

groupassets



EDITOR'S NOTE



In this Group Assets, Robert “Dr. Bob” Hsiung, Chair of the Foundation’s Diversity, Equity and Inclusion (DEI) Fund Committee, and Diane Feirman, CAE, Public Affairs Senior Director, give an overview of the DEI Fund accomplishments thus far and our next steps.

Staying transparent with Group Foundation donors and AGPA members, as well as inviting you to work with us, is of the utmost importance. Dr. Bob and Diane call attention to opportunities provided through the DEI funding, as well as programs and individuals who could benefit from funding, including the AGPA Affiliate Societies.

It is never too early to think about awards and grants. Also, give consideration to someone you would like to honor through our Group Foundation Tribute Program.

One of the most important messages of this issue is, we want to hear from you.

As always, we appreciate all our donors and thank you. Hoping everyone is having a safe and fun summer. Until next time.

Karen Travis, LCSW, BCD, CGP, AGPA-F

DEI Program Funding Support Available!

Robert “Dr. Bob” Hsiung, MD, Chair, DEI Fund Committee, and Diane Feirman, CAE, Public Affairs Senior Director

The Group Foundation’s Diversity, Equity and Inclusion (DEI) Fund invests in a diverse and culturally responsive mental health community and workforce, with a focus on anti-racism work. The Fund had a successful launch, raising almost \$80,000 in its first two years, and it continues to grow. The Group Foundation Board established the DEI Fund Committee and charged it with identifying and prioritizing the most valuable and useful ways to provide funding support to programs to advance anti-racism initiatives. You can see the current DEI Fund Committee members in the sidebar of this article. We will continue to recruit new members to ensure a diversity of voices and experiences, so if you are interested in participating or can recommend others, please reach out to us (contact information at the end of this article).

The DEI Fund Committee’s focus is now on inviting submissions for funding consideration. We invite you to reach out for funding for programs or individuals and to spread the word about the funding available. We encourage AGPA’s Affiliate Societies to apply for these grants. We believe Affiliate Societies play a key role in delivering educational activities and welcome their participation and partnership in this work. Additionally, there are grants specific to Societies to help support expenses such as speaker honoraria and travel for trainings that expand our catalog of diversity, cultural responsiveness, cultural and generational trauma, and anti-racism trainings.

The organizational areas we support include: (1) Membership, including access, engagement, and healing; (2) certification, recognition, and leadership; (3) education, learning, and research; and (4) structure and leadership.

To remain aligned with the tri-organizational DEI work and strategic planning, we use as our guide the core areas that were identified in the Tri-Organizational Report on Systemic Racism, which was summarized in the Spring 2022 issue of AGPA’s newsletter, the *Group Circle*:

- Racial diversity of membership/leadership and access to certification;
- Microaggressions (often at AGPA Connect);
- Openness to alternative models and cultural approaches;
- Accountability and transparency of leaders;
- Systemic racism.

Outlined below are the areas we are funding (**bold italics** highlight programs and activities that have already been funded or that have support committed to them). Are you engaged in activities that might be eligible for support? Are you interested in developing or participating

in the programs below? Reach out to us. We want to hear from you.

There are also other ways in which you can be involved. We are seeking BIPOC AGPA members who can provide training and mentoring for BIPOC therapists to help them develop therapy groups. Please reach out to us if you would be interested; you would be compensated.

Additionally, there are two strategies we consider important across all programmatic areas, as well as key ways to identify recipients for scholarships, membership, certification, venues for trainings, and content. These are:

- Reach out to Historically Black Colleges and Universities (HBCU) to collaborate on offering group training, consultation, etc. Consider including Tribal Colleges and Universities (TCU) and Hispanic-serving institutions.
- Develop a liaison relationship with the graduate programs of HBCU; offer scholarships and/or grants to faculty/students focusing on research of non-Eurocentric models for group psychotherapy.

If you have contacts that you can share or introduce us to, please contact us. It is important to the Foundation that we collaborate with other groups.

We want to share this work with AGPA members and Group Foundation donors for several reasons. We want to remain transparent in our use of your donations. We also want you to work with us, connecting us with an institution or organization that could benefit from the funding outlined (e.g., a HBCU, a TCU, an agency serving primarily BIPOC communities, an AGPA Affiliate Society), or connecting directly with you or a colleague who is interested in receiving such funding or contributing to the Group Foundation to ensure this work continues.

Membership—Access, Engagement and Healing: \$4,300 budgeted

- Make a more DEI-friendly website.
- Provide a DEI reading list to AGPA members and AGPA Connect attendees and post it on AGPA’s website; organize this list into varying levels, such as introductory and advanced.
- Waive AGPA membership fees for students and early career members.

