

**Motion for By-law Change: Annual General Meeting and Special Member's Meeting Quorum**

Whereas, the existing quorum requirements for the Annual General Meeting and Special Member's Meetings are outlined in the current By-laws;

Whereas, the Board of Directors recognizes the importance of ensuring meaningful participation of the membership and efficient decision-making at these meetings;

Whereas, it is deemed necessary to modify the quorum requirements to better reflect the evolving needs of the Corporation and its members;

Existing Annual General Meeting Quorum By-law:	Revised Annual General Meeting Quorum By-law:
<p>A quorum shall exist when not less than ten per cent (10%) of voting members are either physically present, in attendance by electronic means, or represented by proxy.</p>	<p>A quorum for the Annual General Meeting of members shall consist of a minimum of 30 members in good standing, in addition to the presence of a quorum of members of the Board of Directors. The quorum of Board of Directors members required shall be no less than a majority of the total number of Directors. If a quorum of members and a quorum of Board of Directors members are present at the commencement of the Annual General Meeting, the meeting may proceed to transact business, even if the quorum is not maintained throughout the meeting.</p>

Existing Special Meeting Quorum By-law:	Revised Special Meeting Quorum By-law:
<p>A quorum shall be the same as for an Annual General Meeting.</p>	<p>A quorum for any Special Member's Meeting shall be comprised of a minimum of 30 members in good standing, alongside the presence of a quorum of members of the Board of Directors. The quorum of Board of Directors members required shall be no less than a majority of the total number of Directors. In the event that both</p>

	<p>the minimum member quorum and the requisite Board of Directors quorum are satisfied at the commencement of the Special Member's Meeting, the meeting shall be authorized to conduct business, even if the quorum is not sustained throughout the meeting.</p>
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Further resolved, that the Board of Directors is hereby empowered to take all necessary actions, including but not limited to, the filing of required documents and notifications, to effectuate the proposed amendments to the By-laws;

Further resolved, that in both cases, if the Corporation maintains only one member or one holder of any class or series of memberships, their presence either in person or through proxy shall constitute a meeting, and the provisions regarding quorum shall be deemed satisfied;

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**Motion for By-law Change: Notice of Meeting and Material Distribution Timeline**

Whereas, the current By-laws specify a timeline for notice and material distribution for meetings, including the Annual General Meeting that may warrant adjustment to strike an optimal balance between member engagement and practicality;

Whereas, finding an appropriate timeline will enhance members' ability to prepare for meetings, review materials, and engage effectively in decision-making processes;

Whereas, incorporating multimedia formats into material distribution, such as videos, infographics, or presentations, can enhance engagement and understanding;

Be it resolved, that the following amendments be made to the By-laws to refine the notice of meeting and material distribution timeline:

Existing Notice of Meeting and Material Distribution Timeline	Revised Notice of Meeting and Material Distribution Timeline
There shall be an Annual Meeting of the Society, which shall take place not later than six months following the fiscal year, at such place as may be designated by the Board of	A. Notice of Meeting: Notice of any meeting, including the Annual General Meeting, shall be provided to members

Directors. Notice of such Annual Meeting shall be mailed, or sent electronically where the member has a request on file, to all members in good standing at least four (4) weeks before the date of such Annual Meeting.

Final action may be taken by the members in attendance at the Annual General Meeting only on Resolutions that have been mailed, or sent electronically where the member has a request on file, to the membership from the Provincial Office at least four (4) weeks prior to the date of the Annual General Meeting. This provision shall apply also to committee reports that embody substantive recommendations.

**Special Sessions of the Membership of the Ontario Society of Psychotherapists**

III. Notice of such Special Session shall be given in writing, or by electronic message where the member has a request on file, at least four (4) weeks prior to the date of such Special Session.

no less than 30 business days prior to the scheduled meeting date.

B. Distribution of Meeting Materials: All necessary meeting materials, including but not limited to the Annual Report and proposed By-law changes, shall be distributed to members no less than 15 business days prior to the scheduled meeting date.

C. Enhancements for Engagement: The Association may include multimedia formats, such as videos, infographics, or presentations, alongside traditional documents in the material distribution. These enhancements aim to facilitate member engagement and understanding of complex topics.

Further resolved, that this timeline adjustment and incorporation of multimedia formats aim to strike a balance between providing members with adequate time for preparation and avoiding the potential for material overload or loss of engagement due to excessive advance notice.

