

UNAPPROVED

2007 ANNUAL REPORT APA Committee on Ethnic Minority Affairs

Personnel/Membership

The APA Committee on Ethnic Minority Affairs (CEMA) convened two meetings during the 2007 calendar year (March 23-25, and September 28-30). CEMA's chairperson-elect, **José M. Cervantes, PhD**, attended the fall 2007 meeting of CEMA's parent board, the APA Board for the Advancement of Psychology in the Public Interest (BAPPI) to represent CEMA's issues and concerns. During the fall 2007 meetings, Dr. Cervantes also attended the meeting of the APA Committee for the Advancement of Professional Practice (CAPP).

CEMA welcomed the attendance of liaisons at its meetings, **Allan Noonan, MD** (CEMA's parent board, the Board for the Advancement of Psychology in the Public Interest - BAPPI); **Desiree Byrd, PhD** (Division 40); **Cheryll Rothery-Jackson, PsyD** (NCSPP liaison to BAPPI and CEMA), as well as other notable guests: **Sharon Stephens Brehm, PhD**, 2007 APA President; **Alan Kazdin, PhD**, 2007 APA President-elect; APA Board of Directors members **Jessica Henderson Daniel, PhD**, **Melba J.T. Vazquez, PhD**, **Douglas Haldeman, PhD**, **Carol Goodheart, EdD**, and **Barry Anton, PhD**; **Josephine Johnson, PhD**, APA Committee for the Advancement of Professional Practice (CAPP); **Elizabeth M. Vera, PhD**, Board of Convention Affairs (BCA); **E. Mario Marquez, PhD**, APA Committee on Rural Health (CRH); **Priscilla P. Dass-Brailsford, EdD**, APA Committee on Women in Psychology (CWP); **Peter Lichtenberg, PhD**, APA Committee on Aging (CONA); **Rachael Casas, MA**, APAGS/CEMA, and **Amina Mohmoomad, BA**, APAGS; **Cheryl Shigaki, PhD**, APA Committee on Disability Issues in Psychology (CDIP); **Norman B. Anderson, PhD**, APA CEO; **Gwendolyn P. Keita, PhD**, Executive Director, Public Interest Directorate; **Rhea K. Farberman, APR**, Executive Director, APA Public and Member Communications Office; **Ronald Palomares, PhD**, APA Practice Directorate; **Ellen Garrison, PhD**, APA Executive Office; **Lori Valencia-Greene, MS**, **Deehan "Day" Williams Al-Mohamed, JD**, and **Daniel Dawes, JD**, APA PID-GRO; **Janet Soller, PhD**, APA Office of Publications and Databases; and **Everitt Hamilton** and **Myra Dandridge** of Octane, LLC. CEMA was pleased that its guests and liaisons actively participated in meeting deliberations, and each gave suggestions and offered comments on the topic being discussed at the time they arrived. CEMA felt as though they looked (and will continue to look) to CEMA as a leader within APA relative to matters of diversity and ethnic minority psychology.

CEMA members in 2007 were: **Lisa R. Thomas, PhD** (chairperson), **Arthur Blume, PhD**, **Karen Y. Chen, PhD**, **José M. Cervantes, PhD** (chairperson-elect), **Anderson J. Franklin, PhD**, and **Jennifer J. Manly, PhD**.

Drs. Lisa R. Thomas and **Jennifer J. Manly** attended their last CEMA meeting during the Fall 2007 meeting consolidated meetings cycle. Their terms of service expired on December 31, 2007. CEMA expressed its great appreciation to both Dr. **Dr. Manly** and **Dr. Thomas** for their dedication, commitment, and demonstrated leadership that contributed significantly to the accomplishment of CEMA's goals and objectives throughout their three year terms.

Karen Y. Chen, PhD, and **Art W. Blume, PhD**, were appointed to CEMA by BAPPI with terms of service to begin January 1, 2007 and to end December 31, 2009. The APA Board of Directors ratified BAPPI's appointments during its December 2006 meeting in Washington, DC.

The APA Office of Ethnic Minority Affairs (OEMA) continued to staff and support the work of the Committee.

Diversity Representation and Training

CEMA members included three female and three male psychologists of whom one is Asian American/Pacific Islander, two are African American/Black, two are American Indian/Alaska Native, and one is Hispanic/Latino. Additionally, the Committee acknowledged its special obligation to ensure that various constituent groups as well as diversity within these groups (e.g., nationality, tribe) are represented, and its charge to be sensitive to such concerns. To that end, CEMA continued to welcome opportunities to consider candidates for membership who offer an expansion of diversity within the continuing Committee's membership. In spring 2007, OEMA provided a half day new member orientation training where these and other issues of diversity are presented and discussed.

