



**AMERICAN COUNSELING  
ASSOCIATION**  
*counseling.org*

**Governing Council Meeting  
October 8, 2020  
Conference Call**

**Minutes**

The ACA Governing Council conference call meeting was called to order on Thursday, October 8, 2020 at 2:01 pm ET. President Sue Pressman presided. Governing Council members present for all or part of the meeting were as follows:

Sue Pressman, President  
S. Kent Butler, President-elect  
Heather Trepal, Past President  
Cirecie West-Olatunji, Treasurer  
Mike Walsh, Parliamentarian  
Melanie Drake Wallace, Process Observer  
Judy Daniels, Special Advisor to the President  
Richard Yep, CEO, Ex-officio  
Wendy Killam, Governing Council Representative, AADA  
Donna Gibson, Governing Council Representative, AARC  
Hayley Stulmaker, Governing Council Representative, ACAC  
Stella Beatriz Kerl-McClain, Governing Council Representative, ACC  
Monica Osburn, Governing Council Representative, ACCA  
Marty Jencius, Governing Council Representative, ACES  
Mark Scholl, Governing Council Representative, AHC  
Carlos Hipolito-Delgado, Governing Council Representative, AMCD  
Elizabeth O'Brien, Governing Council Representative, ASERVIC  
Christine Suniti Bhat, Governing Council Representative, ASGW  
Edil Torres Rivera, Governing Council Representative, CSJ  
Leigh Falls Holman, Governing Council Representative, IAAOC  
Paul Peluso, Governing Council Representative, IAMFC  
Dannette Berksteiner, Governing Council Representative, MGCA  
Lisa Severy, Governing Council Representative, NCDA  
Seneka Arrington, Governing Council Representative, NECA  
Jane Rheineck, Governing Council Representative, SAIGE  
Jason Marotzke, Governing Council Representative, Midwest Region  
Summer Reiner, Governing Council Representative, North Atlantic Region  
Hillary Press, Governing Council Representative, Southern Region  
Elizabeth Forsyth, Governing Council Representative, Western Region  
Laura Pignato, Student Governing Council Representative

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Paige Nicole Dunlap, Governing Council Representative, ARCA; was not present.

Others in attendance at the meeting as staff or observers include:

Anaid Shaver, President's Assistant  
Dave Jackson, Chief Financial Officer  
Natasha Rankin, Chief Operations Officer  
Tiffany Erickson, Chief Communications and Engagement Officer  
Angela Thompson, Chief Human Resources and Diversity Officer  
Lynn Linde, Chief Knowledge and Learning Officer  
Brian Banks, Director, Government Affairs and Public Policy  
Brandi McIntyre, Governance and Executive Office Manager  
Amy Smith, Governance Administrator

### **Welcome and Chair's Remarks**

President Pressman welcomed everyone to the call and called the meeting to order.

### **Approval of Agenda**

S. Reiner requested to discuss the functions and powers of the Executive Committee. Request seconded by L. Falls Holman.

- It was moved by W. Killam and seconded by D. Gibson to approve the agenda as presented.

**MOTION CARRIED**

### **MGCA Exemplary Practices for Military Population**

CEO R. Yep gave a brief background as to why we call them Exemplary Practices instead of Competencies, after consulting with legal counsel.

After discussion, it was decided to move the MGCA Exemplary Practices to a small work group to revise the language and report back at the November meeting.

- It was moved by S. Reiner and seconded by C. Bhat to move the MGCA Exemplary Practices to a small work group.

**MOTION CARRIED**

- It was moved by H. Stulmaker and seconded by L. Falls Holman to task one of the task forces or committees be tasked with the job to look at how we approve these standards or best practices.

**MOTION WITHDRAWN**

CEO Yep stated that we do have the Professional Standards Committee and the President could direct them to do that.