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## Motion for By-law Change: Proxy Voting and Electronic Voting

Whereas, the current process of proxy voting raises concerns about transparency, member engagement, and the democratic nature of decision-making within the Corporation;

Whereas, it has been proposed that adopting electronic voting for By-laws, elections of new slates, and the election of new Board of Directors members could enhance member participation, transparency, accessibility, and efficiency;

Whereas, electronic voting has been successfully implemented in other organizations, providing members with the opportunity to directly participate in decisions affecting the Corporation;

Existing Proxy Voting and Electronic Voting	Revised Proxy Voting and Electronic Voting
<p>Proxy Voting</p> <p>Members who are unable to attend the Annual General meeting or any special meeting of the Society may delegate another member to vote on their behalf. Absentee members must complete a proxy form designating who their proxy is. Only members of the Society may be proxy holders.</p>	<p>Proxy Voting By-law:</p> <p>9.1 Proxy Voting Process - The process of proxy voting shall be revised to ensure that members are fully informed about how their proxies will be voted. Members shall be required to indicate their voting preferences on the proxy form, specifying how their proxy shall cast their vote on each matter.</p> <p>Electronic Voting By-law:</p> <p>9.2 Electronic Voting Implementation - The Corporation shall adopt electronic voting methods for By-laws, elections of new slates, and the election of new Board of Directors members. The electronic voting platform shall allow members to cast their votes remotely through secure and verified means, ensuring a fair and transparent voting process.</p>

	<p>9.3 Pro-Democracy Measures - The introduction of electronic voting aligns with the Corporation's commitment to democracy, inclusivity, and member engagement. This contemporary approach aims to provide every member with a direct say in the decision-making process.</p> <p>9.4 Interim Board of Directors Elections - The adoption of electronic voting also enables the Corporation to conduct elections for new Board of Directors members in between Annual General Meetings without the necessity of convening a special meeting of the members. This facilitates the timely filling of vacant Board of Directors positions and the continued effective governance of the Corporation.</p>
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Further resolved, that the Board of Directors is authorized to select and implement a secure and reputable electronic voting platform, ensuring the privacy and accuracy of member votes.

Further resolved, that the Board of Directors shall develop clear procedures for the electronic voting process, including member registration, verification, voting periods, and result tabulation.

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**Motion for By-law Change: Officers of the Association**

Whereas, the current By-laws outline specific officer titles within the Association, and there is a desire to update and align these titles with commonly used officer designations;

Whereas, proposing changes to officer titles reflects a contemporary approach to governance and enhances clarity in the roles and responsibilities of these positions;

Whereas, the proposed changes do not alter the fundamental duties and functions of the officers, but rather modernize their titles;

Existing Officers of the Association By-law	Revised Officers of the Association By-law
<p>A. Officers of the Association</p> <p>The Officers of the Society shall include a Chair, Past-Chair, Vice-Chair, Secretary and Treasurer.</p>	<p>A. Officers of the Association</p> <p>The Officers of the Society shall include a President, Vice-President, Secretary, and Treasurer.</p>

Further resolved, that this amendment will change all other references in the By-laws and ancillary documents or documents relying on the By-laws that currently use the offices of Chair, Vice-Chair, Past-Chair (ex-officio) to mean and reflect President, Secretary, and Treasurer.

Further resolved, that this amendment aims to simplify officer titles and enhance their alignment with industry standards and common practice.

Further resolved, that these changes do not alter the roles, responsibilities, or authorities of the officers within the Association.

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**Motion for By-Law Change: By-Law 3, Section E, Composition of the Board of Directors and Executive Committee**

Whereas, the current By-laws outline the composition of the Board of Directors and Executive Committee, which includes the positions of Chair and Past-Chair;

Whereas, there is a desire to update the By-laws to align the positions with contemporary governance practices, replacing "Chair" with "President" and removing any reference to "Past-Chair";

Whereas, the revised composition simplifies the structure by removing reference to Chairs of Standing Committees;

Existing Composition of Board and Executive By-law	Revised Composition of Board and Executive By-law