The remainder of this report is organized around
CEMA's major goals and objectives as revised and approved on March 1, 2003.

GOAL I: Increase the numbers of ethnic minority psychologists in the profession, as well as in the membership and leadership of the Association, state psychological associations, and APA divisions, and promote activities that increase recruitment and retention of ethnic minorities in psychology.

CEMA nominated approximately 95 ethnic minority APA member psychologists for consideration to serve on APA governance groups.

CEMA recommended that the APA Board of Directors and the APA Council of Representatives **receive** the CEMRRAT2 Task Force *2007 Progress Report* and **adopt** the proposed CEMRRAT2 Task Force *Resolution to Enhance Ethnic Minority Recruitment, Retention, and Training in Psychology*, that included a recommendation that funds requested be increased to \$175,000 annually.

CEMA provided substantive comments and feedback on the design, implementation, and analysis of the *APA Governance Survey: Representation of Women, Ethnic Minorities, Gay Men, Lesbians and Bisexuals, and Individuals with Disabilities on APA Boards and Committees*.

CEMA was very pleased to learn that the APA Council of Representatives (C/Rs), on August 22, 2007, approved action that cleared the way for a bylaws amendment vote by the membership that would have extend invitations to the four ethnic minority psychological associations to receive voting membership seats on the C/Rs. However, the failure of the proposed amendment to pass by a two-thirds vote of the membership, was disappointing. CEMA remains committed to supporting the adoption of this amendment.

CEMA members **Arthur Blume, PhD, Lisa R. Thomas, PhD, Alvin N. Alvarez, PhD, and José M. Cervantes, PhD**, prepared and submitted an article for a proposed special issue of the Journal of Professional Psychology: Research and Practice, in support of the Centering on Mentoring initiative, an action agenda of the Centering on Mentoring Task Force created by 2006 APA President **Gerald P. Koocher, PhD**.

CEMA prepared and submitted a \$17,500, discretionary funds request to establish an *APA Task Force on Diversity of the Next Generation of Psychology Faculty* to its parent board, the APA Board for the Advancement of Psychology in the Public Interest (BAPPI), for recommendation of discretionary funding to the APA Board of Directors and/or Council of Representatives. The proposed task force would be charged with exploring the implications of future increased faculty turnover in departments of psychology, and to developing ways to respond in an organized and proactive manner that will serve to increase ethnic diversity and multiculturalism in psychology. In addition, CEMA recommended that task force members be appointed as follows: two (2) members to be appointed by the APA Board of Education Affairs (BEA); two (2) members to be appointed by the APA Board of Scientific Affairs (BSA); and three (3) members to be appointed by BAPPI - one of whom will be a CEMRRAT representative and one of whom will be a public member with broad experience in higher education.

CEMA provided detailed and substantive comments to the proposed *APA Strategic Plan for Membership Recruitment, Retention, and Engagement*. CEMA provided its recommended list of top ten recommendation (not rank-ordered), as well as feedback that addressed recommendations being implemented, and short-, medium- and long-term recommendations.

GOAL II: Increase efforts to empower ethnic minority psychologists within the Association as well as increase the recognition of the contributions of ethnic minority psychologists inside and outside of the Association.

CEMA developed and approved a “*positive boiler plate statement*” that is to be included on all future CEMA memoranda as a standard reminder to all about the importance and value of including a multicultural/ethnic minority perspective in the development of APA related projects, activities, initiatives, and policy:

“CEMA stresses the importance and value of including a multicultural/ethnic minority perspective in the development of all APA related projects, activities, initiatives, and policy. Accordingly, CEMA’s comments and recommendations in this memorandum reflect another example of the importance of ethnic minority representation, expertise, and participation on all APA task forces, work groups, initiatives, and other APA projects. CEMA strongly recommends that as a matter of conventional practice, commitment to multicultural/ethnic minority concerns and inclusion of ethnic minority expertise shall be consistently a high priority in all APA related endeavors.”