Certification, Recognition and Leadership: \$5,700 budgeted; \$920 spent/committed

- Expand scholarship support to include Certified Group Psychotherapist (CGP) application fees, support of consultation hours for certification and education.
- Conduct ongoing DEI education for leadership, before starting AGPA Connect, and/or as part of CGP certification (e.g., annual DEI education modules similar to what health care organizations require each year for employees).



- *DEI curricula “Addressing Diversity Dynamics in Group Therapy: Clinical and Training Applications” is being funded.*

Education, Learning and Research: \$20,800 budgeted; \$11,520 spent/committed

- Provide funding to Affiliate Societies to provide training on culturally responsive group leadership and expand the catalog of diversity, cultural responsiveness, cultural and generational trauma, and anti-racism trainings by supporting educational activities provided through AGPA and its Affiliate Societies.
- *Four grants provided to Affiliate Societies for DEI training.*
- Provide scholarships to culturally diverse candidates (please note that this is in addition to the existing scholarship program, which is also considering suggestions to reconsider requirements and barriers), including:
 - Reparations-based scholarships in acknowledgement of the continuing injustices and inequities from the US history of enslavement;
 - Scholarships for candidates with reduced equity due to racial injustice and economic discrimination from a broad range of groups.
 - *Nine AGPA Connect registrations provided.*
- Expand scholarship support to include e-learning registration fees.
 - *Registration fees for National Institute Designate Training Group for BIPOC leaders who will be trained to lead institutes will be funded.*
 - Pay/offer to pay/supplement honoraria of/ give discounts to diverse (capital D - i.e., broadly defined and inclusive) (including non-AGPA) e-Learning and AGPA Connect presenters.
 - *Honoraria for National Institute Designate Training Group for BIPOC leaders who will be trained to lead institutes will be funded.*
 - *Joint Board Leadership Training in March 2023 on DEI was funded.*
- Supplement honoraria to AGPA Connect presenters who present on DEI/alternative models.
- Fund antiracist research into alternative models and cultural approaches, and as part of AGPA Connect hold group discussions and brainstorming sessions to develop.

Continued on back page

2023 CONTRIBUTIONS TO THE GROUP FOUNDATION FOR ADVANCING MENTAL HEALTH

GIFTS ACKNOWLEDGED HERE ARE FROM JANUARY 1, 2023 THROUGH JUNE 30, 2023

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DEI PROGRAM FUNDING SUPPORT AVAILABLE! Continued from front page

- Sponsor non-Eurocentric model presentations; different orientations and DEI need more visibility.
 - Trainer honoraria for faculty training on DEI Issues for AGPA Connect 2023 was funded and will be funded for future years.*
- op groups on an ongoing basis. Pay those trainers well as a form of restorative justice.
- Help pay for mentorship/role-modeling/guidance to increase access to leadership and/or help pay for expenses related to participating on organizational Boards (e.g., extra hotel nights for leadership meetings).
- Address systemic racism: funding for members (or discounts on membership/AGPA Connect) for those who are volunteering time to help DEI work in the organization.

Structure and Leadership (Representation matters): \$9,700

- Locate BIPOC group therapists in AGPA who can provide trainings and mentoring for BIPOC to devel-

DEI FUND COMMITTEE

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CALL FOR GROUP FOUNDATION BOARD MEMBER CANDIDATES

The Group Foundation for Advancing Mental Health is a philanthropic organization dedicated to changing lives through therapeutic group work by advancing the most effective and innovative approaches to group therapy education, training, research, and community outreach. As part of this mission, the Group Foundation has accepted responsibility for the finances of our tri-organizational structure. These financial goals require Board members with a commitment to mental health, group work, personal financial resources and/or access to potential donors and a willingness to reach out to potential donors.

The Group Foundation is engaged in an ongoing process of considering additional members of its Board of Directors. Please let us know of individuals (members, family of members, and others with a commitment to group) who you believe would be willing to serve and help the Group Foundation fulfill its mission.

Email your recommendations to the Group Foundation office at dfeirman@agpa.org

Contact Us for More Information

We want to hear from you. Contact Robert “Dr. Bob” Hsiung, MD, Chair, DEI Fund Advisory Committee: bob@dr-bob.org; (773) 413-0227; or Diane Feirman, CAE, Public Affairs Senior Director: dfeirman@agpa.org; (212) 297-2143.

In Honor of Contributions

(donor is listed in parentheses)

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