<p>E. Composition of the Board of Directors and Executive Committee</p> <p>The Board shall consist of a minimum of 5 directors.</p> <p>I. The Board of Directors shall consist of the Past-Chair (ex-officio), Chair, Vice-Chair, Secretary, Treasurer, six Members-at-Large, and Chairs of Standing Committees.</p> <p>II. The Executive Committee shall consist of the Past-Chair (ex-officio), Chair, Vice-Chair, Secretary and Treasurer, and any Board members and any other members in good standing that the Executive may from time to time appoint. At such time as there is an Executive Director and/or Registrar, they will be ex-officio members of the Provincial Executive.</p>	<p>E. Composition of the Board of Directors and Executive Committee</p> <p>The Board shall consist of a minimum of 5 directors.</p> <p>I. The Board of Directors shall consist of the following members: President, Vice-President, Secretary, Treasurer, and Members-at-Large.</p> <p>II. The Executive Committee shall consist of the following members: President, Vice-President, Secretary, Treasurer, and any additional Board members or members in good standing that the Executive may appoint from time to time. In the event that an Executive Director and/or Registrar is appointed, they shall serve as ex-officio members of the Provincial Executive.</p>
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Further resolved, that these amendments aim to align the By-laws with contemporary governance practices and simplify the structure of the Board and Executive Committee.

Further resolved, that these changes do not alter the fundamental roles, responsibilities, or authorities of the positions within the Association.

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**Motion for By-law Change: Rotating Chair of Meetings**

Whereas, the current practice of having only the Chairs preside over meetings presents limitations in terms of availability and organizational flexibility;

Whereas, diversifying the individuals responsible for chairing meetings enhances organizational resilience, member engagement, and Board member development;

Whereas, it has been proposed that the By-laws should be amended to allow any Board of Directors member to chair meetings, subject to a simple majority approval of the Board of Directors;

Whereas, this approach contributes to building a diverse roster of meeting Chairs, fostering a sense of shared responsibility, and providing opportunities for Board members to develop leadership skills;

Existing Chairs of Meetings By-law	Revised Chairs of Meetings By-law
IV. The Chair shall preside at Board meetings. In the absence of the Chair, the Vice-Chair shall preside.	<b>Chairs of Meetings</b> Any Board of Directors member, as determined by a simple majority of the Board of Directors members present at a meeting, shall have the authority to Chair and preside over any type of meeting, including but not limited to Board of Directors meetings, Town Halls, Annual General Meetings and special meetings of the Board of Directors. The selection of the meeting chair shall be conducted prior to the commencement of the meeting, and shall be documented in the minutes by the minute-taker.

Further resolved, that this amendment promotes organizational flexibility, encourages shared leadership responsibilities, and strengthens the Corporation's ability to adapt to unexpected circumstances.

Further resolved, that this amendment serves as part of the Board member development strategy, allowing members to gain experience in chairing meetings and facilitating their potential growth into official Chair or Vice Chair roles in subsequent terms.

Further resolved, that the Board of Directors shall ensure transparency and fairness in the selection process, providing equal opportunities for all eligible members to chair meetings.

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**Motion for By-Law 3, Section D: Removal of Reference to Past Chair**



Whereas, By-law 3 (D) outlines the duties of the Chair, which includes a provision for the Past Chair to act as an advisor to the Executive Committee and provide advice and leadership to the Board of Directors regarding past practices and other matters;

Whereas, there is a desire to update the By-laws to remove the reference to Past Chair, as the organization has approved new Board titles that no longer include the position of Past Chair but will instead call the position President;

Whereas, removing this reference aligns the By-laws with the current structure and titles of the Board;

Existing Reference to Past Chair By-law	Revised Removal of Past Chair Reference
II. The Past Chair shall act as advisor to the Executive Committee and shall provide advice and leadership to the Board of Directors regarding past practices and other matters, to assist the Board in governing the Society	II. The President shall act as the leader of the Board of Directors and shall provide advice and leadership to the Board in governing the Society.

Further resolved, that this amendment reflects the organization's updated Board titles and structure, ensuring consistency between the By-laws and the current governance framework.

Further resolved, that this change does not alter the fundamental duties and functions of the President within the Association.

