



CALIFORNIA
PSYCHOLOGICAL
ASSOCIATION

CPA Statement on Anti-Racism

"Not everything that is faced can be changed, but nothing can be changed until it is faced"

-James Baldwin

Dear Colleagues,

Over the past few days, we have witnessed the escalation of chaos, destruction, and violence in the aftermath of the *brutal death* of George Floyd. We have watched in anger, fear, sadness and grief because not only are we psychologists, we are also mothers, fathers, sisters and brothers. We are friends. We are colleagues. We are members of the community and at times like this, our own humanity intersects with our professional roles in ways that are inextricable from one another.

As psychologists, we remember our ethical principles, which now serve as our moral compass and compel us to speak out against the injustices observed in our country and the collective pain in our communities. Mr. Floyd's murder is only one of many [incidences](#) requiring us to face, head on, the ugly reality of institutional racism that persists and continues to result in deadly consequences and repeated trauma for Black Americans. Murder is wrong. Abuse of power is wrong. Persistent and selected targeting of people of color for harassment, beating and death is wrong.

Silence is complicity. We state clearly that CPA stands in solidarity with those whose lives are impacted by police brutality and with those who are speaking out publicly about injustice. We call for and encourage the harnessing of our skills as researchers and psychologists to guide needed law enforcement [reform](#).

As an organization, we also recognize our own privilege of

position and power. As our cities and states are in mourning and in pain, CPA reaffirms its commitment to *“implement and adhere to policies and procedures that discourage harassment and other behaviors that infringe upon the freedom and respect that every individual deserves.”* (CPA Diversity Statement, adopted 2005)

We also must act. Below are some CPA initiatives intended to heighten awareness of persistent racial bias and to work toward concrete changes in curbing the grim and devastating impact of police brutality on Black lives.

We will:

- Continue our free webinar Series on *Issues of Diversity and Racial Bias*, which started on May 15th and will continue through the summer,
- Take immediate steps toward adding our Diversity Delegate as a voting member on the CPA Board of Directors,
- Continue to use our annual Diversity and Social Justice Town Hall, during our convention, as a space for honest dialogue and engagement about CPA’s position of power, privilege, and influence and how CPA can utilize this positionality in the furtherance of justice and the fostering of solidarity, safety, and allyship for Black Americans and members of all diverse groups,
- Increase resources for our Division on Diversity and Social Justice to support and promote its visibility and advocacy efforts,
- Increase focus on how CPA can support legislative action and reform, both locally in Sacramento and nationally, to address police brutality and racial implicit bias,
- Increase our advocacy efforts to focus on addressing healthcare disparities for Black Americans in California, including community outreach to connect vulnerable populations with helpful resources and psychological knowledge as well as financially accessible and culturally-informed mental health treatment options.

CPA stands against racism in all its forms, and as members of the psychology community we stand in solidarity with those impacted by marginalization and systemic oppression. We must work to change the national narrative. We will take

steps as your professional organization, and we ask our members to commit to just one step *you* can take in working with others in the community to combat racism and protect vulnerable populations.

Here are two resources to help:

[CPA-Recommended Anti-Racism Action Steps and Informational Links](#)

[Anti-Racism Resources for White People](#)



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