

BOARD OF DIRECTORS

December 8-10, 2006

APPROVED MINUTES

Present: Gerald P. Koocher, PhD; Sharon Stephens Brehm, PhD; Ronald F. Levant, EdD; Ruth Ullmann Paige, PhD; Carol D. Goodheart, EdD; Norman B. Anderson, PhD; Jessica Henderson Daniel, PhD; Thomas J. DeMaio, PhD; Lisa Grossman, JD, PhD; Douglas C. Haldeman, PhD; Michael B. Madson, PhD, (APAGS); Ronald H. Rozensky, PhD; and Sandra L. Shullman, PhD; and Barry S. Anton, PhD, Alan E. Kazdin, PhD; Kristi Sands Van Sickle, PsyD; Melba J. T. Vasquez, PhD, and Michael Wertheimer, PhD (incoming Board members).

Absent: None.

I. MINUTES OF MEETING

A.(1) The Board voted to approve the minutes of the August 8 & 12, 2006, Meeting of the Board of Directors

II. ELECTIONS, AWARDS, MEMBERSHIP AND HUMAN RESOURCES

A.(2) The Board voted to institute the following recommendations, most of which are current practice of the Board, regarding the board and committee nominations and elections process as Board policy:

- 1) An off-going Board member will be placed on a slate if that individual is slated by the board or committee.
- 2) Candidates nominated for more than one board or committee will be contacted prior to the June Board meeting to ascertain their preference.
- 3) Any changes made to a slate by the Board, based on confidential information, should be made on a case by case basis, realizing this requires a judgment call and utmost discretion.
- 4) Boards and committees are encouraged to rank the slates of candidates it provides to the Board. Rankings are not included on the Board and Committee Election Ballot.
- 5) Board and committees are asked to provide the Board with a description of their slates.
- 6) Members may run simultaneously for the Board of Directors and a board a committee.
- 7) Caucus chairs will be sent the final board and committee slates when available.
- 8) Each potential nominee should be contacted to determine their willingness to run, and serve, if elected, prior to their name be submitted to the Board for consideration.

B. John D. Robinson, PhD, Chair of the Membership Committee, presented the Board with a briefing on the strategic plan for membership recruitment, retention and engagement.

C. In executive session, the Board voted to approve the appointment of Paul L. Craig, PhD, for a three-year term (1/1/2007-12/31/2009) and the reappointment of Dorothy W. Cantor, PsyD, for a fourth term of office for a three-year term (1/1/2007-12/31/2009) to APAIT. Dr. Koocher will serve as the Board liaison to APAIT in 2007.

D. In executive session, the Board voted to approve Gerald A. Jacobs, PhD, as the recipient of the 2007 APA International Humanitarian Award.

E. In executive session, the Board voted to approve Florence L. Denmark, PhD, as the recipient of the 2007 Raymond D. Fowler Award for Outstanding Contributions – Member. The Board requested that the nominees not chosen for the 2007 award be considered for the 2008 award.

F. In executive session, the Board took action on the following appointments:

1. The Board voted to appoint John M. McCormack as a non-voting investment community member and Steven F. Stanton as a non-voting audit community member to serve for three-year terms (1/1/2007-12/31/2009) on the Finance Committee. Dr. Shullman abstained from voting on the appointment of Mr. McCormack.

2. F. The Board voted to appoint Bradley D. McAuliff, JD, PhD, Nicholas Dickon Reppucci, PhD, and David M. Corey, PhD, to serve three-year terms (1/1/2007-12/31/2009) on the Committee on Legal Issues.

3. The Board voted to appoint Gary Hawly, PsyD, and Darryl Salvado, PsyD, to serve three-year terms (1/1/2007-12/31-2009) on the Committee on Early Career Psychologists.

4. The Board voted to appoint Alexandra Rutherford, PhD, to serve a one-year term (1/1/2007-12/31/2007) on the History Oversight Committee.

5. The Board voted to approve the continuing committee appointments (attached).

III. ETHICS

A.(2A) The Board voted to contribute one hour of convention programming to the teach-in on Ethics and Interrogations to be held at the 2007 Convention.

B.(30) The Board received an update regarding reforms to the ethics educative and adjudicative activities that the Ethics Committee and Ethics Office made pursuant to the Board's direction in 2001.

C.(31) The Board received an update regarding the Ethics Committee's response to the recommendations from the August 2005 Council meeting regarding follow-up to the Report of the Presidential Task Force on Psychological Ethics and National Security.

IV. BOARD OF DIRECTORS

A.(3) The Board voted to recommend that Council approve the following motion regarding Council new business item originators:

Council requests a structured procedure for new business items. Following the referral of each new business item by the Agenda Planning Group and approval of the referrals by the Committee on Structure and Function of Council, the mover(s) of a Council new business item will be provided with information for follow-up. This is to include the name of the board or committee designated as the lead on the new business item, contact information for the staff liaison of the lead board or committee, the names of additional boards and committees designated as referral groups for the item, and information on dates and locations of upcoming board and committee meetings.

In addition, Council encourages staff liaisons to contact the mover(s) of a Council new business item when clarification or additional information is needed on an item, and to send the mover(s) a copy of the relevant minute from the lead board or committee's initial discussion of the new business item.

B.(4) The Board voted to approve the following motion regarding representation on the Board of Directors and allocation of resources across the four Directorates:

There is a perception among some Council members that there is not comparable representation of Science, Practice, Education and Public Interest on the Board of Directors. However, there are currently no readily available data to either confirm or disconfirm this perception. Therefore, the Board requests that the Election Committee collect further data to address this matter. Data collection shall include examination of the membership of the Board of Directors, to include a listing of the names of those serving on the Board of Directors (presidents, secretaries, treasurers and members-at large) from 1991 through 2006 and the names of those divisions to which the members belonged during their first year of service on the Board. The Board also requests that the Finance Committee examine and provide data on the patterns of allocation of the Association's resources to programs and initiatives across the four directorates over the past 10 years.

