadly. Students (graduate or undergraduate) and post-graduate professionals who have completed empirical or conceptual papers relevant to DEI and that are informed, at least in part, by a behavior analytic perspective are invited to submit.

All submissions will be evaluated by reviewers with relevant expertise (Board members and others by invitation) and all authors will receive their reviews, thus providing a peer-review experience that can be useful in preparing the work for publication. Where appropriate, authors will also be offered the opportunity for additional input on the development of their paper subsequent to the competition (e.g., review of a revision, discussion of publication outlets, other assistance with the journal submission and revision processes).

A [call for submissions](#) has been posted, with submissions due on March 15.

Innovative Student Research Grant in Diversity, Equity, and Inclusion

Up to \$5,000 is available to support graduate-level study of issues relevant to diversity, equity, and inclusion, or social justice as it advances DEI. These grants are intended to facilitate promising student research projects in behavior analysis.

Proposals eligible for this grant funding will involve empirical studies and demonstration projects of direct relevance to diversity, equity, or inclusion. Eligible proposals may target any aspect of DEI, but preference will be given to substantive projects that evaluate the impact of DEI efforts in community or organizational settings.

[Application guidelines](#) have been posted, with submissions due on March 15.

Award for Distinguished Contributions to Diversity, Equity, and Inclusion and Social Justice

This award seeks to recognize, reward, and promote achievements with documented impact on diversity, equity, inclusion, or in social justice as it advances DEI. The award is envisioned as one mechanism for highlighting innovative DEI programming as well as the central role of diversity, equity, and inclusion in individual and institutional success. The award can go to an individual or team from the public or private sector; membership in ABAI is not required. Nominations for the award will be reviewed by the DEI Board, and the winner will be determined by the Board.

This annual award will be presented at the annual ABAI convention during a DEI event to honor the awardee(s) and to provide a forum for an invited address describing their work.

A call for nominations will be circulated at the start of 2021; the first awardee will be announced for the 2022 annual convention.

SABA Diversity, Equity, and Inclusion Fund

Donations to this newly established fund will be used to recognize, promote, and reward behavior-analytic scholarship and targeted efforts on issues of diversity, equity, and inclusion. The fund will be a continuous source of support for the new Innovative Student Research Grant in Diversity, Equity, and Inclusion.

Fund establishment was announced on December 10, 2020 via email and information added to the [SABA website](#).

DEI Board Invited Events for the 2021 ABAI Annual Convention

The DEI Board is allotted three invited program slots at each year's annual convention to highlight important DEI programs and relevant issues. This year's offerings include three panel discussions:

- Building a Bridge From the Past to the Future for Black Behaviorists; Adrienne Bradley, Erika Byers, Denisha Gingles (Black Applied Behavior Analysts)
- Management of Bias: Behavior Science Meets Medical Education; Neda Etezadi-Amoli, Ramona Houmanfar, Nicole Jacobs, Melissa Piasecki (University of Nevada, Reno Medical School)
- Applying Our Science to Diversity, Equity, and Inclusion: A Conversation with the ABAI DEI Board; Shahla Ala'i, Jovonnie Esquierdo-Leal, Elizabeth Fong, Wayne Fuqua, Ramona Houmanfar, Jomella Watson-Thompson (DEI Board)

DEI Initiatives Currently in Progress

In addition to forming several subcommittees, the DEI Board will coordinate with other ABAI Boards and Committees (e.g., Program Board review of submissions to the ABAI convention) and will partner with other behavior-analytic groups dedicated to furthering DEI and social justice in the field. The activities of each of the subcommittees are outlined below.

- Task Force

- Propose a policy statement on values regarding sexual orientation and gender identity
- Education Committee
 - Comprehensive webinar series on DEI and social justice topics
 - Listening groups with behavior-analytic constituencies, to inform webinar planning
- Web Committee
 - Design of web materials
 - Development of resources listings (readings, syllabi, videos, blogs, links to DEI groups and affiliated organizations)
- Policy Committee
 - Revisions to policy statement on sexual harassment
 - Review of Task Force proposal for a policy statement on conversion therapy and values regarding sexual orientation and gender identity