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**Motion for By-law Change: Standing Committees**

Whereas, the current By-laws of the Ontario Society of Registered Psychotherapists outline the establishment and management of Standing Committees, and there is a desire to update and enhance the flexibility and inclusivity of committee leadership;

Whereas, the proposed changes aim to modernize the process of appointing committee Chairs within the Ontario Society of Registered Psychotherapists, making it more inclusive and open to a broader range of members, while ensuring accountability and transparency in committee operations;

Existing Standing Committees By-law	Revised Standing Committees By-law
<p data-bbox="203 329 509 367">Standing Committees</p> <ul style="list-style-type: none"> <li data-bbox="300 382 854 667">a. Standing Committees shall be established by the Board of Directors, or as authorized at any annual or special meeting, the duties of which shall be determined and allocated by the Board of Directors.</li> <li data-bbox="300 695 854 877">b. Chairs of Standing Committees shall be nominated by the Nomination Committee in consultation with the Standing Committees.</li> <li data-bbox="300 905 854 1289">c. Standing Committees shall meet at the call of the Chairpersons of the committees. A record of their work and deliberations shall be kept, which shall be available to the Executive Committee and the Board of Directors at the request of the Chair.</li> </ul>	<p data-bbox="878 329 1185 367">Standing Committees</p> <ul style="list-style-type: none"> <li data-bbox="927 396 1422 856">a. Establishment: Standing Committees shall be established by the Board of Directors of the Ontario Society of Registered Psychotherapists, or as authorized at any annual or special meeting, the duties of which shall be determined and allocated by the Board of Directors.</li> <li data-bbox="927 884 1422 1297">b. Committee Chairs: Any member of the Ontario Society of Registered Psychotherapists may serve as the Chair of a Standing Committee, provided they meet the qualifications set forth in the By-laws and are approved by the Board of Directors.</li> <li data-bbox="927 1325 1422 1871">c. Committee Meetings: Standing Committees shall meet at the call of the Chairpersons of the committees. A record of their work and deliberations shall be kept, which shall be submitted to the Executive Committee and the Board of Directors of the Ontario Society of Registered Psychotherapists monthly. The Chair of each</li> </ul>

	<p>Standing Committee shall provide regular reports to the Board of Directors of the Ontario Society of Registered Psychotherapists as necessary to keep the Board informed of committee activities and progress.</p>
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Further resolved, that this amendment will change all other references in the By-laws and ancillary documents or documents relying on the By-laws that currently use specific criteria for the appointment of committee Chairs to mean and reflect the open eligibility for any member to chair a Standing Committee within the Ontario Society of Registered Psychotherapists.

Further resolved, that this amendment aims to simplify the process of appointing committee Chairs, making it more inclusive and aligned with industry standards and common practice within the Ontario Society of Registered Psychotherapists.

Further resolved, that these changes do not alter the roles, responsibilities, or authorities of the officers within the Ontario Society of Registered Psychotherapists.

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**Motion for By-law Change: By-Law 1, Classes of Membership**

**Motion 1 - Friends of the Society**

Whereas, the current By-law 1 Section VI of the By-laws for "Friends of the Society" specifies that they "shall not be eligible for nomination for Directors, Officers of the Board of Directors or the Chair of any committee;"

Existing Member Rights By-law	Revised Member Rights By-law
<p>Friends of the Society</p> <p>e. shall not be eligible for nomination for Directors, Officers of the Board of Directors or the Chair of any committee;</p>	<p>Friends of the Society</p> <p>e. shall not be eligible for nomination for Directors or Officers of the Board of Directors but may be the Chair of any committee.</p>

Further resolved, that this amendment aims to simplify officer titles and enhance their alignment with industry standards and common practice.

Further resolved, that these changes do not alter the roles, responsibilities, or authorities of the officers within the Association.

**Motion 2 - Retired Members**

Whereas, Section IV of the By-laws for "Retired members" currently does not specify their eligibility to be the Chair of any committee;

Existing Member Rights By-law	Revised Member Rights By-law
Does not exist currently.	<p>Retired members shall:</p> <p>e. have the right to be the Chair of any committee in accordance with the provisions within the By-laws.</p>

Further resolved, that this amendment aims to simplify officer titles and enhance their alignment with industry standards and common practice.

Further resolved, that these changes do not alter the roles, responsibilities, or authorities of the officers within the Association.