The Board of Directors requests that 1) the data be provided to relevant boards and committees (BAPPI, BEA, BPA, BSA and CAPP) at their March 2007 meetings with the request that they provide feedback to the Policy and Planning Board and Council; 2) the data be provided to Council for its discussion at its August 2007 meeting along with any feedback received from boards and committees with the results of the Council discussion to be provided to the Policy and Planning Board; and 3) the Policy and Planning Board submit an item to Council by February 2008 that includes the data and any appropriate recommendations.

The Board requested that Council be informed of the Board's action at its February 2007 meeting.

C.(5) The Board voted to approve the following motion regarding the CSFC Report on Multicultural/Diversity Capabilities:

The Board reviewed the Committee on Structure and Function of Council (CSFC) Report on Multicultural/Diversity Capabilities and recommended that the CSFC Report be incorporated into the diversity action plan of the CEO and that the Board of Directors annually review the diversity action plan (including the CSFC Report) at each June meeting and make recommendations for diversity training for Council and boards and committees for the following year.

The Board commended CSFC for its work on the Report on Multicultural/Diversity Capabilities.

D.(6) The Board decided to use email following the Board meeting to determine the Board of Directors meeting dates for 2008.

E.(7) The Board voted to allocate \$38,500 from the President's discretionary fund to support Dr. Sharon Stephens Brehm's 2007 presidential initiatives. Her three initiatives are: Integrative Healthcare for an Aging Population, Institutional Review Boards and Science and Math Education. (Note: At its August 2006 meeting, Council approved reducing the 2006 President-elect discretionary fund by \$7,500 and increasing the 2007 President-elect discretionary fund by \$7,500 in order that a meeting of the Task Force on Integrative Healthcare for an Aging Population can hold a meeting in 2007.)

F.(8) The Board voted to allocate \$10,700 from its 2007 discretionary fund to support the planning and implementation of a program at the 2007 Convention in follow-up to the *Report of the Presidential Task Force Psychological Ethics and National Security*.

G.(9) The Board voted to recommend that Council approve the addition of \$50,000 to the 2007 Final Budget for the hiring of professional staff in the APA Center for Psychology Workforce Analysis and Research.

H.(9A) Lt. Commander Shannon Johnson, Chair, APA Presidential Task Force on Military Deployment Services for Youth, Families and Service Members, briefed the Board on the work of the Task Force. The Board supported the plan for the Task Force to bring its report to the Board and Council for consideration at their February 2007 meetings.

I. Ms. Cheryl Wilmer from the American Red Cross presented APA with the 2006 Circle of Humanitarian Award.

J. In executive session, the Board took action on the following Psychology Defense Fund (PDF) cases:

Petition #2006-6: On recommendation of the Executive Management Group, the Board voted not to approve a grant request from James A. Dickerson, PhD.

Petition #2006-7: The Board voted to grant \$20,000 to the Psychology Shield to pay legal expenses incurred while attempting to protect regulations that authorize psychologists to independently admit, discharge and direct treatment in the hospitals.

V. DIVISIONS AND STATE AND PROVINCIAL ASSOCIATIONS

A.(10) The Board voted to approve the recommendations set forth by the Committee on Division/APA Relations in funding eight interdivisional grant projects.

VI. ORGANIZATION OF THE APA

A.(10A) The Board voted to recommend that Council approve the following additions to the APA Association Rules establishing a Strategic Planning Process for the Association (underlined material to be added) and the Outline of the Strategic Planning Process:

25. STRATEGIC PLANNING FOR THE ASSOCIATION

25-1.1 The Association will engage in a strategic planning process to accomplish the stated purposes of the Association. The strategic planning process starts with the 5-Year Planning Report of the Policy and Planning Board, which shall be a general document about the future directions for the Association. In formulating the content of the Report, the Policy and Planning Board shall invite input from the Board of Directors, the Council of Representatives, the Executive Management staff, affiliated 501 c(6) entities, and the board and committees. These entities may provide opinions about strengths, weaknesses, opportunities and threats to the Association in their particular area of expertise. (see also Association Rule 70. POLICY AND PLANNING BOARD)

25-1.2 The Policy and Planning Board will forward to Council at its February meeting the 5-Year Planning Report so that Council may use it as part of a preliminary discussion about Major Goals for the Association. Following Council’s preliminary discussion and development of suggestions for Major Goals, these suggestions will be forwarded to boards and committees at the spring consolidated meetings for comment. Subsequently, at its spring retreat meeting, the Board of Directors, in consultation with the Executive Management Group, shall review, modify and streamline the Major Goals and submit a list for Council’s approval at its next meeting in August.

The Major Goals will represent the Association’s principal focus areas over a five year period that will advance the Association’s purposes as defined in the Bylaws, and within the applicable tax laws

25-1.3 At the fall consolidated meetings, each board and committee will use the Council-approved Major Goals of the Association to establish board and committee goals and priorities (i.e. specific activities) that will guide their work for the subsequent five years. These goals and priorities will be reviewed annually by boards and committees to determine which they will focus on in a given year. The purpose is to have all boards and committees addressing a common set of Major Goals, but through the prism of their areas of expertise.

25-1.4 The **Strategic Plan for the Association** will incorporate the Major Goals of the Association and the board and committee goals and priorities.

Outline of the Strategic Planning Process

The strategic planning process will be divided into a Development Phase and an Implementation Phase. The Development Phase will last one year, beginning with Council reviewing in February the Policy and Planning Board’s 5-Year Report and the previous Major Goals approved by Council. The Implementation Phase will last for five years (with the exception of the first planning cycle described below). There will be overlap between the last year of the Implementation Phase and the subsequent Development Phase for the next strategic plan.