CEMA developed and submitted the following four questions for president-elect candidates:

1. *Your predecessors have worked to make the organization of APA more welcoming by focusing on multiculturalism/diversity related to education, practice, research, public policy, and training. During your term, how do you propose to work with the new Chief Diversity Officer in order to implement the new Diversity Plan?*

2. *What is your vision related to the “globalization” of psychology and/or its role/involvement in areas of international psychology (i.e., exporting Western psychology) – translating Western psychology mind-set into a global context?*
3. *In order to increase the relevance and applicability of psychology for communities of color, how would you promote communication and outreach to communities of color about the work of APA and the role of psychology?*
4. *Do you have a vision for a more enhanced collaboration between public health and psychology?*

CEMA convened three conference committee meetings (March 23rd, September 28th, and November 2nd) during 2007 consolidated meetings cycles to gather feedback/input from APA governance groups on its proposed implementation plan for the *APA Resolution Requesting the Immediate Retirement of American Indian Mascots, Symbols, Images, and Personalities by Schools, Colleges, Universities, Athletic Teams, and Organizations*. (see below, Goal V, for more information).

CEMA reviewed, explained its concerns, and provided substantive recommendations to **Ellen Garrison, PhD**, regarding the proposed *APA Diversity Implementation Plan*.

CEMA hosted three *Open Meetings* during consolidated meetings for members of color in the APA governance structure:

1. **Saturday, March 24th** - The agenda included discussion of the following issues: (a) the proposed APA Diversity Implementation Plan; (b) the APA governance survey; and (c) ethnic minority representation and participation in APA governance. The meeting adjourned early to allow participants an opportunity to talk and interact with one another in a less structured setting.
2. **Saturday, September 29th** - The agenda included discussion of the following issues: (a) the APA Governance Survey procedures and data analysis; (b) the Diversity Officer and Executive Director of Practice positions being hired by the CEO; and (c) the Model Licensing Act proposal and its potential impact on school psychologists and populations of color.
3. **Saturday, November 3rd**: The agenda and discussion focused primarily on CEMA’s proposed \$17,500, discretionary funds request to establish an *APA Task Force on Diversity of the Next Generation of Psychology Faculty*, as well as other issues raised in previous meetings. The attendees felt this proposal is important and agreed that this is an opportune time for APA to be proactive to strengthen multicultural psychology in training and in faculty diversity.

CEMA hosted a breakfast meeting, attended by over 50 persons, during the APA 115th annual convention in San Francisco, California. Invited guests included presidents of state and territorial psychological associations (SPTAs) and the chairpersons of SPTAs and division committees on ethnic minority affairs, and ethnic minority persons involved in APA governance. For the 13th year, this breakfast has enjoyed co-sponsorship from the APA Practice Directorate and the Office of Division Services. The breakfast provides a forum for its invitees to meet, discuss, and network on relevant issues of concern. This year's breakfast theme was: *“Public policy and mental health implications of immigration.”* The breakfast’s keynote speaker was **José M. Cervantes, PhD**. Other invited speakers included **Lori Valencia Greene**, APA Public Interest Directorate’s Government Relations Office, **Sarah Jordan**, Director of the APA Division’s Services Office and

Daniel J. Abrahamson, PhD, of the APA Practice Directorate. An unexpected pleasure for CEMA was the attendance and remarks made by Congresswoman **Janice D. Schakowsky** (D-IL).

CEMA sponsored a social hour celebrating the presentation of the Jeffrey S. Tanaka Memorial Dissertation Award in Psychology plaque during the APA 115th annual convention in San Francisco, California. The social hour was chaired by Dr. Cervantes. Dr. Manly presented the Tanaka award plaque to **Dr. Derek Griner**.

GOAL III: Increase the understanding of the need for scientific research on ethnicity and culture.

CEMA responded to a recommendation request from its parent board, the APA Board for the Advancement of Psychology in the Public Interest (BAPPI), regarding the proposed *APA Task Force on Alleviating Psychological Risk Factors for Immigrants - APA Council of Representatives (C/Rs) New Business Item (NBI) #32D*. CEMA conveyed its strong support for the charge and purpose of the proposed task force and recommended that BAPPI recommend to the C/Rs approval of the revised main motion.

CEMA responded to a recommendation request from BAPPI regarding the proposed *APA Resolution in Support of Ethnic Minority Training in Psychology - APA Council of Representatives (C/Rs) New Business Item (NBI) #32B*. CEMA conveyed its strong support for the proposed APA policy statement and recommend that BAPPI present three suggested minor modifications as “*friendly amendments*” to the movers of the C/Rs item for consideration.