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**Mission Statement:**

<p>The Ontario Society of Registered Psychotherapists (OSRP) is the professional voice of Registered Psychotherapists (RPs) in Ontario. We believe that every Registered Psychotherapist needs to have a voice, along with a place to go to for information, connection and support. We represent the diverse clinical, economic, social and political interests of all psychotherapists. For RPs, by RPs.</p>	<p>The Ontario Society of Registered Psychotherapists is committed to fostering equity, diversity, and inclusion within the field of psychotherapy, while also serving as a prominent voice for Registered Psychotherapists (RPs) in Ontario. We are dedicated to uplifting the diverse and intersectional communities that our membership represents. Through inclusive advocacy, intentional relationship building, culturally-sensitive clinical mentorship, and the cultivation of</p>
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	<p>meaningful practitioner connections, we strive to create an environment that is inclusive and welcoming. Our commitment is to collaboratively eliminate barriers to mental wellness and champion social justice. For RPs, by RPs.</p>
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**Vision Statement:**

We envision a mental-wellness landscape in which individuals from all walks of life are holistically and compassionately centred. Our aspiration is to create a space where everyone feels valued, respected, and empowered to flourish, regardless of their background, identity, or lived experience.

**Land Acknowledgement:**

<p>We wish to acknowledge that the OSRP operates on unceded aboriginal land that has been inhabited by Indigenous peoples from the beginning. We thank all the generations of people who have taken care of this land for thousands of years. Long before today, as we gather here, there have been aboriginal peoples who have been the stewards of this place. In particular, we acknowledge Tokaronto, the Meeting Place where the trees meet the water. We recognize the contributions of Métis, Inuit and other Indigenous peoples, both in shaping and strengthening this community in particular, and our province and country as a whole. Today, this meeting place is still the home to many Indigenous people from across Turtle Island. This territory is covered by the Upper Canada Treaties and is within the lands protected by the “Dish With One Spoon” wampum agreement.</p> <p>As settlers, this recognition of the contributions and historic importance of Indigenous peoples must also be clearly and</p>	<p>The Ontario Society of Registered Psychotherapists acknowledges that the land on which we operate are traditional Indigenous territories made up of <u>46 treaties and other agreements</u> that cover the territory now called Ontario. The Ontario Society of Registered Psychotherapists would like to acknowledge the Original Custodians of these territories who have cared for this land since time immemorial and continue to uphold their Ancestral commitment, respect, and reverence to this land to this very day. The Ontario Society of Registered Psychotherapists is committed to learn from and support the Indigenous, First Nations Peoples, and their communities' healing and wellbeing as we strive to decolonize our practices and promote cultural safety and humility.</p> <p>The Ontario Society of Registered Psychotherapists would also like to acknowledge that our Head Office is in Tkaronto and on the traditional territory of</p>
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overtly connected to our collective commitment to make the promise and meet the challenge of Truth and Reconciliation real in our communities and, in particular, to bring justice for murdered and missing indigenous women and girls across our country.

many nations including the Mississaugas of the Credit, the Anishnabeg, the Chippewa, the Haudenosaunee and the Wendat peoples and is now the home to many diverse First Nations, Inuit and Métis peoples. We also acknowledge that Tkaronto is covered by Treaty 13 signed with the Mississaugas of the Credit, and the Williams Treaties signed with multiple Mississaugas and Chippewa bands.

Acknowledging traditional Indigenous territories is one way to recognize contemporary and historical Indigenous presence and land rights. It is a small step towards dismantling the continued impacts of colonialism and undoing Indigenous erasure in our everyday lives. As an Association committed to embedding equity, diversity, and inclusion in all that we do, the Ontario Society of Registered Psychotherapists aims to move beyond Land Acknowledgements by demonstrating our commitment to Truth and Reconciliation in tangible ways. For more information on the purpose of Land Acknowledgements check out [lspirg.org/knowtheland](http://lspirg.org/knowtheland) and [native-land.ca](http://native-land.ca).

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## Appendix A

### Code of Ethics

The Ontario Society of Registered Psychotherapists recognized the necessity of providing a clear framework of guidelines for ethical behaviour, ensuring that members understand and uphold the organization's values, maintain trust with stakeholders, and navigate ethical dilemmas effectively.

We acknowledge that our membership is comprised of a variety of unique and diversely oriented psychotherapists who come together with a variety of ethical principles by which we identify ourselves. As such the Ontario Society of Registered Psychotherapists is committed to equity, diversity, and inclusion in the field of psychotherapy. We also recognize the historical and ongoing impact of systemic inequalities, including but not

limited to anti-Black racism and anti-Indigenous racism. Through an equity and diversity lens, we are dedicated to working with diverse and inclusive therapists in an effort to provide relational support to ALL individuals, regardless of their race, ethnicity, gender, gender expression, abilities, religion, culture, age, sexuality, and financial means.

