



Dear HNS Members,

In recent weeks, we have seen citizens around the world engage in demonstrations seeking to shine a light on racial injustice, systemic inequality, and police brutality. Unfortunately, our academic and healthcare systems are not immune to systemic racism. Racial disparities in academia impact representation of psychologists and clinical neuropsychologists, as with other doctoral level professions. Systemic racism in healthcare has resulted in disparities in adequate care and unnecessary deaths in communities of color. We recognize that it is our responsibility to not only acknowledge these relevant disparities but work to repair them. The factors that have contributed to these disparities have been ongoing for hundreds of years and, oftentimes, are insidious and the result of implicit bias. Therefore, any effort to reverse course must be intentional, multifaceted, and enduring.

To demonstrate our commitment to systemic changes that promote racial justice and inclusion, the HNS Board of Directors has voted to enact the following:

1. Consistent with the [AACN/ABCN Statement on Racial Justice](#), HNS will require all sponsored talks to “integrate learning objectives that address how the material is relevant in the context of our culturally, ethnically, racially, and linguistically diverse patient population.” The learner evaluation forms will be changed to reflect this commitment.
2. To address the broken student pipeline, HNS will actively partner with graduate psychology programs in the Houston area who have demonstrated a commitment to the recruitment and retention of students from diverse backgrounds. In addition to continuing to recruit from the University of Houston Clinical Psychology Program, the HNS Board will expand its advertisements for HNS networking events, continuing education speaker series, and student liaison leadership opportunities to students interested in neuropsychology who are enrolled in the University of Houston Counseling Psychology program, Texas Southern University graduate programs, and University of Houston Clear Lake graduate programs.
3. HNS will seek out opportunities to partner with local psychology organizations who promote the professional development of psychologists and neuropsychologists from diverse backgrounds.
4. In an effort to create a space to encourage identity development as an anti-racist neuropsychologist, HNS will sponsor a regularly occurring discussion-based forum. The goals of this series are dedicated to fostering culturally-informed neuropsychology practices, training programs, and research programs.
5. The HNS Board of Directors will review the current HNS By-Laws and update them to reflect its commitment to diversity. These updates will be forwarded to the active HNS Membership for approval.

We would also like to take this opportunity to highlight the statements and resources shared by national organizations. You may also find these available on the [HNS Website](#).

- [Statement from the Society of Black Neuropsychology](#)
- [Statement from the Hispanic Neuropsychological Society](#)
- [Statement from the Asian Neuropsychological Association](#)
- [Call to Action by Association of Neuropsychology Students and Trainees](#)
- [Statement from the Association of Black Psychologists](#)

The Houston neuropsychology community has a history for being leaders and pioneers in the field. We are hopeful that these changes will lead to improved access to and quality of care for patients of color, as well as increased recruitment and retention of learners from diverse backgrounds, so that the next generation of neuropsychologists may more accurately reflect the world in which we practice.

2020 HNS Board of Directors