Below is the sequence of the planning process, from the selection of Major Goals to the implementation of the goals and priorities established by boards and committees.

I. Initial Strategic Planning Process (2007 – 2010)

This initial strategic planning process will be abbreviated due to the fact that it is beginning in the middle of the Policy and Planning Board's 5-Year Report cycle. This means that the Implementation Phase will last only three years. In subsequent years, as described below, the Implementation Phase will last five years.

Development Phase 2007

1. At its February 2007 meeting, Council will vote on the **Strategic Planning Process** and related Association Rule. If approved by Council, the following will occur:
2. During the Spring 2007 consolidated meetings, the boards and committees will review and comment on Council's 2005 list of priorities and the 2004 P&P 5-Year Report to begin the process to establish the Major Goals for the Association;
3. At its Spring 2007 retreat meeting, the Board of Directors, along with the Executive Management Group (EMG), will review Council's 2005 priorities list, the 2004 P&P 5-Year Report, and the comments provided by the boards and committees as described in number 2 above. From this review, the Board of Directors will develop a list of Major Goals for the Association that will be submitted to Council;
4. At its August 2007 meeting, Council will review, modify and approve the Major Goals for the Association;
5. During the Fall 2007 consolidated meetings, boards and committees will receive the list of Major Goals approved by Council in August 2007. Boards and committees will use these Major Goals to develop their individual goals and priorities for the next 3 years. The board and committee goals and priorities must be tied to the Major Goals of the Association;
6. The Strategic Plan for the Association will incorporate the Major Goals for the Association and the board and committee goals and priorities.

Implementation Phase (2008 - 2010)

For 2008 - 2010, boards and committees will annually review their goals and priorities and select those they will focus on in a given year. Staff will work with boards and committees to determine and implement these annual priorities within their allocated budget.

II. Subsequent Strategic Planning Process (2010 – 2015 and beyond)

Beginning in 2010, the process will be identical to the one outlined above, except that the Development Phase will begin with the February Council reviewing the P&P 5-Year Report and the set of previous Major Goals approved by Council and that the Implementation Phase will last five years rather than three years. The sequence is outlined below.

Development Phase (2010)

1. At its February 2010 meeting, Council will review the 2009 Policy and Planning Board's 5-Year Report along with the set of previous Major Goals and make suggestions for Major Goals;
2. During the Spring 2010 consolidated meetings, the boards and committees will review and comment on Council's suggestions, the previous set of Major Goals, and the 2009 Policy and Planning 5-Year Report.
3. At its Spring 2010 retreat meeting, the Board of Directors, along with the Executive Management Group (EMG), will review the list of Major Goals suggested by Council, the previous set of Major Goals, the 2009 P&P 5-Year Report, and the comments provided by the boards and

committees as described in number 2 above. From this review, the Board of Directors will develop a streamlined list of Major Goals for the Association that will be submitted to Council

4. At its August 2010 meeting, Council will review, modify and approve the Major Goals for the Association;

5. During the Fall 2010 consolidated meetings, boards and committees will receive the list of Major Goals approved by Council in August 2010. Boards and committees will use these Major Goals to develop their individual goals and priorities for the next 5 years. The board and committee goals and priorities must be tied to the Major Goals of the Association

6. The Strategic Plan for the Association will incorporate the Major Goals for the Association and the board and committee goals and priorities.

Implementation Phase (2011 – 2015)

Years 2011-2015 will serve as the 5-year implementation period for the goals and priorities established by the various boards and committees. Boards and committees will annually review their goals and priorities, and select those they will focus on in a given year. Staff will work with boards and committees to determine and implement these priorities within their allocated budget.

During 2014 (fourth year of the Implementation Phase), the Policy and Planning Board will begin developing its next 5-Year Report. This report will be reviewed by Council at its February 2015 meeting. This will begin a new Development Phase (2015), which will overlap with the last year of the previous Implementation Phase (2015). The new Implementation Phase will begin in 2016.

III. Additional Uses of the Major Goals of the Association

The APA Strategic Plan's Major Goals are meant to provide a framework for shaping the principal activities of the Association. Therefore, in addition to serving as a guide for board and committee activities, the Major Goals should also guide, where appropriate, Central Office activities, Presidential Initiatives, and activities of the Board of Directors and Council of Representatives (e.g. discretionary fund activities).

The Board voted to recommend that Council approve the following amendments to the APA Association Rules (bracketed material to be deleted; underlined material to be added):

70. THE POLICY AND PLANNING BOARD

70-1.1 The Policy and Planning Board shall consist of not fewer than nine members of the Association. One of its members shall be a representative to Council serving in the first or second term on Council.

70-1.2 Proposed amendments to the APA Bylaws shall be reviewed by the Policy and Planning Board for consistency with existing bylaws before being submitted to the membership for a vote.

70-1.3 In carrying out its mandated five-year review of the structure and functions of the Association, [the Policy and Planning Board shall make an assessment of the continuing importance and relevance of the Association's governance bodies and programs and shall make recommendations regarding those that should be considered for sunset] the five-year Report shall be a general document about the future direction of the Association. As such, it should include information about the progress since the previous plan, the threats to and opportunities for the Association, and the critical directions the Association should consider.

70-1.4 A sample of the Association membership may be surveyed about the threats to and opportunities, and the critical directions for the Association.

70-1.5 The Policy and Planning Board shall refer the five-year Report to the Board of Directors and the Council of Representatives.

70-1.6 From time to time, in one of its annual reports, the Policy and Planning Board shall make an assessment of the continuing importance and relevance of the Association's governance bodies and programs and may make recommendations to Council regarding those that should be considered for sunseting.

