
*Task Force on the World Conference
Against Racism Report:
Findings and Recommendations*

Submitted to APA Council of Representatives

Task Force on the World Conference Against Racism Report

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Task Force on the World Conference Against Racism Report: Findings and Recommendations

Executive Summary

At their July 2004 meeting, Council discussed agenda item 30, which contained the report of APA's Delegation to the 2001 UN World Conference Against Racism (WCAR) and the UN Declaration (contained in an appendix to the APA report). The main motion, which was originated by the Committee on International Relations in Psychology (CIRP) and the Committee on Ethnic Minority Affairs (CEMA) and recommended by the Board of Directors, requested the Council of Representatives to receive the report of the APA Delegation to the World Conference Against Racism. As a result of concerns about anti-Semitic activities by some groups at the Durban Conference, raised during Council's discussion of this item, action was tabled and Council established a Task Force to address those concerns.

The Task Force recognizes and acknowledges the sensitivity and importance of the issues and concerns it was charged to address, the breadth and complexity of UN processes and structures, the size of the Durban meeting and the breadth and complexity of the perspectives represented there, and the critical importance all these issues have for ongoing efforts of Council and APA to move antiracism, multiculturalism, diversity, and religious pluralism forward. In addition to providing these highlights, the Task Force hopes that all Council members will also be encouraged to review the entire report in all its detail, to understand as fully as possible Task Force deliberations and the context for Task Force recommendations.

The following summarizes highlights of the Task Force discussion.

- APA does not currently have a policy specifically addressing anti-Semitism and anti-Jewish acts and therefore the Task Force recommends that Council pass a resolution condemning anti-Semitic and anti-Jewish and other religious discrimination, as well as all other forms of discrimination.

- Some Council members expressed the concern that the APA Delegation report and/or the UN Declaration contained anti-Semitic or anti-Jewish content and that receiving the report might constitute endorsement or condoning of anti-Semitic or anti-Jewish language. After careful examination of both documents, including the passages of concern identified in the UN Declaration document, the Task Force concluded that neither final document contained specific anti-Semitic or anti-Jewish content. (Two major documents emerged during the Durban meeting: the NGO Declaration, from a drafting committee of the NGO Forum, and the UN Declaration and Programme of Action, from the governments. The APA Delegation focused its attention on the UN Declaration and Programme of Action as the official outcome document of the conference. The NGO Forum submitted a Declaration with highly anti-Israeli, anti-Zionist, and anti-Jewish content, but this language did not reflect the focus or agenda of the majority of NGOs. The NGO Declaration was rejected by Mary Robinson, the High Commissioner for Human Rights. She did not relay it to the governments for consideration, and she indicated that "it was not an official document of the conference and would not be issued as such.")

- The Task Force concluded that the UN Declaration constitutes an important historical and archival document relative to the work of the APA Delegation and its mission.
- Therefore the Task Force urges Council to receive the APA Delegation report, including the appended UN Declaration, as presented. As an historical document, the UN Declaration is not amendable.
- The Task Force believes that the conflict surrounding this report demonstrates that issues of antiracism, multiculturalism, and diversity at APA are fraught with difficulties, sees Council's current efforts to move diversity training, multiculturalism, antiracism, and religious pluralism forward as very timely, and fully supports Council efforts to increase the multicultural competence of its own members and of APA governance groups.
- The Task Force also reviewed the history of APA's UN involvement. APA was granted special consultative status as a nongovernmental organization (NGO) with the United Nations Economic and Social Council (ECOSOC) in 2000. Shortly thereafter, a call for volunteers to represent APA at the UN was distributed. The Committee on International Relations in Psychology nominated and APA's Executive Management Group approved the appointment of the UN Team members. In January 2001, these team members obtained their UN credentials.
- The World Conference Against Racism, Racial Discrimination, Xenophobia, and Related Intolerance in Durban, South Africa, August 28 to September 8, 2001, was among the first opportunities for APA to formally contribute as an NGO within the UN system. In June 2001,

the Board of Directors authorized APA's participation in the Durban conference, approved in emergency action the APA Resolution on Racism and Racial Discrimination: A Policy Statement in Support of the Goals of the 2001 World Conference Against Racism, Racial Discrimination, Xenophobia, and Related Intolerance (see Appendix A), and approved the participation of a six-member delegation to attend the conference. The delegation included members, representing APA entities and APA's Office of Ethnic Minority Affairs.

- After the July 2004 Council meeting, APA President Dr. Diane Halpern appointed this Task Force to address the concerns raised at that meeting. The process developed for the deliberation of this Task Force was constructed to support a candid, respectful, and safe context for discussion (see Appendix B for complete details of the process). Preparation included one-on-one phone interviews by the Chair with each Task Force member, asking for each person's own concerns and concerns raised by others they had heard from, their view of the mission of the group and what they needed to focus on, suggestions for an effective meeting process, early ideas on good products and outcomes, and hopes and perceived opportunities as well as concerns about the work of the group. Before the meeting, all questions and concerns—from Task Force members, from communications by others to the Chair, and from the discussions from the July 2004 Council meeting—were summarized into a single confidential document for use by the Task Force at the meeting. Task Force members were able to reach consensus on these difficult issues because of the careful preparation by all members and an effective shared leadership process, which supported an honest and productive dialogue.

Introduction

APA's involvement with the UN, the charge to the Task Force, and the process for appointment of Task Force members are summarized below. The remaining sections describe Task Force deliberations, including specific concerns and responses, and the conclusions and recommendations of the Task Force.

