



**AMERICAN COUNSELING  
ASSOCIATION**  
*counseling.org*


**Governing Council Special Meeting | ACA Anti-Racism Action Plan  
December 14, 2020 | 6-7pm ET  
Conference Call**

**Minutes**

The ACA Governing Council called a special meeting via conference call on Monday, December 14, 2020. The meeting was called to order at 6:01 pm ET. President Sue Pressman presided. Governing Council members present for all or part of the meeting were as follows:

Sue Pressman, President  
S. Kent Butler, President-elect  
Heather Trepal, Past President  
Cirecie West-Olatunji, Treasurer  
Mike Walsh, Parliamentarian  
Melanie Drake Wallace, Process Observer  
Judy Daniels, Special Advisor to the President  
Richard Yep, CEO, Ex-officio  
Wendy Killam, Governing Council Representative, AADA  
Donna Gibson, Governing Council Representative, AARC  
Hayley Stulmaker, Governing Council Representative, ACAC  
Monica Osburn, Governing Council Representative, ACCA  
Marty Jencius, Governing Council Representative, ACES  
Mark Scholl, Governing Council Representative, AHC  
Carlos Hipolito-Delgado, Governing Council Representative, AMCD  
Paige Nicole Dunlap, Governing Council Representative, ARCA  
Elizabeth O'Brien, Governing Council Representative, ASERVIC  
Christine Suniti Bhat, Governing Council Representative, ASGW  
Edil Torres Rivera, Governing Council Representative, CSJ  
Leigh Falls Holman, Governing Council Representative, IAAOC  
Paul Peluso, Governing Council Representative, IAMFC  
Dannette Berksteiner, Governing Council Representative, MGCA  
Seneka Arrington, Governing Council Representative, NECA  
Jane Rheineck, Governing Council Representative, SAIGE  
Jason Marotzke, Governing Council Representative, Midwest Region  
Summer Reiner, Governing Council Representative, North Atlantic Region  
Hillary Press, Governing Council Representative, Southern Region  
Laura Pignato, Student Governing Council Representative

6101 Stevenson Avenue, Suite 600  
Alexandria, Virginia 22304  
**ph** 703-823-9800  
800-347-6647  
**fx** 703-823-0252



Stella Beatriz Kerl-McClain, Governing Council Representative, ACC; Lisa Severy, Governing Council Representative, NCDA; Elizabeth Forsyth, Governing Council Representative, Western Region; were not present.

Others in attendance at the meeting as staff or observers include:

Anaid Shaver, President's Assistant  
Dave Jackson, Chief Financial Officer  
Natasha Rankin, Chief Operations Officer  
Angela Thompson, Chief Human Resources and Diversity Officer  
Tiffany Erickson, Chief Communications and Engagement Officer  
Lynn Linde, Chief Knowledge and Learning Officer  
Brian Banks, Director, Government Affairs and Public Policy  
Brandi McIntyre, Governance and Executive Office Manager  
Amy Smith, Governance Administrator

### **Welcome and Chair's Remarks**

President Pressman welcomed everyone to the call and called the meeting to order. She explained that there was only one agenda item - the discussion and decision to move forward with our anti-racism action plan.

### **Approval of Agenda**

- It was moved by K. Butler and seconded by C. Hipolito-Delgado to approve the agenda as presented.

**MOTION CARRIED**

### **ACA Anti-Racism Action Plan**

President Pressman acknowledged the hard work that President-elect Butler did chairing the task force that developed the proposed actions.

CEO Yep provided an overview of what was asked of the staff and what has been done so far.

- The plan was comprised of three subgroups which reported out:
  - Long term goals
  - Short term goals
- Under these timeframes, the subgroups listed:
  - Items: Activities/Initiatives
  - Proposed Action
  - Expected Outcome

A budget for each action has been researched and provided for assistance with decision making. These costs were reviewed by the Financial Affairs Committee in October. The Financial Affairs Committee did agree with our methodology for how things were costed, and that information was distributed to Governing Council in October.

Where we are now:

- Direction received from Governing Council.

- Staff has prepared actions that they believe can be started in FY21.
- Decisions of Governing Council will drive the sequencing of these projects.
- Important to be deliberate and to launch correctly.

Questions for the board to consider:


- With each action recommended, questions to ask:
  - Does the board support the recommendation?
  - What additional information may be needed before approving this item?
  - Can this task be approved now?

Resource allocation for projects listed:

- Staff time = utilization of existing staff which means reallocating work and changing current priorities.
- Consultant = paid professional assistance in researching, writing, developing resources.
- Volunteer = ACA member with expertise they are willing to share in support of project or resource that the association wishes to develop.

Recommended Actions:

1. Update ACA member database (iMIS) to provide a way to more accurately identify ethnicity/race as well as disability status. (Staff time and possible technical consulting programming and implementation). Total cost = \$12,000
2. Create and manage grant program for Black ACA members to attend conferences. (Staff time and/or consultant time at \$5,000 and 50 complimentary conference registrations in 2021 at \$5,000) Total cost = \$10,000
3. Hire a consultant to conduct a critical assessment and evaluation of our bylaws, policies, procedures, practices, vision, mission, core values, and strategic plan. (Depending on amount of staff time, this project has a range of \$60,000-200,000) Total cost = \$75,000
4. Develop and implement a plan for how to help school counselors with resource, training, and other needs they have related to combating racism. (Staff time and volunteers) Total cost = \$0
5. Assess the racial climate of education and counseling organizations and enact change (noting that to enact change would be aspirational and require continual effort for many years). (Staff time and outside diversity consultant, this project has a range of \$75,000-125,000) Total cost = \$100,000
6. Establish ongoing virtual/in-person White accountability groups as a long-term mechanism, co-facilitated by White leaders, open to all counselors and counselor educators. (Staff time) Total cost = \$0
7. Develop a resource that can promote the ongoing anti-racism growth of White counselors and the counselor educators within the profession, with an eye toward empowering them to make systemic changes in their respective workspaces and within various counseling organizations. (Staff time) Total = \$0
8. The American Counseling Association will engage in a thorough review and assessment of resources and information from stakeholders that can assist in understanding law enforcement or other legal actions within communities and developing strategic



partnerships to inform future actions. (Staff time and consultant – estimate for first year or project at \$22,500) Total cost = \$22,500

Total Financial Investment:

- If all the projects were launched in FY21, the projected financial cost = \$ 219,500
- Recommend that funding for projects come from ACA reserves.

Discussion took place among Governing Council.

- It was moved by S. Reiner and seconded by M. Osburn to support the actions and the funding presented. Funding to be provided by the reserves. Work to be conducted during FY2021.  
**MOTION CARRIED**
- It was moved by L. Falls Hollman and seconded by C. Hipolito-Delgado to amend the motion to state that the work will be started in FY2021.  
**MOTION CARRIED**

#### **Process Observer**

M. Drake Wallace presented observations from the meeting.

#### **Adjournment**

The Governing Council adjourned by consensus 6:01 pm ET.