B.(32) The Board received information regarding the Policy and Planning Board's (P&P) discussions on equity between divisions and affiliates and P&P's decision to recommend no changes at this time to the requirements for divisions and other affiliate organizations seeking recognition with APA.

VII. PUBLICATIONS AND COMMUNICATIONS

A.(11) The Board voted to recommend that Council approve the Division 10 request for authorization to publish a divisional journal, to be titled *Psychology of Aesthetics, Creativity, and the Arts*.

B. In executive session, the Board voted to approve the use of the designation of net assets (\$650,000 from the R&D fund to be paid over 20 years) for the acquisition of *School Psychology Quarterly*.

VIII. CONVENTION AFFAIRS

A.(12) The Board voted to approve Toronto, Ontario, Canada as the site for the 2015 Convention with the dates of Thursday, August 6 through Sunday, August 9, 2015.

B.(13) The Board voted to approve the use of \$100,000 from the DC real estate tax abatement for a high profile speaker or entertainer for the 2007 Convention to be determined by the Board of Convention Affairs and approved by the Board at a later date.

C.(14) The Board voted to approve a \$30 increase for APA members and nonmembers and a \$5 increase for APA student affiliates and full-time students in convention registration fees beginning with the 2007 Convention.

D.(14A) The Board requested that staff inform the New Orleans Metropolitan Convention and Visitors Bureau of APA's losses from the 2006 New Orleans Convention and ask that APA be reimbursed the agreed upon \$250,000 to offset a portion of the losses incurred from the convention as provided for in the letter of credit between APA and the New Orleans Metropolitan Convention and Visitors Bureau.

IX. EDUCATIONAL AFFAIRS

A.(15) The Board voted to approve forwarding the revised *Principles for the Recognition of Specialties in Professional Psychology* to all APA boards and committees and other relevant groups for review and comment.

B.(16) The Board voted to approve forwarding the revised CRSPPP procedures document to all APA boards and committees and other relevant groups for review and comment.

C.(17) The Board voted to recommend that Council approve the following motion:

That the Council of Representatives approves the following changes in Domain A: Eligibility of the *Guidelines and Principles for Accreditation of Programs in Professional Psychology* (bracketed text to be deleted):

A. Doctoral Graduate Programs

Domain A: Eligibility

As a prerequisite for accreditation, the program's purpose must be within the scope of the accrediting body and must be pursued in an institutional setting appropriate for the doctoral education and training of professional psychologists.

1. The program offers doctoral education and training in psychology, one goal of which is to prepare students for the practice of professional psychology.
2. The program is sponsored by an institution of higher education accredited by a nationally recognized regional accrediting body in the United States [or, in the case of Canadian programs, the institution is publicly recognized by the Association of Universities and Colleges of Canada as a member in good standing].

Further, Council requests that staff work with the Canadian Psychological Association in revising the Memorandum of Understanding to allow for the discontinuation of concurrent accreditation.

D.(17A) The Board voted to recommend that Council renew the recognition of *Psychoanalytic Psychology* as a specialty in professional psychology for an additional probationary period of six months.

E.(33) The Board received an update on the work of the Board of Educational Affairs (BEA) Task Force on Quality Assurance of Education and Training for Recognized Proficiencies of Professional Psychology.

F.(34) The Board received an update on the BEA Assessment of Competency Benchmarks Work Group.

G.(35) The Board received an update on the work of the BEA Task Force on Assessment of Competence in Professional Psychology.

X. PROFESSIONAL AFFAIRS

A.(18) The Board voted to recommend that Council adopt the Guidelines for Psychological Practice with Girls and Women.

B.(19) The Board voted to approve in principle the revised Record Keeping Guidelines that were developed by the Board of Professional Affairs (BPA) Committee on Professional Practice and Standards (COPPS). The Board will make a final recommendation to Council after receiving the final version of the Record Keeping Guidelines at its February 2007 meeting.

XI. SCIENTIFIC AFFAIRS

A.(20) The Board voted to recommend that Council adopt as APA policy the following Resolution Rejecting Intelligent Design as Scientific and Reaffirming Support for Evolutionary Theory:

APA Council of Representatives Resolution Rejecting Intelligent Design as Scientific and Reaffirming Support for Evolutionary Theory

The science, practice, and application of psychology depend on science education and the culture of evidence and critical thought to which it contributes. Evolutionary theory is one of the most powerful elements of contemporary science. With due diligence in repudiating misappropriations of evolution to justify social injustices, scholars informed by evolutionary theory can unify scientific knowledge and serve public interests in invaluable ways. Proponents of Intelligent Design (ID) present ID theory as a viable alternative scientific explanation for the origins and diversity of life. However, ID has not withstood the scrutiny of scientific peer review of its empirical, conceptual, or epistemological bases and thus is not properly regarded as a scientific theory.