In their discussions, the Task Force referred to anti-Semitic, anti-Jewish, anti-Israeli, and anti-Zionist sentiment and discrimination. The Task Force recognizes that there are crucial but contested distinctions among these terms. For example, anti-Semitism is often used to mean discrimination against Jewish people; anti-Israeli refers to critical attitudes toward the government of Israel and/or its policies. Anti-Zionism refers to criticism of the ideology of Jewish Nationalism that seeks to reestablish a homeland in their spiritual and historic center of Palestine. For many, these terms are linked. In addition, Semitic can also refer to other groups, such as those of Afro-Asiatic, Arab, or Ethiopian descent. In this document, the terms anti-Semitic and anti-Jewish will be used to describe anti-Jewish discrimination. For the section on "Concerns and Responses," the words used reflect the language of the concerns as they were conveyed to the Chair and Task Force members. In the responses and recommendations, however, the Task Force uses anti-Semitism to refer to anti-Jewish discrimination or language and anti-Israeli and anti-Zionist to refer to attitudes critical of the Israeli government, its policies, or the existence of the state of Israel.

History

APA was granted special consultative status with the United Nations Economic and Social Council (ECOSOC) in 2000. This role offers APA an important opportunity to raise the visibility and level of issues of mental health and psychology

within UN programs and policies and to increase APA's presence in international arenas.

Shortly after being granted special consultative status, a call for volunteers to represent APA at the UN was disseminated. The Committee on International Relations in Psychology nominated and APA's Executive Management Group approved the appointment of the UN Team members. In January 2001, team members obtained their UN credentials. (Appendix C defines the role of an NGO and summarizes APA's involvement at the UN.)

Among the first opportunities for APA to formally contribute as an NGO at the UN was the World Conference Against Racism, Racial Discrimination, Xenophobia, and Related Intolerance in Durban, South Africa, August 28 to September 8, 2001.

APA's UN Team works to broaden the impact of psychology on UN policies and programs generally. For the Durban meeting, six delegates were appointed: Corann Okorodudu, EdD (Lead Representative of APA's UN Team, also former Chair of the Committee on International Relations in Psychology, also representing Division 48 and Division 9); Thema Bryant, PhD (APA's UN Team); Anderson J. Franklin, PhD (then President-elect of Division 45); James Jackson, PhD (then Chair-elect of the Committee on International Relations in Psychology); William D. Parham, PhD (designated representative of the Committee on Ethnic Minority Affairs); and Bertha G. Holliday, PhD (Director, Office of Ethnic Minority Affairs). Funding was provided by the Office of International Affairs, Office of Ethnic Minority Affairs, the American Psychological Foundation, the University of Michigan, and the delegates themselves.

In June 2001, the Board of Directors authorized APA's participation in the Durban conference, approved in emergency action (given the timing of the conference) the APA Resolution on Racism and Racial Discrimination: A Policy Statement in Support of the Goals of the 2001 World Conference Against Racism, Racial Discrimination, Xenophobia, and Related Intolerance (for a copy, see Appendix A), and approved the participation of the six-member delegation.

Charge

At their July 2004 meeting, Council discussed Agenda Item 30, which contained the report of APA's Delegation and the UN Declaration (contained in an appendix to the APA report). The main motion, which was originated by the Committee on International Relations in Psychology and the Committee on Ethnic Minority Affairs and recommended by the Board of Directors, requested the Council of Representatives to receive the report of the APA Delegation to the World Conference Against Racism. As a result of concerns about anti-Semitic activities of some groups, raised during Council's discussion of this item, action was tabled and Council established a Task Force to address those concerns. The Task Force was charged as follows:

Council voted to approve the addition of \$7,000 in the 2004 Final Budget to fund one meeting of a seven-member Task Force to address the concerns raised by members of APA Council with regard to agenda item 30 of the July 2004 Council agenda in which the main motion is to receive the Report of the APA Delegation to the World Congress Against Racism. Members of the Task Force shall be appointed by the President. Council recommends that the Task Force be formed

with broad representation of the concerns raised.* The Task Force should meet between now and the end of the year and report back at the February 2005 Council meeting.

*During further discussion by Council, it was recommended that the Task Force meet in Washington, DC, and include parties involved in writing the report and representatives from the Board of Directors, the Committee on International Relations in Psychology, the Committee on Ethnic Minority Affairs and the Women's Caucus.

Appointment of Task Force Members

Once Council established the charge for the Task Force, APA President Dr. Diane Halpern consulted broadly for names of potential nominees. Dr. Halpern appointed the following members to the Task Force: Sandra L. Shullman, PhD, Chair; Neil E. Altman, PhD; Joseph F. Aponte, PhD; Florence W. Kaslow, PhD; Corann Okorodudu, EdD; William D. Parham, PhD; and Melba J. Vasquez, PhD. (Dr. Guillermo Bernal was originally appointed by Dr. Halpern but was unable to attend and participate in the committee's deliberations.) Leslie Cameron and Danielle Dickerson (Public Interest Directorate) provided staff support for the Task Force.

Member appointments reflected recommendations from the Committee on International Relations in Psychology and the Committee on Ethnic Minority Affairs and were selected with the goal of balancing to the degree possible representation of the various concerns and perspectives that had been raised.

Task Force members tried without success to find a workable meeting date for all parties before the end of the year, identifying January 7-9, 2005, as the earliest possible opportunity. A budget exception was approved to allow the funding to be spent in 2005 instead of 2004 (there are no implications for Council's 2005 discretionary budget).

Task Force Deliberations

Process

After setting a meeting date, the most important task was the development of an effective process to support the discussion and deliberation of the Task Force. Given that this topic has both substantive and emotional aspects, the process used was important. Aspects of the process are described in Appendix B so that the path the Task Force members followed is transparent and also in the hope that this process may be useful as a model for addressing difficult issues in the future.

An outcome of the process for identifying concerns raised was a summary of specifics, which informed the work of the Task Force and which Task Force members addressed directly in discussions over the course of the meeting. These "Concerns and Responses" appear below. The Task Force also reviewed a variety of documents and resources in considering these concerns, developing recommendations, and preparing this report.

Reflections on the Process: Task Force members thought that the process was marked by candor and integrity and that they were able to engage in intense dialogue in a constructive way. Members also discussed their perception of consensus and how a group works toward it. They received information about the consensus process used by the UN, where a final vote occurs only after multiple meetings and opportunities for all parties to agree on language, with the goal of ensuring that all voices are heard. Task Force members felt that they were able to reach consensus on the difficult issues before them because of the careful preparation by all members and an effective shared leadership process, which supported an honest and productive dialogue.