## **Financial Report**

Treasurer Olatunji reported on the following:

- Our net operating income is \$243,000.
- Our investment accounts are very strong at \$9.3 million.
- Our expenses are lower than expected.

The question was raised if we can financially withstand another catastrophe in terms of next year's conference and the answer was yes, we are confident in our financial position.

Treasurer Olatunji continued with her report, stating that the budget is assessed, monitored and reviewed on a monthly basis by staff and the Financial Affairs Committee. The Governing Council will be notified of any significant impact on the budget or financial stability of ACA.

## **Interstate Compact update**

L. Linde updated the Governing Council on the Interstate Compact. The project is currently on target. We are meeting all of our goals, timelines and budget. In fact, we are a little under budget at the moment. The Public Holder Stakeholder comment period ended September 30 and the comments were categorized by NCIC and sent to the drafting team. The drafting team had its first meeting yesterday afternoon. A series of virtual meetings are scheduled for the drafting team.

There has been a lot of discussion over the term LPC because there are 15-25 different terms that the boards use when we look at what a licensing board calls someone who holds a license. The drafting team tried to come up with LPC as an outcome of the 2020 initiative, but they are getting some pushback on that because of the composite boards. So they will be looking at what designation can be used that really addresses just counselors.

She concluded that they are still aiming to have something by February as a bill for General Assembly.

## **Anti-Racism Action Plan Task Force update**

CEO Yep explained that the Anti-Racism Action Plan Subgroups came up with goals/actions for adoption. Those goals and proposed actions were then sent to staff for recommendations on what could fit into this fiscal year and what would roll over to future years.

ACA Subgroup:

- Goals that can be accomplished in FY2021
  - Update iMIS to provide a way to more accurately note contacts/ethnicity/race as well as disability status (staff time)
  - Create and manage grant program for Black ACA members to attend and/or present at ACA conferences (\$49,500)
- Goals that can be accomplished by FY2023
  - Explore methods to decrease conference costs (i.e., location, virtual, etc.)

#### ACA Subgroup (cont.):

- Goals that can be accomplished in FY2021
  - Develop group of Black ACA member consultants for accountability (i.e., Commission). Remove institutional barriers by financially compensating Black committee members. (\$45,000)
  - Hire a consultant to conduct a critical assessment and evaluation of our bylaws, policies, procedures, practices, vision, mission, core values, and strategic plan (\$60,000-200,000)
  - Develop and implement a plan for how to help school counselors with resources, training, and other needs they have related to combatting racism. (TBD)
- Goals that can be accomplished by FY2023
  - Create recommendation for Regions/Divisions/Branches based on consultant feedback
  - Advocate with the council of journal editors to develop a program that promotes, invites, and includes Black researcher emerging scholars, and early career counselor educators in the editorial process in preparation for journal leadership.
  - Develop a plan and implement a process for proactively recruiting, mentoring, and retaining a critical mass of Black leaders within our organization.
  - Encourage our Partners to address issues of institutional racism within their organizations.
  - ACA Ethics Revision Task Force consider a new section in the ACA Code of Ethics on anti-racism for the forthcoming revision of the code.
- Is aspirational and will need continual effort for many years
  - Require Regions/Divisions/Branches to address issues of institutional racism within their organizations and provide documentation to ACA within annual reports.

#### White Anti-Racism Subgroup:

- Goals that can be accomplished in FY2021
  - Assess the racial climate of educational and counseling organizations and enact change (noting that enact change would be aspirational and require continual effort for many years). (\$75,000-125,000)
  - Establish ongoing virtual/in-person White accountability groups as a long-term mechanism, co-facilitated by white leaders, open to all counselors and counselor educators. (Staff time)
  - Develop a resource that can promote the ongoing anti-racist growth of White counselors and counselor educators within the profession, with an eye toward empowering them to make systemic changes in their respective workspaces within various counseling organizations. (Staff time)
- Goals that can be accomplished by FY2023
  - Develop competencies that inform the anti-racist development and actions of counselors and counselor training to be applied in Counselor Training practices and infused within standards and other guidelines (ethics, standards such as CACREP, licensure or recertification, NBCC) (Note that efforts with institutions of



higher education, CACREP, and NBCC would be aspirational and require continual effort for many years.

