



In the words of Dr. Martin Luther King Jr., “There comes a time when silence is betrayal.”

The world is in the midst of social change. We are witnessing this at large scales in the many demonstrations occurring throughout the United States and Canada as a result of the murder of George Floyd and others. These demonstrations are bringing our collective attention to the injustices experienced by black, indigenous, and other communities of colour (BIPOC). We do not believe that we should stay silent while these injustices continue. Therefore, we would like to be clear that APABA condemns acts of racism, hate, injustice, and brutality faced by BIPOC .

Our hearts and thoughts are with our neighbours and colleagues to the south as they confront these issues.

It is important to note that racism has no borders and therefore does not stop at that thin line that separates Canada from the United States of America. We must not convince ourselves that racism is not alive and well in our communities. Doing so only allows the avoidance of the problem to continue, never breaking the cycles of racism and hate experienced by BIPOC every day. We would like to stand with our BIPOC members, clients, and community to fight against institutional racism and the violence and brutality that results from its presence.

It has become clear that behaviour analysis has not devoted enough time and effort to these issues. We must do our part as a community to acknowledge and promulgate that institutional racism is indeed real; even within our community. However, to paraphrase Murray Sidman, we must not accept that this problem is institutional behaviour; individuals behave, not institutions, and we behaviour analysts must assist in changing the behaviour of those that make up the institutions. We have the science and technology to aid in abolishing these acts of injustice.

We also realize that it is not enough for us to express our sadness or anger or a platitude about how our science can help. In light of that we would like to ask our members to express to us what they would like to see our organization and science do in this moment. We are offering to our members a listening ear so that we may address these issues.

For organizations such as ours, where we allocate money and time often reflects what our values are. To that end, APABA has moved to immediately establish a scholarship for BIPOC students of behaviour analysis in the Atlantic Provinces. If you feel moved to donate to this fund, please contact any member of the APABA executive or the Awards Committee.

Additionally, we are actively working to organize a professional development opportunity for our members on this very critical topic.

In the meantime, we would like to encourage our members and those in our communities to practice compassionate behaviours, as outlined by the new ABAI President Erin Rasmussen in her Presidential Address at the 46th ABAI Convention: be humble; take the perspective of others and allow yourself to feel empathy; engage in behavioural/psychological flexibility; and, most importantly, practice inclusion in your day-to-day activities.

The following are some resources for those interested in learning more about these issues:

Ibram Kendi - An antiracist reading list

<https://www.nytimes.com/2019/05/29/books/review/antiracist-reading-list-ibram-x-kendi.html>

BREA BAKER

20 Essential Black History Anti-Racist Reading List

<https://www.elle.com/culture/books/g32687973/black-history-books-reading-list/>

Sarah Sophie Flicker and Alyssa Klein

[https://docs.google.com/document/d/1BRIF2\\_zhNe86SGgHa6-VIBO-QqirITwCTugSfKie5Fs/preview?pru=AAABcprtDfM\\*fVMUIAYrBTjVoOdfwuj-LA](https://docs.google.com/document/d/1BRIF2_zhNe86SGgHa6-VIBO-QqirITwCTugSfKie5Fs/preview?pru=AAABcprtDfM*fVMUIAYrBTjVoOdfwuj-LA)

And here are some additional resources in the behavior science community

Contextual Behavior Science - Facebook Group

#dobetter professional development movement – Facebook Group

Beautiful Humans Podcast

Behaviorist for Social Responsibility - Facebook Group

Shades of ABA Podcast

Latino Association of Behavior Analysts - Organization

Culturo - Behavior Science for a Better World Conference October 7th - 9th 2020

Multiculturalism in Applied Behavior Analyst: Bringing Theory to Application