Concerns and Responses

The following summarizes concerns raised at the Council meeting plus those brought to the attention of the Chair from interviews with Task Force members, phone calls, and conversations with other APA members. Task Force members also identified concerns and hopes related to their work, which are also detailed below.

Following each set of concerns are Task Force responses to those concerns.

A. Questions and Concerns Related to the APA Report, UN Declaration, and Delegation

1. RE the content of the APA Delegation report and UN Declaration:

- a. To some it seemed as though the UN Declaration leaned toward promoting or supporting Palestinian access to territory at the expense of Israeli rights, that is, it was slanted in one political direction.
- b. Some were unclear why Council was not able to "receive" the report (without necessarily approving the report).
- c. Some asked whether, if APA received or accepted this report, the action would be perceived as anti-Israeli.
- d. Some asked whether the concern related to the content of the report itself or to broader issues (e.g., need for more attention to anti-Semitism, that APA has not fully embraced diversity, whether in terms of race/ethnicity or diversity more broadly defined, including religious pluralism).
- e. Some expressed concern about other forms of discrimination not addressed in the UN Declaration, including the discrimination against women in many Muslim countries.
- f. Some expressed concern not about what is in the UN Declaration so much as what is missing, for example, the lack of statements as to the rights of Israelis to a homeland.

g. Some saw a distinction between the content of the APA report and the content of the UN Declaration, that is, a distinction between receiving the APA Delegation's report versus endorsing or supporting the entire program of action outlined in the UN Declaration.

The Durban meeting was preceded by three preparatory meetings. Though there were efforts on the part of some groups during these preparatory meetings to push for inclusion of language in the UN Declaration to the effect that "Zionism is racism," by consensus of conference participants (i.e., governments participating in the meeting), this language was not included in the emerging UN Declaration by the time of the conference.

The extremely broad range of issues and perspectives expressed at the Durban meeting included anti-Semitic, anti-Israeli, and anti-Zionist perspectives. The APA Delegation reported that these did not dominate the conference.

It is important to distinguish between two major documents that emerged during the Durban meeting: the NGO Declaration (from a drafting committee of the NGO Forum) and the UN Declaration and Programme of Action (from the governments). The APA Delegation focused its attention on the UN Declaration and Programme of Action as the official outcome document of the conference. The NGO Forum submitted a Declaration with highly anti-Israeli, anti-Zionist, and anti-Jewish content, but this language did not reflect the focus or agenda of the majority of NGOs. The NGO Declaration was rejected by Mary Robinson, the High Commissioner for Human Rights. She did not relay it to the governments for consideration, and she indicated that "it was not an official document of the conference and would not be issued as such" (September, 5, 2001 Daily Press Briefing, UN Department of Public Information, Durban).

Issues represented at the conference were extremely varied, as reflected in the array of NGO caucuses, which included Indigenous Peoples, Gender/Women, African/African Descendants, Youth, Health/Mental Health, Religion and Spirituality, Criminal Justice, Environmental Justice, Immigration/Migration, Race, Poverty, and Globalization, and Caste/Class. Difficult negotiations throughout the conference addressed certain hot button issues such as Israeli–Palestinian relations, slavery (in particular the Trans-Atlantic Slave Trade), Colonialism, and reparations. Though governments kept trying to revise texts relating to these issues, according to their political perspectives, language equating Zionism and racism was, by consensus of government participants during preparatory meetings and the Durban Conference, not included in the final document of the conference.

The UN Declaration includes language opposing anti-Semitism, among many other forms of discrimination. The Task Force believes that the UN Declaration, though not perfect, does include some language addressing anti-Semitism and affirms that "we recognize the right to security for all States in the region, including Israel, and call upon all States to support the peace process and bring it to an early conclusion" (item 63 under General Issues) and "we call for a just, comprehensive and lasting peace in the region in which all peoples shall co-exist and enjoy equality, justice and internationally recognized human rights and security" (item 64 under General Issues). In addition to items 63 and 64, items 57–62, and 84 under General Issues include language addressing the atrocities of history, including the Holocaust, religious intolerance, increases in anti-Semitism as well as Islamophobia in various parts of the world, derogatory language and negative stereotyping, and condemnation of the persistence and

resurgence of neo-Nazism, neo-Fascism and violent nationalist ideologies. Items 150 and 151 under the Programme of Action include language that calls upon states "in opposing all forms of racism, to recognize the need to counter anti-Semitism, anti-Arabism, and Islamophobia world wide" and that calls for "the end of violence and the swift resumption of negotiations" in the Middle East, "thus allowing Israel and the Palestinians to resume the peace process, and to develop and prosper in security and freedom."

APA does not currently have a policy specifically addressing anti-Semitism and anti-Jewish acts and therefore, the Task Force urges Council to pass a resolution expressing condemnation of anti-Semitic and anti-Jewish and other religious discrimination and of all other forms of discrimination. Based on all of the above, the Task Force also clarified that the UN Declaration constitutes an important historical and archival document. The Task Force is recommending that Council receive the APA Delegation report, including the UN Declaration in the appendix, as presented. The Task Force notes that receipt of the report does not necessarily constitute endorsement or nonendorsement by APA of particular language in the UN Declaration.

2. RE the make-up of APA's Durban Delegation:

- a. Some perceived that the delegation addressed racism and prejudice in the context of race/ethnicity but not more broadly in the context of all forms of racism and prejudice; more specifically, were delegation members sufficiently sensitive to issues relating to Zionism and anti-Semitism?
- b. Some perceived that concerns about the work of APA's Durban delegation were not raised until it was apparent that the delegation was composed only of African American members, despite the fact that the selection process of delegation members went through all

- appropriate APA review and approval steps.
- c. Some asked, was there less vigilance for issues related to other forms of prejudice besides racism related to people of color, for example, prejudice based on religion?
- d. Some perceived that there has frequently been no objection to other (past or more recent) all-White APA delegations in terms of how they could represent all perspectives.
- e. Some asked whether other APA entities than were represented in the Durban Delegation may be invested in the issues raised at the conference, and whether future involvement should be expanded beyond the Committee on International Relations in Psychology and the Committee on Ethnic Minority Affairs.

