



**The Association of Neuropsychology Students & Trainees (ANST)  
Society for Clinical Neuropsychology (Div. 40)  
American Psychological Association (APA)**

June 22, 2020

Dear Training Directors and Supervisors,

We are ANST, the student organization of the APA's Society for Clinical Neuropsychology. In line with our core values of *Knowledge*, *Leadership*, and *Community*, much of our role as an organization has involved providing students support and access to resources aimed at improving their training and education. However, at this time in our society, we believe we can best serve our students by shifting our focus and redirecting our efforts towards you, the supervisors, mentors, and training directors.

Over the past three months your students have continued to survive a global pandemic, which has significantly impacted not only their training and education, but also their psychological well-being and medical health. A large proportion of students move across the country, or even across oceans, to have the opportunity to learn in your institutions. Subsequently, they may feel isolated by travel restrictions preventing them from spending time with their loved ones during such frightening times.

Moreover, although the gruesome deaths of George Floyd, Ahmaud Arbery, Breonna Taylor, Tony McDade, Rayshard Brooks, and many more, have finally risen to the surface of our society's focus, the frustration, pain, and fear that your Black trainees are currently experiencing are not new to them. The deaths of these innocent individuals merely scratch the surface of a long history deeply saturated in overt and covert racism through societal and systemic discrimination and oppression.

In light of the aforementioned events, we are writing this letter to you as a call to action. Lead with an open heart and open mind. Do not avoid difficult topics, and actively create opportunities for open conversation. Offering distance out of respect is not appropriate at this time. It is not enough to say "Let me know if I can help," as this places the onus upon the student – the person hurting – to tell you what to do. We call upon you to not only open the dialogue, but keep it open. Assess your students' needs and provide them with time away from their work and responsibilities to grieve and to care for themselves and their loved ones. Actively educate yourself on being an ally, and use your position of power to influence long-term change within your institution. Seek guidance from organizations, such as The Society for Black Neuropsychology (SBN), who offer a wealth of resources. You can join the SBN listserv by clicking the following link <https://groups.io/g/soblackneuroLISTSERV>. We also plead that you learn about systemic issues within academia. One helpful book is [Written/Unwritten: Diversity and the Hidden Truths of Tenure](#) edited by Patricia A. Matthew. Do not only accept Black individuals into your program, but actively recruit faculty/clinicians/researchers of disadvantaged backgrounds and develop an ethnically and culturally prosperous department. Avoid relying on separate discussions of diversity and inequity issues; instead integrate them into all teaching, clinical work, research, and institutional meetings and events. And please, continue to listen to the needs of your trainees, colleagues, and citizens.

We recommend distributing anti-racism resources to your department including faculty, staff, and students. For a list of publicly available resources compiled by the SDSU/UC San Diego Joint Doctoral Program Diversity Committee, visit the following link: <https://bit.ly/2XBWd15>

In Solidarity,

The Association of Neuropsychology Students & Trainees (ANST)