

“Instead of looking at the past, I put myself ahead twenty years and try to look at what I need to do now in order to get there then.” -Diana Ross

As I enter into my sixth month as SPA’s Executive Director, I am electrified by the energy and passion of you, the SPA membership. Thank you to the many of you that have given me your ear and perspective on what we should maintain and how we should change, and for those of you whom I haven’t connected with yet, please reach out to me at nvictoria@spaonline.org if you want to have a conversation.

I am here today through this video to update you on our recent SPA Board of Trustee meeting, as well as to ask your assistance with regards to our Diversity and Social Justice Efforts. By the way, the transcript is below in case you would rather read the update.

This month, the SPA Board of Trustees had an extremely productive board meeting. In addition to looking at where SPA has been, we also took the opportunity to focus on where we want to be, in particular looking at how to create better structures to actualize the [2018-2021 Strategic Growth Plan](#).

Within this meeting, the Board approved the continued exploration of a new membership database and SPA website, elements of our technology infrastructure that desperately need updates. We talked through how to adjust the society’s operations with moving our 2021 convention to a virtual experience, including new scholarship opportunities for students and early-career members which will be announced shortly. We discussed new ways for volunteer engagement, including how to provide more structure to SPA’s interest groups and location-based communities and how to volunteer with SPA. We looked at the relationship between SPA and the SPA Foundation, including analyzing how to best arrange our bylaws and operational connections. We convened a group of SPA leaders outside of the SPA Board of Trustees, including the Interest Group Chairs, the SPA Foundation, and SPAGS leadership, to discuss the future of Personality Assessment and how SPA can advance its causes. And we finalized a game plan forward to better infuse diversity and social justice within all of our operations.

I want to thank the over 40 attendees at our June Town Hall on Diversity and Social Justice. I imagine this conversation was a hard conversation for those who attended, and I want to again thank those that were vulnerable and shared their experiences with those in attendance. Although there has not been public advancement of these issues since that June meeting, please know that we have not stopped the work to figure out how best to infuse Diversity and Social Justice throughout every aspect of the society. Since our meeting, staff and leadership have been pouring over the previous work and initiatives of SPA’s Diversity and Social Justice committee, the minutes from that June Town Hall meeting, as well as researching how other organizations and societies structure and support these efforts.

The Board is looking at some structural and bylaw changes that would create a more equitable environment for SPA members and volunteers. But we also want to create a mechanism for member input because as a community, we will be better able to advance these initiatives together. To achieve this, we would like to hold a few more targeted listening sessions for the SPA community. This clear and transparent process is a place where all members can get involved, not just a select few.

The four listening sessions we have planned focus on the following topics:

- Centering Diversity, Inclusion, Equity, and Social Justice in our Learning and Programming on Wednesday, October 14
- Creating Intentional Inclusion Efforts for Students and Early-Career Professionals on Tuesday, October 20
- Redefining SPA's Commitments to Diversity and Social Justice and Developing a public Non-Discrimination statement on Thursday, October 29
- And finally, The Role of a Diversity and Social Justice Committee on Monday, November 9

All of these listening sessions will occur from 4pm-5pm ET on their respective dates, and more information about these sessions, as well as how to sign up for them, are now available on the SPA website. I hope many of you will be in attendance at these sessions, and please note, you can also offer comments or feedback through email regarding any of those topics.

Be well, and as I shared at the beginning of this video, please feel free to reach out with any questions, comments, or concerns.