APA was accredited as an NGO in 2000, and the members of the NGO Team were appointed shortly thereafter. (See Appendix C for a definition of an NGO and its role.) Details on the appointment of the UN Team are provided in the "History" section above.

Special status accreditation of APA facilitated its participation in the deliberations at the World Conference. Roughly 25% of the 4,000 NGOs who arrived for the Durban meeting were from the United States. These groups covered an extremely broad range of issues and represented an extremely broad array of interests. A very few examples include Amnesty International; American Friends Service Committee; the Ford Foundation; Hadassah, The Women's Zionist Organization of America; Human Rights Watch; Jewish Council for Public Affairs; the NAACP Legal Defense Fund; the National Medical Association; the National Urban League; the International Sociological Association (affiliated with the American Sociological Association); and Physicians for Human Rights.

(Note: A complete list of NGOs is available at the UN Web site, at <http://www.un.org/esa/coordination/ngo>.)

The accreditation of APA as an NGO occurred in time for the second and third of three preparatory meetings leading up to the Durban conference. The APA Delegation that attended the Durban conference was a separate group from our NGO Team to the UN but included the lead member of APA's UN Team as Head of the delegation, a second member of the APA UN Team, and representatives from the following APA entities: the Committee on International Relations in Psychology, the Committee on Ethnic Minority Affairs, and Division 45, plus the Office of Ethnic Minority Affairs. Delegates also represented Division 9 and Division 48. (See the "History" section above for details.)

In regard to the concern that the delegation did not reflect sufficient sensitivity to the issues of anti-Zionism and anti-Semitism, the Task Force acknowledges that people from different groups are likely to have more "sensitive antennae" on issues relating to their reference groups. We also assert that people with broad multicultural competencies and expertise in addressing discrimination are able to address discrimination directed toward groups other than their own.

3. RE the make-up of all those attending the UN conference in Durban:

- a. Some perceived that NGOs in general are dominated by anti-Israeli feeling, and this generates distrust.

NGOs do not represent their governments. They represent civil society organizations and are issue based. Although some NGOs at the WCAR expressed anti-Israeli viewpoints, most NGOs at the Conference did not. NGOs organized themselves into about 40 caucuses, including caucuses on issues of Indigenous Peoples, Gender/Women, African/African Descendants, Youth, Health/Mental Health, Religion and

Spirituality, Criminal Justice, Environmental Justice, Immigration Migration, Race, Poverty and Globalization, and Caste/Class. While some NGOs disapproved of certain Israeli actions and policies in connection with their particular agendas, and some individuals associated with NGOs expressed anti-Semitic, anti-Israeli, or anti-Zionist feelings, the agendas of NGOs and their members were focused on a diverse array of other issues.

4. RE the mission of the APA Delegation:

- a. Some perceived that the work accomplished by the APA Delegation to incorporate mental health into four places in the UN Declaration, a major achievement, was not acknowledged or appreciated.
- b. Some perceived that the report does a good job attending to mental health issues in relation to racism but also feel that APA's broader mission to counter all forms of discrimination, including anti-Semitism, was not sufficiently addressed.

The Task Force believes the achievements of the Durban Delegation were quite significant. Governmental entities and NGOs alike have not sufficiently attended to the mental health and the psychological aspects of racism. The APA delegates focused their time attending meetings of various caucuses to raise the visibility of mental health and psychological issues, at institutional as well as individual levels. The primary foci of conference participants were overwhelmingly on legal, economic, and political issues. The APA Delegation was able to raise awareness of mental health in a number of forums. In addition, the APA Delegation participated in a number of coalitions, including those concerned with mental health and with other issues. These coalitions should continue to serve as an important resource for information and collaboration for APA.

The work of the APA Delegation was guided by the APA Resolution on Racism and Racial Discrimination: A Policy Statement in Support of the Goals of the 2001 World Conference Against Racism, Racial Discrimination, Xenophobia, and Related Intolerance (Appendix A), approved in emergency action by the Board of Directors in June 2001. This charge to the delegation focused on mental health and psychological aspects of racism.

The Task Force believes that the UN Declaration incorporates some language opposing anti-Semitism and anti-Israeli action and that this form of discrimination was addressed. (See the 5th paragraph under "RE the content of the APA Delegation report and the UN Declaration.")

5. RE the delegation remaining at the Durban conference:

- a. Some asked why the APA Delegation remained at the Durban conference when the U.S. and Israeli delegations walked out.
- b. Some perceived that the departure of the NGOs would constitute participating in the politics of the event and not on the mission as understood.

The role of the NGOs is not to represent governments but to represent the issues of their organizations. In the case of APA, this meant a focus on keeping mental and psychological issues on the agendas of the various caucuses and governments.

Issues relating to proposed language equating Zionism with racism were addressed during the preparatory meetings, and by the time of the Durban conference, this issue was not included in the UN Declaration. During these preparatory

meetings, the U.S. government declared repeatedly that it did not want to address issues of slavery and colonialism as crimes against humanity, and reparations related thereto. At the beginning of the Durban conference, the U.S. and Israeli governments left the Durban meetings. However, given that the issue of "Zionism is racism" had not been included in the UN Declaration, the perception on the part of some was that the U.S. delegation was primarily concerned about avoiding issues relating to slavery, colonialism, and reparations. Though the U.S. government formally removed its delegation to the conference, a U.S. observer remained.