- WHEREAS** Intelligent Design Theory poses a threat to the quality of science education in the United States, and recognizing the urgency pressed upon it by the endorsement of teaching ID alongside evolutionary theory by some political leaders; (Baker & Slevin, 2005; Santorum, 2005)
- WHEREAS** Evolutionary theory is a major unifying force in contemporary science; (Gould, 1994; National Science Teachers Association, 2003; Wilson, 1998)
- WHEREAS** The bases of continuity and variation that follow from evolutionary theory inform, explicitly or implicitly, the work of many psychologists with humans and other animals; (Caporael, 2001; Crawford, 1989; Gray, 1996)
- WHEREAS** ID proponents dismiss contemporary evolutionary theory as scientifically invalid; (Discovery Institute, n.d., Wells, 2000/2001)
- WHEREAS** ID proponents promulgate their theory as science in the absence of empirical evidence or, indeed, a means of testing it that passes scientific muster; (Young & Edis, 2004) and
- WHEREAS** The teaching of ID as science would seriously undermine both the vitality of psychological science and the science literacy so essential to an informed, responsible citizenry; (Gray, 1996; Shtulman, & Weisberg, 2006; National Science Teachers Association, 2003)

THEREFORE BE IT RESOLVED that APA applauds the consistent repudiation by federal courts of Creationism, Creation Science, and now ID as a part of science education; (*Edwards v. Aguillard*, 1987; *Kitzmiller et al v. Dover Area School District*, 2005; *McLean v. Arkansas Board of Education*, 1982; *Peloza v. Capstriano Unified School District*, 1994; *Webster v. New Lennox School District*, 1990)

THEREFORE BE IT FURTHER RESOLVED that the APA reaffirms earlier relevant resolutions (APA, 1982 & 1990) and joins other leading scholarly organizations including American Association for the Advancement of Science (2002), American Astronomical Society (2005), American Society of Agronomy (2005), Federation of American Societies of Experimental Biology (2005), and National Association of Biology Teachers (2005) in opposing the teaching of Intelligent Design as a scientific theory.

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B.(21) The Board voted to recommended that Council approve the addition of \$10,500 in the 2007 Final Budget to cover the cost of increasing the ceiling for reimbursement of travel expenses to \$1500 for all APA awardees beginning in 2007. The Board noted that the request for increasing the awards prizes should be brought back to the Board at its June 2007 meeting to be considered for inclusion in the 2008 Preliminary Budget. The June 2007 agenda item should also include the relevant Association Rule changes needed to increase the award amounts.

C.(22) The Board voted to recommend that Council approve the addition of \$75,000 to the 2007 Final Budget to support planning for the Psychology Public Education Campaign. The Board noted that the request for funds for 2008 and beyond should be brought back to the Board at its June 2007 meeting to be considered for inclusion in the 2008 Preliminary Budget.

XII. PUBLIC INTEREST

A.(23) The Board voted to recommend that Council amend Association Rule 150-4 and relevant sections of Association Rule 50-5.1 and 110-14.1 as follows (bracketed material to be deleted; underlined material to be added):

150-4. Committee on Lesbian, Gay, [and] Bisexual, and Transgender Concerns

150-4.1 There shall be a Committee on Lesbian, Gay, [and] Bisexual, and Transgender Concerns whose mission shall be to:

(a) study and evaluate on an ongoing basis how the issues and concerns of lesbian, gay male, [and] bisexual, and transgender psychologists can best be dealt with;

(b) encourage objective and unbiased research in areas relevant to lesbian, gay male, [and] bisexual, and transgender adults and youths and the social impact of such research;

(c) examine the consequences of inaccurate information and stereotypes about lesbian, gay male, [and] bisexual, and transgender adults and youth in clinical practice;

- (d) develop educational materials for distribution to psychologists and others; and
- (e) make recommendations regarding the integration of these issues into the APA's activities to further the cause of civil and legal rights of lesbian, gay male, [and] bisexual, and transgender psychologists within the profession.

The Committee shall consist of six members, three of whom self-identify as women and three of whom self-identify as men, to be appointed for staggered terms of three years. Transgender members who do not self-identify as either women or men may fill either a female or a male seat, in alternation (for example, if there were two transgender members who did not identify as either women or men, one would fill a male seat and one would fill a female seat). It shall report to Council through the Board for the Advancement of Psychology in the Public Interest.

50-5. LIST OF CONTINUING COMMITTEES

50-5.1 The list below presents APA continuing committees and their reporting lines.

Reporting through the Board for the Advancement of Psychology in the Public Interest

Women in Psychology
 Psychology in the Public Interest Award
 Lesbian, Gay [and] Bisexual, and Transgender Concerns
 Disability Issues in Psychology
 Children, Youth, and Families
 Ethnic Minority Affairs
 Aging

110-14. RULES GOVERNING SIMULTANEOUS SERVICE ON BOARDS AND COMMITTEES

110-14.1 Members shall not serve simultaneously on any of the following governance groups, except as ex-officio (non-voting) members or if other exceptions are provided below.

Committees

Accreditation
 Advancement of Professional Practice
 Aging
 Animal Research and Ethics
 Children, Youth and Families
 Continuing Education
 Disability Issues in Psychology
 Division/APA Relations
 Early Career Psychologists
 Ethics
 Ethnic Minority Affairs
 Finance
 International Relations in Psychology
 Legal Issues (ad hoc)
 Lesbian, Gay [and] Bisexual, and Transgender Concerns
 Membership
 Professional Practice and Standards (except that one member is also a member of the Board of Professional Affairs)

Psychology and AIDS (ad hoc)
Rural Health
Structure and Function of Council
Psychological Tests and Assessment
Psychology Teachers at Community Colleges
Teachers of Psychology in Secondary Schools
Women in Psychology

B.(24) The Board voted to recommend that Council adopt the following resolution:

**Resolution on Opposing Discriminatory Legislation and Initiatives Aimed at
Lesbian, Gay, and Bisexual Persons**

Context

While legislation and initiatives that discriminate against lesbians, gay men, and bisexual people have been enacted for decades (Smith, 1997), there has been a dramatic increase in such enactments during the past several years. One form of these enactments has been legislation passed by states and other jurisdictions that restricts the rights of lesbians, gay men, and bisexual people in a variety of spheres including limiting access to the rights and responsibilities of marriage, restricting parental rights, and constraining access to legal recourse in the face of discrimination. The other major form of restrictive legal enactments has been popular initiatives proposing amendments to state constitutions that also result in restrictions on marriage and/or parenting rights or recourse in the face of discrimination. Some of the laws resulting from such legislation or initiatives also place restrictions on the rights of same-sex couples to enter into contractual arrangements of various kinds (e.g., Davidoff, 2006; Gay marriage ban goes too far, 2006).