Members of the Ontario Society of Registered Psychotherapists, are obligated to uphold the following principles in their professional conduct:

1. **Honesty and Integrity:** Members commit to conducting their professional practices with honesty and integrity, ensuring that their interactions are free from bias and discrimination. They actively challenge and address any personal biases that may impact their work with clients from diverse backgrounds.
2. **Privacy and Confidentiality:** Members maintain the privacy and confidentiality of their clients, understanding the importance of creating safe spaces for individuals to share their experiences without fear of judgment or harm. They recognize the significance of protecting the sensitive information shared by clients. Members also recognize the limits of client confidentiality as outlined by the College of Registered Psychotherapists of Ontario guidelines, and inform their clients from their first meeting of these rare exceptions to this cornerstone rule, such as the duty to report as specified in Standard 3.1 Confidentiality: Limits to Confidentiality under the College of Registered Psychotherapists of Ontario frameworks. By providing clear and transparent communication regarding these exceptions, therapists ensure that clients are aware of the circumstances under which confidentiality may be breached, while still respecting and upholding the fundamental principles of privacy and confidentiality in their therapeutic relationships
3. **Non-Exploitation:** Members uphold the therapeutic relationship and refrain from exploiting it for social, personal, or financial gain. They are conscious of the historical exploitation experienced by marginalized communities and actively work to prevent any actions that perpetuate these injustices.
4. **Power Dynamics:** Members recognize the power imbalances inherent in the therapeutic relationship and the broader social context. They commit to avoiding actions that perpetuate or reinforce these imbalances, and to actively working towards dismantling systemic inequities that contribute to the marginalization of individuals and communities.
5. **Ethical Reflection:** Members engage in ongoing self-reflection and education to better understand the complexities of equity, diversity, and inclusion. They actively

seek ethical solutions to address problematic situations that arise within their practice, taking into account the specific challenges faced by individuals from marginalized communities.

6. **Personal Well-being:** Our organization is committed to promoting the holistic well-being of our members, recognizing that their physical, mental, and emotional health is essential to their overall happiness and productivity. We provide a supportive work environment that encourages work-life balance, offers resources for stress management, and promotes self-care practices.

In addition, members recognize that their own biases and prejudices can impact their ability to provide effective and unbiased therapy. They commit to addressing their own biases and working towards their personal growth and development, ensuring that their well-being contributes to providing culturally sensitive care.

7. **Community Engagement:** Members actively engage with and contribute to their communities, taking into account the diverse needs and experiences of the populations they serve. They strive to create an inclusive and welcoming environment for all individuals, regardless of their backgrounds. They actively collaborate with community organizations and leaders to address systemic barriers and promote social justice.
8. **Diversity and Respect for Freedom of Expression:** Members acknowledge and embrace the diversity present among themselves and their clients while ensuring that the value of freedom of expression is upheld. They strive to create an inclusive and affirming environment where individuals can openly express their identities and experiences, fostering dialogue and understanding without compromising the rights and dignity of others. Through recognizing and respecting the intersectionality of identities, members actively work towards creating an environment that values diverse perspectives and promotes inclusivity for all clients.

9. **Professional Growth:**

Professional growth is a continuous journey that empowers individuals to expand their knowledge, skills, and expertise within their field. It involves actively seeking opportunities for learning, such as attending workshops, pursuing advanced education, and engaging in ongoing professional development. Through professional growth, individuals enhance their competence, stay up to date with emerging trends and best practices, and adapt to the evolving needs of their profession. By investing in their growth, members of the Ontario Society of Registered



Psychotherapists not only advance their careers but also contribute to the overall advancement of their field, fostering innovation, excellence, and positive impact.

Members recognize that diverse perspectives and experiences contribute to positive therapeutic opportunities and the advancement of the profession. They actively seek to learn from and collaborate with therapists from various backgrounds and training, including those from marginalized communities. They value ongoing professional development to ensure culturally competent and responsive practice.

10. Constructive Dissent: Members value and encourage constructive dissent as a means to challenge and improve the field of psychotherapy. They actively engage with differing perspectives, particularly from marginalized voices, to foster critical thinking and create a more inclusive and equitable profession. They recognize that addressing systemic biases requires ongoing examination and a commitment to continual growth and change.