Press coverage in the U.S. left the impression that the conference was dominated by anti-Israeli or anti-Zionist feeling. However, it was the experience of the APA Delegation members that though some anti-Semitic, anti-Israeli, or anti-Zionist feeling was present, the U.S. press focused on this aspect to the exclusion of the extremely wide range of other issues and perspectives represented there, conveying the impression that it dominated the conference.

Approximately 25% of the 4,000 NGOs participating in the Durban meeting were from the United States. While the sheer number of participating NGOs makes definitive confirmation extremely difficult, it appears that the majority of U.S. NGOs remained following the departure of the U.S. and Israeli governments.

The Task Force believes the delegation kept its focus on the issues it had been charged to address, and, even under difficult circumstances and in the context of competing with a wide range of other issues, successfully fulfilled its mission.

6. RE "competing" agendas of marginalized groups at APA:

- a. Some feared that discussions and agendas regarding prejudice at APA include ethnicity and race but exclude issues of anti-Semitism.
- b. Some feared a backlash, that is, a perception that "APA is too concerned about ethnic racism" and that this perception could lead to the consequent dismantling of advances and progress to date.
- c. Some feared that a focus that involves marginalized groups competing with each other camouflages other issues for the dominant culture.

The Task Force acknowledges that there needs to be a specific focus on anti-Semitism within APA and therefore recommends that Council adopt a resolution condemning anti-Semitic and anti-Jewish and other religious discrimination, along with other forms of prejudice and discrimination, as soon as possible.

The Task Force believes that a much broader, more integrated approach to antiracism, multiculturalism, diversity, and religious pluralism is needed at APA. The fragmented group-by-group approach, though important in identifying specific needs and concerns, also may create a context in which groups who are discriminated against compete. In particular, the Task Force fully supports Council efforts to increase the multicultural competence of its own members and of APA governance groups, which will contribute to efforts to move diversity training, multiculturalism, and religious pluralism forward at APA.

The Task Force believes all groups that are concerned with issues of diversity, including international, racial/ethnic, gender, and religious issues, should be involved in implementing and further developing the recommendations in the Task Force report (see "Summary of

Recommendations" at the end of this document). This includes the Committee on Ethnic Minority Affairs and the Committee on International Relations in Psychology, and includes but is not limited to Divisions 12, 17, 18, 35, 36, 43, 44, 45, 49, and 52, as well as all divisions and state, provincial, and territorial psychological associations that have international committees. The Task Force urges these groups to consider this Task Force report and the report of APA's Delegation and participate in developing and implementing actions relevant to their work.

7. RE APA UN Team currently:

- a. Some asked, given that the APA Delegation to any conference at any time will be immersed in geopolitical issues, how does and should APA relate to its UN NGO and to delegations to conferences to ensure maximum effectiveness?
- b. Some noted that it is important that APA maintain its NGO involvement and that Council continue to support NGO involvement by APA.

The Task Force recognizes that given the fast start up for APA preceding the Durban meeting, there was not an established procedure yet in place at APA for appointments, briefings, debriefings, and so forth. Consequently, the APA Delegation did not receive briefings from APA leadership in advance of the Durban meeting. Delegation members, at their own expense, nonetheless prepared themselves extensively, researching the issues of the conference, including attending UN briefings that addressed UN processes, issues of individual security and safety, geography and culture of South Africa (including those issues relating to South Africa emerging from apartheid), international context, including a country by country outline of the salient issues and struggles, and historical context within which the conference would take place. The Task Force calls on the APA

leadership to develop policies on the preparation of future delegations and also for ensuring its own orientation around these issues.

The Task Force recommends that a mechanism be created to capture the learning and experience of each UN Team for future teams, as continuity is a critical issue.

The Task Force also recommends that the Board and Council receive annual updates from the UN NGO Team as to its current activities and issues.

B. Questions and Concerns Related to the Work of the Task Force

1. RE focus of the work of the Task Force:

- a. It was unclear to some what the specific charge is or calls for; some believed that the specific concerns needed to be more clearly identified—how should the Task Force define the specifics of its charge?
- b. It was unclear to some whether the Task Force should focus specifically on the report, or address additional concerns as well, relating to broader, deeper, and longer term issues of the groups involved?
- c. Some were concerned that the process could be too broad; that is, there is much anger and fear on all sides and it may be better to deal specifically with just the report.
- d. Some asked what were/are the roles of the Committee on Ethnic Minority Affairs and the Committee on International Relations in Psychology in relation to resolution of the issues that arose around the APA Delegation report of the World Conference on Racism, Racial Discrimination, Xenophobia, and Related Intolerance?

As noted above, the Task Force devoted time to clarifying its purpose and mission; the essence of the charge was to address the concerns raised;

Task Force members believe they identified and addressed concerns as broadly as possible.

The Task Force determined that since a number of the concerns did not relate directly to the report, its charge needed to include the report and UN Declaration in the appendix, plus other issues that came up in the discussion.

As noted, the Task Force encourages all groups interested in issues of antiracism, diversity, discrimination, and religious pluralism to participate in the process of implementing the report of this Task Force and the APA Delegation Report.

2. RE the handling of the appendix (UN Declaration) in the report of the APA Delegation:

- a. Some perceived that the UN Declaration includes inflammatory language and would be better referenced as opposed to included in its entirety.
- b. Some perceived that the achievement of the APA Delegation was getting language regarding mental health into the UN Declaration, and the APA report would be incomplete without it.

After careful examination of the APA report and the UN Declaration contained in the Appendix, the Task Force concluded that neither document contained specific anti-Semitic or anti-Jewish language and concurred that there was much important and useful material included. Therefore, the Task Force agreed to recommend that Council receive the APA Delegation report and Appendix, which serves as a historical and archival resource, as presented.

To present its findings and recommendations, the Task Force agreed to prepare a third document, its own report, and request Council to receive this report and adopt the recommendations of the Task Force.

Conclusions

- The work of the Task Force and the controversy around the APA Delegation report provide an opportunity to better explore and define antiracism, multiculturalism, diversity, and religious pluralism at APA, so that the attainment of these values is addressed in a less fragmented way, group by group. The Task Force sees this as an opportunity to move APA's anti-discrimination and antiracism agenda forward.