Damage to Lesbians, Gay Men, and Bisexual People

The very process of introducing, debating, and voting on such measures—whether in legislative or referendum contexts—can have deleterious effects on lesbians, gay men, and bisexual people. The rhetoric of these debates tends to be grounded in undocumented and faulty arguments about gay people (Herek, 1998; McCorkle & Most, 1997); often revives old stereotypes and prejudices (Bullis & Bach, 1996); and portrays lesbians, gay men, and bisexual people as dangerous and threatening (Davies, 1982; Douglass, 1997; Eastland, 1996a, 1996b; Herman, 1997; McCorkle & Most, 1997; Moritz, 1995; Smith, 1997; Smith & Windes, 2000; Wieshoff, 2002). Much of the rhetoric includes a tone of moral condemnation (Smith, 1997). Lesbians, gay men, and bisexual people are thereby objectified and disenfranchised.

Effects of Such Legislation and Initiatives

These legislative and initiative actions result in practical restrictions on the social and political freedom of lesbians, gay men, and bisexual people. Some of these restrictions occur in the realm of the everyday; for example, in the context of the least restrictive of these legal actions, same-sex couples do not have access to the legal rights and responsibilities of civil marriage. Some of these restrictions occur in the context of more extraordinary events; for example, if one member of a same-sex couple has an accident and requires medical care, the couple's signed and notarized medical power of attorney can be legally disregarded by hospital personnel in a jurisdiction that has the more restrictive legal enactments (e.g., Davidoff, 2006; Gay marriage ban goes too far, 2006).

These legislative and initiative actions can also result in psychological distress for lesbians, gay men, and bisexual people. Immediate consequences include fear, sadness, alienation, anger, and an increase in internalized homophobia (Russell, 2000; Russell & Richards, 2003). In addition, these actions can increase the degree to which lesbians, gay men, and bisexual people are affected by minority stress (Cochran & Mays, 2000; Cochran, Sullivan, & Mays, 2003;

DiPlacido, 1998; Gilman, Cochran, Mays, Hughes, Ostrow, & Kessler, 2001; Herdt & Kertzner, 2006; King & Bartlett, 2006; Mays & Cochran, 2001; Meyer, 2003).

Incompatibility with APA Policies

Discriminatory legislation and initiatives stand in explicit violation of earlier APA policies. Relevant APA policies, rooted in empirical data, have established that there is no basis for discrimination against lesbians, gay men, and bisexual people (Conger, 1975); that there is no basis for legal enactments that limit legal recourse in the face of discrimination based on sexual orientation (APA, 1993); that there is no basis for discrimination against same-sex couples in marriage rights (Paige, 2005a) or parental rights (Paige, 2005b).

Therefore, there exists essential incompatibility between APA's existing policies and the discriminatory legislation and initiatives that seek to limit the rights of lesbians, gay men, and bisexual people. Despite this incompatibility, it is expected that, in the foreseeable future, legislation and initiatives that discriminate against lesbians, gay men, and bisexual people will be introduced, debated, and voted on.

Resolution

WHEREAS various states and other jurisdictions have enacted legislation and/or constitutional amendments that limit the access of same-sex couples to the legal rights and responsibilities of marriage and that therefore affect their relationships with each other and/or with their children;

WHEREAS various states and other jurisdictions have enacted legislation and/or constitutional amendments that limit legal recourse available to lesbians, gay men, and bisexual people in the face of discrimination based on sexual orientation;

WHEREAS it has been expressed or implied intent of some elected and appointed officials to apply these laws in a manner that selectively discriminates against lesbians, gay men, and bisexual people (e.g., Davidoff, 2006);

WHEREAS these legal restrictions resist the force of psychological data that provide "no evidence to justify discrimination against same-sex couples" (Paige, 2005a, p. 2);

WHEREAS these legal restrictions contradict two decades of empirical research that suggests "that the development, adjustment, and well-being of children with lesbian and gay parents do not differ markedly from that of children with heterosexual parents" (Paige, 2005b, p. 2);

WHEREAS the debate leading up to these legal enactments as well as their outcome cause undue psychological risk to same-sex couples and their children as well as to single lesbian, gay, and bisexual individuals, and they create a hostile climate for all lesbian, gay, and bisexual people (Bullis & Bach, 1996; Davies, 1982; Donovan & Bowler, 1997; Douglass, 1997; Eastland, 1996a, 1996b; Gonsiorek, 1993; McCorkle & Most, 1997; Moritz, 1995; Moses-Zirkes, 1993; Russell, 2000; Russell & Richards, 2003; Smith, 1997; Whillock, 1995);

WHEREAS the psychological risks associated with exposure to prejudice and discrimination result in increased psychological distress (Cochran & Mays, 2000; Cochran, Sullivan, & Mays, 2003; DiPlacido, 1998; Gilman, Cochran, Mays, Hughes, Ostrow, & Kessler, 2001; Mays & Cochran, 2001; Meyer, 2003; Russell, 2000; Russell & Richards, 2003);

WHEREAS APA has taken clear stands against discrimination in any of its forms and against discrimination against lesbians, gay men, and bisexual people in particular (Conger, 1975);

WHEREAS current immigration law unfairly discriminates against same-sex couples when one is a U.S. citizen and the partner is not;

WHEREAS municipal laws that prohibit or otherwise limit households members who are not related by biology or marriage may unfairly affect same-sex couples, who typically lack access to marriage, as well as poor people and other-sex partners who do not choose to marry;

