

As psychologists, we are entrusted with the privilege of working with people – be it with individuals or systems, through education, administration, or in practice. Part of this privilege includes a call to lifelong learning centered upon the welfare of our clients. This includes but is not limited to constant reflection on our competencies and biases, and growth as we expand our perspectives, keep up with research and make changes in policy. Each and every one of us shares this mandate which we approach with humility, intentionality and commitment to the people we serve. It is with this mindset of learning that we state our values regarding social justice, diversity, equity, inclusion and antiracism.

Given the state of affairs as relative to diversity, equity, and inclusion and the accompanying tribulations of several centuries, it is imperative that the Oklahoma Psychological Association make it clear that it not only condemns racism in all forms, but also supports anti-racism in both theory and practice. “Anti-racism is the active process of identifying and eliminating racism by changing systems, organizational structures, policies and practices and attitudes, so that power is redistributed and shared equitably.” – NAC International Perspectives: Women and Global Solidarity

Events in our state continue to bring to light practices that have been present throughout the entirety of recorded history in this place, as a country and prior dating back to the beginnings of European contact. Today many communities in our state suffer discrimination in an array of forms, individual, systematic, and every way between and outside those arenas. Racial discrimination, whether covert or overt, must become unacceptable, and it is clear that this cannot be done through Passivity and mere tolerance, but must include anti-racist promotion and education.

As a state association, the Oklahoma Psychological Association would like to affirm our commitment to social justice, diversity, inclusion, equity, and in doing this want to work toward strengthening antiracist practices. We want it known that perpetuation of racist ideology is carried out by both overt and covert practice, and that as a state association representing the psychologists practicing therein, licensed therein, and having roots in the Great State of Oklahoma, we do not support racist ideology or practices, including those found in the perpetuation of systemic racism and inequity.

Working to improve this situation and to promote justice and equality *for all* means doing the work of being practicing antiracists and promoting a positive increase in action to increase equity, appreciation of and respect for human diversity in all its forms, and not sitting idly by. This is consistent with our values as psychologists and as Oklahomans, and is embodied in our state motto, Labor Omnia Vincit: Work Conquers All. The Oklahoma Psychological Association pledges to listen, to be part of the conversation, and to work promoting action through anti-racism rather than acknowledgement alone.

A helpful guide with resources for antiracism and diversity-forward work for individuals and psychologists can be found at the following link. It is a compilation of articles, books, podcasts and videos that address racism and efforts for being active in being anti-racist and raising anti-racist children. (Shared by our colleagues at the Florida Psychological Association)

[https://docs.google.com/document/d/1BR1F2\\_zhNe86SGgHa6-VIBO-QgirITwCTugSfKie5Fs/mobilebasic?urp=gmail\\_link](https://docs.google.com/document/d/1BR1F2_zhNe86SGgHa6-VIBO-QgirITwCTugSfKie5Fs/mobilebasic?urp=gmail_link)

*(The inclusion of the following paragraph is intended to serve as an addendum to further illustrate continued need for antiracist practices and to provide support for the Asian American Community related to anti-Asian hate crime as outlined below)*

In the recent past there has been a significant spike in anti-Asian hate crime and hateful rhetoric throughout the United States. In keeping with the notion of antiracism being an ongoing and active process, we would like to affirm our commitment to working toward reducing racial prejudice and assisting those who suffer from the impacts of racial prejudice. Many Asian-Americans and individuals who descend from one or more of the many countries of Asia have reported feeling an increase in fear, anxiety, and apprehension in the wake of these hate crimes, which have increased by over 35% in the last year as compared to 2019. While as psychologists it is not our job to investigate the reasons for the crimes, it is our duty to care for the emotional well-being of those impacted both directly and indirectly. As individual citizens committed to the work of antiracism who possess the skills of psychologists, we are able to purvey the knowledge of how to understand and empathize with others who suffer from racial violence and hate so that we not only champion the ideology behind antiracism, but also put our efforts into action.