- The APA Durban delegation saw its report as an opportunity to invite all interested APA groups to engage in discussions of and programmatic action on the issues raised in the APA Delegation report.

- During planning for the Durban meeting, the APA Delegation determined that APA did not have a resolution addressing racism. The APA Resolution on Racism and Racial Discrimination: A Policy Statement in Support of the Goals of the 2001 World Conference Against Racism, Racial Discrimination, Xenophobia, and Related Intolerance, was approved as an emergency action by the Board of Directors, June 2001 (see Appendix A).

The Task Force process led to the discovery that APA did not have a resolution opposing anti-Semitism, and the Task Force recommends that a resolution addressing anti-Semitic and anti-Jewish and other religious discrimination, as well as other forms of discrimination, be adopted as soon as possible. The Task Force acknowledges increases in anti-Semitism in recent years, making this an even more critical time for such a resolution.

- Given that action on this agenda item was postponed pending the work of this Task Force, Council has not had an opportunity to acknowledge the highly significant achievements and contributions of the APA Delegation.

The Task Force believes APA needs to acknowledge these achievements.

- The Task Force believes that the conflict around this report demonstrates that issues of antiracism, multiculturalism and diversity at APA are difficult and sees Council's current efforts to move diversity training and multiculturalism forward as very timely.

- It has grown increasingly clear that it is critical for APA to be involved in international issues and participate in international forums. Two recent events that underscore this necessity are (1) APA's efforts to address the needs of Tsunami victims and (2) the perceived role of psychology in abusive interrogation techniques, such as those allegedly used at Guantanamo Bay. Effective international involvement requires strong support for APA's NGO UN Team. It also requires that international issues be mainstreamed throughout APA. A critical need as part of such efforts is training and development of skills related to multiculturalism and diversity.

Summary of Recommendations

That Council receives the report and adopts the recommendations of the Task Force on the World Conference Against Racism Report, as follows:

- That Council requests the APA President to appoint a working group to develop a resolution condemning anti-Semitic and anti-Jewish and other religious discrimination, as well as discrimination in all its forms, for adoption by Council as soon as feasible.
- That Council receives the report of the APA Delegation to the United Nations World Conference Against Racism, Racial Discrimination, Xenophobia and Related Intolerance, which includes the UN Declaration as an Appendix, serving as an historical and archival resource, as presented.
- That Council directs that any posting or distribution of the APA Delegation report include a statement accompanying the UN Declaration indicating that inclusion of the UN Declaration in our APA Delegation report is for historical and archival purposes and does not constitute endorsement or nonendorsement of the UN document by the Association.
- That Council calls upon the Committee on Ethnic Minority Affairs and Committee on International Relations in Psychology and other APA governance groups interested in issues of antiracism, multiculturalism, diversity, religious pluralism, and discrimination, including but not limited to Divisions 12, 17, 18, 35, 36, 43, 44, 45, 49, and 52, as well as all divisions and state, provincial, and territorial psychological associations that have international committees, to consider this Task Force report and the report of APA's Delegation and participate in developing and implementing actions relevant to their work.
- That Council requests the Committee on International Relations in Psychology (CIRP) to develop a mechanism to capture the learning and experience of each UN Team for future teams, as continuity is a critical issue. Further, Council requests CIRP to develop a plan for formal preparation of APA delegations for future UN conferences and events.
- That Council requests the Committee on International Relations in Psychology to submit annual reports on the activities of APA's UN NGO Team to the Board of Directors and Council of Representatives.
- That Council requests the Committee on International Relations in Psychology to explore development of or involvement of APA in an international program that could prepare and enable North American psychologists to provide mental health care to victims of armed conflict, epidemics, and disasters in other parts of the world.
- That Council directs APA Central Office to continue to pursue dissemination of information regarding antiracism, multiculturalism, diversity, religious pluralism, and discrimination, including the impact of discrimination on both perpetrators and victims. Specifically, the Task Force recommends development of *Monitor* articles (1) updating the Association on APA's activities related to the World Conference and (2) detailing the work, processes, and outcomes of the Task Force on the World Conference Against Racism Report

Appendix A

APA Resolution Against Racism and in Support of the Goals of the 2001 UN World Conference Against Racism, Racial Discrimination, Xenophobia, and Related Intolerance

Approved as an Emergency Action by the American Psychological Association Board of Directors on June 10, 2001

WHEREAS during the past 52 years since the adoption of the Universal Declaration of Human Rights, the global community has enacted numerous international human rights instruments, including the International Convention on the Elimination of All Forms of Racial Discrimination, and made important advances in the struggle against racism, racial discrimination, xenophobia and related intolerance;

WHEREAS psychologists and other social scientists have established that racism, racial discrimination and ethnic conflict and violence are pervasive and persisting challenges for the United States of America and the international community;

WHEREAS racism and racial discrimination threaten human development because of the obstacles which they pose to the fulfillment to basic human rights to survival, security, development, and social participation;

WHEREAS racism, racial discrimination, xenophobia and related intolerance have been shown to be attitudes and behaviors that are learned;

WHEREAS racism has been shown to have negative cognitive, behavioral, affective, and relational effects on both child and adult victims nationally and globally, historically and contemporarily;

WHEREAS racism has been shown to increase anxiety, depression, self-defeating thoughts and avoidance behaviors, and is linked to a host of medical complications in ethnic minority individuals;

WHEREAS racism has been shown to negatively affect ethnic minority children's academic and social development, self-esteem, and personal feelings of efficacy;

WHEREAS racism and poverty are inextricably linked and both are risk factors for high levels of emotional distress;

WHEREAS racism intersects with gender in ways that result in different experiences of inequality by men and women, girls and boys;

WHEREAS racism negatively affects the cognitive and affective development of members of the dominant group by perpetuating distorted thinking about the self and members of marginalized or oppressed groups;