WHEREAS APA has policies that specifically oppose discrimination against same-sex couples in access to marriage (Paige, 2005a) and that oppose “any discrimination based on sexual orientation in matters of adoption, child custody and visitation, foster care, and reproductive health services” (Paige, 2005b, p. 3);

WHEREAS APA is increasingly adopting an international focus and lesbian, gay, bisexual, and transgender people in many parts of the world face hostile environments;

THEREFORE BE IT RESOLVED that APA reaffirms its opposition to discrimination against lesbians, gay men, and bisexual people and will take a leadership role in actively opposing the adoption of discriminatory legislation and initiatives;

BE IT FURTHER RESOLVED that APA will convene a meeting of representatives of national health and mental health organizations to encourage a concerted response to discriminatory legislation and initiatives;

BE IT FURTHER RESOLVED that APA will make deliberate efforts to hold meetings in states and other jurisdictions and to enter into contracts with entities located in states and other jurisdictions that do not put members of the organization at physical, emotional, or social risk;

BE IT FURTHER RESOLVED that APA collaborate in amicus briefs with regard to such discriminatory legislation and that APA take other appropriate legal action to protect its employees who live in states and other jurisdictions that put members of the organization at physical, emotional, or social risk;

BE IT FURTHER RESOLVED that APA, when meeting in a state or jurisdiction that has enacted legislation and/or constitutional amendments that limit access of same-sex couples to the legal rights and responsibilities of marriage and that therefore affect their relationships with one another and/or with their children, APA will take steps to promote the physical and psychological safety of its members and will offer specific and concrete measures to counter the hostile environment.

BE IT FURTHER RESOLVED that APA will ask the U. S. National Committee for Psychology to suggest a policy stance on antigay legislation internationally and to bring this policy to the International Union of Psychological Science General Assembly for discussion and adoption.

BE IT FURTHER RESOLVED that APA encourage the United States to enact immigration laws that allow same-sex couples in which one is a citizen and on is not access to the same rights, privileges, and responsibilities that apply to other-sex couples in which one is a U.S. citizen and the partner is not;

BE IT FINALLY RESOLVED that APA encourage municipalities to abolish laws that prohibit or otherwise limit households members who are not related by biology or marriage that unfairly affect same-sex couples, who typically lack access to marriage, as well as poor people and other-sex partners who do not choose to marry.

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C.(25) The Board voted to recommend that Council adopt the Report of the Task Force on the Sexualization of Girls and file the Appendix of the Report.

The Board also voted to recommend that Council adopt the following recommendations from the Report of the Task Force on the Sexualization of Girls. (In accordance with Association Rule 30-6.2, "in order to be implemented, recommendations contained in the Report must further be presented to Council as main motions, with the usual accompanying information on fiscal implications and what entity has responsibility to carry out the actions contemplated.")

I. Research

That psychologists conduct research to:

1. Document the frequency of sexualization, specifically of girls, and examine whether sexualization is increasing.
2. Examine and inform our understanding of the circumstances under which the sexualization of girls occurs and identify factors involving the media and products that either contribute to or buffer against the sexualization of girls.
3. Examine the presence or absence of the sexualization of girls and women in all media but especially movies, music videos, music lyrics, video games, books, and blogs and internet sites. In particular, research is needed to examine the extent to which *girls* are portrayed in sexualized and objectified ways and whether this has increased over time. In addition, it is important that these studies focus specifically on sexualization rather than sexuality more broadly or on other constructs such as gender-role stereotyping.

4. Describe the influence and/or impact of sexualization on girls. This includes both short- and long-term effects of viewing or buying into a sexualizing objectifying image, how these effects influence girl's development, self-esteem, friendships and intimate relationships, ideas about femininity, body image, physical, mental, and sexual health, sexual satisfaction, desire for plastic surgery, risk factors for early pregnancy, abortion, and sexually transmitted infections, attitudes toward women, other girls, boys, and men, as well as educational aspirations and future career success.
5. Explore issues of age compression ("adultification" of young girls and "youthification" of adult women), including prevalence, impact on the emotional well-being of girls and women, and influences on behavior.
6. Explore differences in presentation of sexualized images and effects of these images on girls of color, lesbian, bisexual, questioning, and transgendered girls, girls of different cultures and ethnicities, girls of different religions, girls with disabilities, and girls from all socioeconomic groups.
7. Identify media (including advertising) and marketing alternatives to sexualized images of girls, such as positive depictions of sexuality.
8. Identify effective culturally competent protective factors (examples include helping adolescent girls develop a nonobjectified model of normal, healthy sexual development and expression through school or other programs).
9. Evaluate the effectiveness of programs and interventions that promote positive alternatives and approaches to the sexualization of girls. Particular attention should be given to programs and interventions at the individual, family, school, and/or community level.
10. Explore the relationship between the sexualization of girls and societal issues such as sexual abuse, child pornography, child prostitution, and the trafficking of girls. Research on the potential associations between the sexualization of girls and the sexual exploitation of girls is virtually nonexistent and the need for this line of inquiry is pressing.
11. Investigate the relationships between international issues such as immigration and globalization and the sexualization of girls worldwide. Document the global prevalence of the sexualization of girls and the types of sexualization that occur in different countries or regions, and any regional differences in the effects of sexualization. Assess the effects of sexualization on immigrant girls and determine whether these effects are moderated by country of origin, age at immigration, and level of acculturation.
12. Conduct controlled studies on the efficacy of working directly with girls and girls' groups that address these issues, as well as other prevention/intervention programs.
13. That researchers who are conducting studies on related topics (e.g., physical attractiveness, body awareness or acceptance of the thin ideal) consider the impact of sexualization as they develop their findings.