- Is aspirational and will need continual effort for many years
  - See above for enacting change.

#### Police Subgroup:

- Goals that can be accomplished in FY2021
  - The American Counseling Association (ACA) will engage in a thorough review and assessment of resources and information from stakeholders that can assist in understanding law enforcement or other legal actions within communities and developing strategic partnerships to inform future actions. (\$22,500)
- Goals that can be accomplished by FY2023
  - Create a “Know Better, Do Better Anti-Racism and Policing Clearinghouse”
  - ACA will establish a “Know Better, Do Better” training and advocacy manual and training experience opportunities to help counselors address concerns with law enforcement or other legal actions within their communities, including Anti-Racism, Systemic Injustice, and De-escalation/Diversion.


#### Questions posed to the Governing Council for consideration:

Are we prepared as an organization to create this organization wide solution, to seeking, engaging, managing, deploying thought leaders who would help create and curate this content across all these different channels for resources and services, etc.? These would be aligned to our DEI goals.

Is the Governing Council prepared to address the fact that we do not have a leadership pipeline to our board and/or serving as an officer when it comes to the diversity and inclusion suggestions that the task force came up with?

Currently the areas that ACA does have a direct influence on are the appointments of certain officers (Treasurer, Process Observer, Parliamentarian), the nominations and elections of President-elect (which then becomes President and Past President), we have control over appointments of committees and task forces, nominations and elections of Governing Council Representatives from the Regions, nominations and elections of the Region officers (nominal control there). What we want you to think about is currently, the pathway to being able to serve as President-elect is heavily concentrated in meeting requirements of having served as a division president or as a region chair, and that each of those entities have their own requirements and methods of nominations and elections. So if we do this, it's not one and done, it's impacting the entire system.

If we are really committed to this and want to carry out each of these goals, it means a consideration of changing certain things such as selection of ACA committees and task forces, how people get on to the Governing Council, the structure of inclusion as far as maybe even non-counselors being on the board, it impacts the divisions in terms of the processes by which



they nominate and select candidates, as well as how content and resources will be created by ACA.

The total cost of everything would be a minimum of \$200,000 this year up to possibly \$400,000, and depends on the depth and breadth of some of those goals that we were looking at. We would not recommend that the funding come from the operational budget, but that we go into our reserves to fund however much we do. Similar to how we are funding our Interstate Compact project.

The information will be posted on the Connect site and there should be some actionable items to vote on at the November meeting.

### **ACSSW Organizational Affiliate**

Angela Schubert, President of ACSSW, Fran McClain, President-elect of ACSSW, and Robert Zeglin, Past President of ACSSW joined the call.

CEO Yep explained that ACSSW would like to seek organizational affiliate status from the board. They have met all the terms and conditions that lead up to their approval, and we have verified everything.

Angela Schubert provided background on the organization and stated that they have full intentions of becoming a division at some point.

Several members of the Governing Council offered support for ACSSW becoming an Organizational Affiliate.

The ACSSW leaders left the call.

### **Recess**

- It was moved by S. Reiner and seconded by L. Falls Holman to recess the Governing Council meeting  
**MOTION FAILED**


### **New Business**

Due to time constraints of the Governing Council meeting, the Climate Change Task Force Report, and Human Rights Committee Motion will be moved to the next Governing Council meeting.

### **Consent Agenda**

Due to time constraints of the Governing Council meeting, approval of the Consent agenda will be moved to the next Governing Council meeting.

### **Adjournment**

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- It was moved by L. Falls Holman and seconded by E. Forsyth to adjourn at 4:06 pm ET.  
**MOTION CARRIED**