WHEREAS racism can promote anxiety and fear in the dominant group members whenever they are in the presence of, or anticipating the presence of, marginalized group members, often leading to acts of hostility and aggression toward ethnic minority individuals;

WHEREAS both active racism and passive acceptance of race-based privilege disrupts the mental health of both perpetrators and victims of racial injustice;

WHEREAS the United Nations General Assembly has proclaimed 2001 as the International Year of Mobilization against Racism, Racial Discrimination, Xenophobia and Related Intolerance;

WHEREAS the purpose of the World Conference against Racism, Racial Discrimination, Xenophobia and Related Intolerance, to be held in South Africa, August 31 to September 7, 2001, the preparatory meetings which will precede it, is to raise public awareness of racism and racial discrimination globally and to mobilize political commitment to eliminate racism and promote full and effective social justice;

WHEREAS the American Psychological Association (APA) has shown its support for the struggle against racism by its: (1) support for the ongoing efforts of the United Nations to promote and defend human rights, (2) adoption of UN human rights instruments as standards for its boards, committees, and membership at large, (3) establishment of the Committee of Ethnic Minority Affairs within the central governance structure of the Association, (4) adoption of policies against various forms of discrimination, as well as policies in favor of increased access of racial/ethnic minorities in all aspects of the profession, (5) establishment of the Society for the Psychological Study of Ethnic Minority Issues, whose journal focuses on mental health issues of ethnic minorities, (6) support for interdivisional collaboration to convene a bi-annual National Multicultural Conference and Summit that addresses issues of racism, oppression and intolerance of social diversity, (7) dedication of the 1999 Annual Convention to Racial and other Diversity Issues in psychology, (8) sponsorship of the 1997 APA Miniconvention on Psychology and Racism, and (9) support, since 1997, of the APA National Conversation on Psychology and Racism;

WHEREAS the struggle against racism requires continuing active resistance against it at all levels and areas in the field of psychology and the use of psychological science and practice to promote social justice and human welfare nationally and globally;

THEREFORE, BE IT RESOLVED, That the American Psychological Association denounces racism in all its forms for its negative psychological, social, educational and economic effects on human development throughout the life span;

BE IT FURTHER RESOLVED, That APA further the objectives of the 2001 United Nations World Conference Against Racism, Racial Discrimination, Xenophobia and Related Intolerance through efforts focused on elimination of all forms of racism and racial/ethnic discrimination at all levels of the science and practice of psychology in the United States;

BE IT FURTHER RESOLVED, That APA will: (1) pursue diverse racial representation at all levels of APA governance, (2) call upon all psychologists to eliminate processes and procedures that perpetuate racial injustice in research, practice, training and education, (3) call upon all psychologists to speak out against racism, and take proactive steps to prevent the occurrence of intolerant or racist acts, and (4) promote psychological research on the alleviation of racial/ethnic injustice.

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Appendix B

Process for Deliberations for the Task Force on the World Conference Against Racism Report

Task Force deliberations were supported by a process intended to foster the most productive discussion possible, recognizing that the issues before the group could be viewed as controversial by many. Aspects of the process are described below, so that the work of the Task Force is transparent and also in case it is useful as a model for addressing difficult issues in the future.

Preliminary Phone Interviews: Several months before the meeting, the Chair conducted personal one-on-one phone interviews with each Task Force member, asking for specifics around the concerns that had been raised (each person's own concerns and concerns raised by others they had heard from), their view of the mission of the group and what they felt the group needed to focus on, suggestions for an effective process, early ideas on good products or outcomes, and hopes and perceived opportunities as well as concerns about the work of the group. The purpose of these interviews was to gather all the concerns that had been expressed, from the broadest array of people and perspectives.

Summary of Concerns: Shortly before the meeting, the concerns identified in the phone interviews were collected into a single document, under the general headings of (A) questions and concerns related to the APA report, UN Declaration, and Delegation and (B) questions and concerns related to the work of the Task Force. Other concerns included came from the summary of discussion on the floor of Council and from phone calls and conversations between the Chair and others. Within these broad categories, all these specific concerns were

grouped in the general categories that appear in the section below entitled "Concerns and Responses." This document did not identify sources of any of the concerns. Given the sensitivity of the topic, the document was initially treated as confidential by the Task Force members to contribute to a context of candor and safety for the discussions.

Meeting Ground Rules: At the beginning of the meeting, Task Force members agreed to a set of ground rules to be followed in the discussions:

1. Listen to and hear each other carefully.
2. Speak your truth as you know it.
3. Represent yourself.
4. Assume leadership is shared.
5. Maintain confidentiality of individual participants, as distinct from secrecy. The Task Force clarified that confidentiality did not mean secrecy; while it was intended to preserve the sense of safety afforded by confidentiality, Task Force members also agreed that the process needed to be transparent.
6. Try to stay open.
7. Agree to disagree.
8. Try to get a mutual understanding as the basis of consensus.
9. No cheap shots.

The ground rules were intended to support and foster candid, careful, respectful discussion, and to ensure that everyone present felt a sense of safety in taking controversial positions.

In addition, the Task Force discussed its definition of "consensus," that is, that an outcome arrived at by the end of the meeting would not necessarily be the ideal outcome for any one person or perspective, but would be an outcome each person could live with.

Detailed Personal and Multicultural Introductions: Following agreement as to the ground rules, Task Force members, and staff members as well, devoted several hours to detailed personal and multicultural introductions of themselves, including the way each person saw him- or herself in their role on the Task Force, in general and culturally, something most people might not know about them, and personal expectations for the work of the group and what the group might accomplish.

Getting Clear on the Mission: Given that the charge from Council was not detailed, the Task Force next devoted time to clarifying the purpose and role of the group and agreeing on the proposed set of outcomes. Task Force members reviewed the charge, which was in essence to address the concerns raised by Council members during the July meeting. A key aspect of the process was that much of the identification and collection of questions and concerns happened in advance of the meeting, so the Task Force could begin immediately to work through these concerns.