II. Practice

1. That APA make the Report of the Task Force on the Sexualization of Girls available to practitioners working with children and adolescents in order to familiarize them with information and resources relevant to the sexualization of girls and objectifying behavior on the part of girls.
2. That APA make the Report of the Task Force on the Sexualization of Girls available to practitioners as a source of information on assisting girls in developing the skills necessary to

advocate for themselves and counter these adverse messages, taking into account the impact and influence of family and other relationships.

III. Education and Training

1. That APA disseminates information about the Report of the Task Force on the Sexualization of Girls to instructors at the middle school and high school and undergraduate levels and to chairs of graduate departments of psychology.
2. That information from the Report of the Task Force on the Sexualization of Girls be considered for inclusion in future revisions of the "[National Standards for High School Psychology](#)" and "[Guidelines for the Undergraduate Psychology Major](#)" by the groups charged with revising these documents.
3. That chairs of graduate departments of psychology and of graduate departments in other areas in which psychologists work be encouraged to consider information from the Report of the Task Force on the Sexualization of Girls as curricula are developed within their programs and to aid in the dissemination of the report.
4. That information from the Report of the Task Force on the Sexualization of Girls be considered for development as continuing education and online academy programming, in partnership with APA's Continuing Education in Psychology Office.
5. That the Ethics Committee and APA Ethics Office consider and use this report in developing ethics educational and training materials for psychologists and make this report available to the group responsible for the next revision of the *APA Ethical Principles*.

IV. Public Policy

1. That APA advocate for funding to support needed research in the areas outlined above.
2. That APA advocate for funding to support the development and implementation by public agencies and private organizations of media literacy programs, including interactive media, in schools that combat sexualization and objectification.
3. That APA advocate for the inclusion of information about sexualization and objectification in health and other related programs, including comprehensive sex education and other sexuality education programs.
4. That APA encourage federal agencies to support the development of programming that may counteract damaging images of girlhood and test the effects of such programs, for example, web "zines" (web magazines) extracurricular activities (such as athletics), and programs that help girls feel powerful in other ways than through a sexy appearance.
5. That APA work with Congress and relevant federal agencies and industry to reduce the use of sexualized images of girls in all forms of media and products.

V. Public Awareness

1. That APA seek outside funding to support the development and implementation of an initiative to address the issues raised in this report and identify outside partners to collaborate on these goals. The long-term goals of this initiative, to be pursued in collaboration with these outside partners, should include the following:
 - a. Develop age appropriate multimedia education resources representing ethnically and culturally diverse young people (boys and girls), parents, educators, health care providers, and community-based organizations, available in English and other languages, to help

facilitate effective conversations about the sexualization of girls and its impact on girls, as well as on boys, women, and men.

b. Convene forums that will bring together members of the media and a panel of leading experts in the field to examine and discuss a) the sexualization of girls in the United States, b) the findings of this task force report, and c) strategies to increase awareness about this issue and reduce negative images of girls in the media.

c. Develop media awards for positive portrayals of girls as strong, competent, and nonsexualized, for example, the best television portrayal of girls or best toy.

d. Convene forums with industry partners, including the media, advertisers, marketing professionals, and manufacturers, to discuss the presentation of sexualized images and the potential negative impact on girls and to develop relationships with the goal of providing guidance on appropriate material for varying developmental ages and guidance on storylines and programming that reflects the positive portrayals of girls.

2. That school personnel, parents and other caregivers, and community-based youth and parenting organizations, and local business and service organizations encourage positive extracurricular activities that help youth build nurturing connections with peers and enhance self-esteem based on young people's abilities and character rather than their appearance.

D.(25A) The Board voted to postpone the request for funds from the 2007 Final Budget to a conference call to take place in December 2006 or January 2007. (Subsequent to the Board meeting, the request for 2007 budget funds was withdrawn.) The Board noted that request for 2008 funds should be brought to the Board at its June 2007 meeting to be considered for inclusion in the 2008 Preliminary Budget.

E.(25B) The Board voted to grant approval for the Public Interest Directorate to go forward with planning the 7th Work, Stress, and Health Conference with a total expected budget of \$350,185, while Public Interest Directorate staff raises the necessary outside funding for the conference expenses.

F.(25C) The Board voted to grant approval for the Public Interest Directorate to go forward with establishing the Work, Stress, and Health Conference series on a regular basis (approximately every two years). The Board requested that the Finance Committee and Board of Directors receive a summary of financial data following each conference.

G.(36) The Board received as information the minutes from the May 12-14, 2006, meeting of the Task Force on the Implementation of APA Multicultural Guidelines.

H.(37) The Board received as information a report on the activities of the Task Force on Diversity in Course Content, Publications and Training Programs.

XIII. ETHNIC MINORITY AFFAIRS

No items.

XIV. INTERNATIONAL AFFAIRS

A.(26) The Board voted to contribute one hour of convention programming to the President's Roundtable symposium on International Psychology.

B(27) The Board voted to recommend that Council approve the initiative International GOALS (Global Opportunities and Long-Term Strategies) and the addition of \$75,000 to the 2007 Final Budget for partial funding of the initiative. The Board noted that the request for funds for 2008 and beyond should be brought back to the Board at its June 2007 meeting to be considered for inclusion in the 2008 Preliminary Budget.

C.(38) The Board received as information a briefing on the 2006 activities of the APA non-government organization (NGO) representative team at the United Nations in New York.

XV. CENTRAL OFFICE

No Items.

XVI. FINANCIAL AFFAIRS

A.(28) The Board voted to recommend that Council approve the Long-Term Investment Policy statement.

B.(29) The Board voted to recommend that Council approve the 2007 Final Budget calling for a 2006 year-end probable surplus of \$312,800 and a 2007 Final Budget surplus of \$23,200.

C.(39) The Board received as information a report from Standard & Poor's on the Associations new Bond Rating.