**Identifying and Addressing Issues—
The UN Declaration and Other Concerns:** Task Force members addressed the questions and concerns identified, discussing each concern or set of related concerns one by one. Concerns covered a wide range of issues, from concerns related to particular language in the UN Declaration to longer term concerns related to addressing discrimination broadly. The section on Concerns and Responses reflects the process of the Task Force, that is, identifying as specifically as possible all concerns that had been raised, reviewing and discussing the information available that was responsive to those concerns, and summarizing Task Force conclusions and responses.

**Recommendations to APA Governance:
Proposed Solutions and Strategies:** The Task Force developed a number of recommendations based on its findings and conclusions. These appear following the "Conclusions."

Appendix C

Nongovernmental Organizations, the United Nations, and APA

Nongovernmental Organizations (NGOs)

The term non-governmental organization—NGO—is very broad and encompasses many different types of organizations. They include international charities such as OXFAM and Save the Children, research institutes, churches, community-based organizations, lobby groups, and professional associations. Traditionally, NGOs are value-based organizations that depend in whole or in part, on charitable donations and voluntary service. The United Nations (UN) Department of Public Information (DPI) defines the NGO as

"... a not-for profit, voluntary citizen's group that is organized on a local, national or international level to address issues in support of the public good. Task-oriented and made up of a people with a common interest, NGOs perform a variety of services and humanitarian functions, bring citizen's concerns to Governments, monitor policy and program implementation, and encourage participation of civil society stakeholders at the community level."

In wider usage, an NGO can be described as any non-profit organization that is independent of government.

NGOs have become increasingly influential in world affairs, and the World Bank estimates that over 15 percent of total overseas development aid is channeled through NGOs (Source: World Bank Web site). Many of the largest, most significant non-governmental organizations have relationships or official associative status with inter-governmental organizations such as the United Nations or the World Bank. An intergovernmental organization, or IGO, is an institution made up of the governments of member states. IGOs

usually have a formal, permanent structure with various organs to accomplish their tasks.

There are two general categories of NGOs: (1) operational NGOs, whose primary purpose is the design and implementation of development-related projects, and (2) advocacy NGOs, whose primary purpose is to defend or promote a specific cause and who seek to influence the policies and practices of IGOs.

Statistics about the number of NGOs worldwide are incomplete, but according to the United Nations Development Program, there are approximately 40,000 non-governmental organizations in the world in addition to the community-based organizations which number in the hundreds of thousands.

NGO Status at the United Nations

The basis for the consultative relationship between the UN and NGOs is the original Charter of the United Nations. Article 71 says that the Economic and Social Council (ECOSOC) "may make suitable arrangements for consultation with non-governmental organizations which are concerned with matters within their competence." NGOs contribute to the work of the UN by providing technical analysis and expertise, and their relationship with offices and agencies of the UN system differs depending on their goals. This relationship is the principal means through which ECOSOC receives input from NGOs into its deliberations at public meetings as well as in UN international conferences and their preparatory meetings. NGOs can give their opinions on social and economic matters, but they do not have a role in the powerful political organs, the General Assembly and Security Council.

ECOSOC resolutions make provisions for NGOs to be placed in consultative status with ECOSOC,

which has standardized the application procedure and eligibility requirements for NGOs applying for status. "General status" is granted to large, international NGOs that work on almost all the issues relevant to ECOSOC; "special consultative status" is granted to NGOs that have competence in a few of ECOSOC's issues; while "roster status" is granted to NGOs which ECOSOC considers can make an occasional useful contribution to its work. In 2004, over 2500 NGOs held consultative status with ECOSOC in 2004. (A complete list of NGOs with consultative status can be downloaded at <http://www.un.org/esa/coordination/ngo>.)

Below ECOSOC status there is "association" with the Department of Public Information (DPI), which does not allow participation of NGOs in UN policy and program development, but does permit access to the UN for purposes of information dissemination. And finally, there is accreditation to conferences and other one-time events, which can permit considerable participation and lobbying in informal sessions, but does not allow a continuing relationship with the UN. At the international conferences, NGOs may hold their own "parallel" conferences called the NGO Forums. These forums feature speakers, booths, and hundreds of workshops.

APA at the United Nations

APA was granted special consultative status with the United Nations Economic and Social Council (ECOSOC) in 2000. NGOs with consultative status have certain privileges to place items on the ECOSOC agenda, and they may also attend UN meetings, regional NGO conferences, and international congresses where they may submit written statements and make oral presentations to governments. In practical terms, this allows NGOs with consultative status to share in the follow-up and implementation of major international conferences, network with other NGOs, and ensure that their goals and concerns are brought before the international community.

In addition to ECOSOC, APA is associated with the UN Department of Public Information and with the United Nations International Children's Fund (UNICEF). APA is also a member of the Conference of NGOs in Consultative Relationship with the United Nations (CONGO), which helps facilitate dialogue and cooperation between the UN and NGOs. CONGO provides a forum for NGOs with common interests to come together to study, plan, support, and act in relation to the principles and programs of the UN. A number of NGO committees and caucuses have been established under the auspices of CONGO, including committees on mental health, aging, disarmament, human rights, status of women, children, youth, population, and freedom of religion and belief.

An NGO in consultative status with ECOSOC is obligated to uphold principles it agreed to follow when it was granted status. NGOs must submit a quadrennial report and demonstrate that it has made a positive or effective contribution to the work of the UN, ECOSOC, or its subsidiary bodies within the past three years. Failure to do so can result in suspension or revocation of an NGO's consultative status. APA's consultative status was renewed in 2004.

Sources

United Nations Economic and Social Council
NGO Section
<http://www.un.org/esa/coordination/ngo>

United Nations Department of Public
Information
<http://www.un.org/dpi/ngosection>

The Global Policy Forum
<http://www.globalpolicy.org/ngos>

Non-governmental Organizations Research
Guide, Duke University
<http://docs.lib.duke.edu/igo/guides/ngo>