CEMA continued collaboration efforts with the APA Committee on Legal Issues (COLI) and the APA Committee on International Relations in Psychology (CIRP). CEMA continues to be concerned about the under-representation of ethnic minorities at all levels of the editorial pipeline (reviewer to editor) of APA journals.

CEMA endorsed suggested language proposed by the APA Committee for the Advancement of Professional Practice (CAPP) regarding revisions to the *APA Publications Manual*.

CEMA awarded the *Jeffrey S. Tanaka, Memorial Dissertation Award in Psychology* to **Derek Griner, PhD**, for his dissertation, titled, *Culturally adapted mental health treatments: A meta-analysis* (Brigham Young University, 2005). Members of the CEMA Dissertation Award Selection Subcommittee were Drs. Manly (chairperson), Blume and Cervantes. The Selection Subcommittee reviewed eight abstract submissions of which four were selected as semi-finalists, who were required to submit their complete dissertation for review. The winner was selected from the four semi-finalist submissions.

CEMA re-appointed **Stephen M. Quintana, PhD**, as its representative to the Coalition of Psychology in Schools and Education (ICPSE).

CEMA, in collaboration with the APA Committee on Children, Youth, and Families (CYF) developed a two-hour symposium for presentation at the 116th APA annual convention in Boston, Massachusetts, titled *Psychological Implications of Immigration and Customs Enforcement (ICE) raids: Strategies to address mental health issues of immigrant children, youth, and families.*” This session was chaired by **Lydia Buki, PhD**, University of Illinois, Urbana-Champaign, and was

expected to include participants who can address the following relevant issues: (1) the psychological fallout of ICE raids and the trauma that can occur in families of deported persons, **Melanie Domenech-Rodriguez, PhD**, Utah State University (*confirmed*); (2) the ways in which psychologists can contribute to the legal response to these raids, **José M. Cervantes, PhD**, California State University, Fullerton (*confirmed*); **Amaro J. Laria, PhD**, Massachusetts School of Professional Psychology (*pending*); (3) a representative from the National Immigration Law Center, Los Angeles, California (*pending*); and (4) a researcher-clinician whose expertise is immigration-related trauma in families, **Carola Suarez-Orozco, PhD**, New York University (*pending*). CEMA successfully acquired the donation of the necessary convention programming hours from APA Division 45 and BAPPI. CEMA and CYF will be co-listed in the official APA program.

CEMA, in collaboration with the APA Committees on Aging (CONA), Disability Issues in Psychology (CDIP) and on Psychology and AIDS (COPA), presented a one-hour symposium titled, *Best Practices of Integrated Care: Opportunities and Challenges*, during the 2008 116th APA annual convention in Boston, Massachusetts. This session was sponsored by BAPPI as part of its theme, *Empowering Psychology's Contributions to Public Health through Policy and Practice*. CEMA, CONA, CDIP, and COPA was co-listed in the official APA convention program.

GOAL IV: Promote increased multicultural competence in psychology

CEMA hosted the presentation of the APA *Richard M. Suinn Minority Achievement Awards in Psychology* during its convention social hour event. CEMRRAT2 Task Force member **Frederick T. L. Leong, PhD**, presented award statues to the following award winners (winners represent three graduate training programs): **Wright State University** (School of Professional Psychology), Ohio; **DePaul University** (Clinical Psychology Program), Illinois, and **Lehigh University** (Counseling Psychology Doctoral Program), Pennsylvania.

CEMA reviewed, provided substantive comments, and recommended **rejection** of the main motion regarding the proposed APA *Resolution on Health Care Reform*, being considered by the APA Council of Representatives (C/Rs) as New Business Item No. 28.

CEMA provided feedback to the APA Committee on Professional Practice and Standards (COPPS) regarding proposed action to either update or retire the *APA General Guidelines for Providers of Psychological Services*.

CEMA reviewed and provided substantive feedback to the APA Board of Educational Affairs (BEA) on the proposed *Assessment of Competency Benchmarks* document.

CEMA continues to support the need for a culturally competent *APA Disaster Preparedness and Response Plan* and therefore collaborated with the APA Policy and Planning Board (P&P) for the presentation of a discretionary funds request to the APA Board of Directors (B/Ds) to establish a task force charged to develop a plan.

CEMA postponed comment to its parent board, BAPPI, on the proposed APA Council of Representatives (C/Rs) New Business Item (NBI) No. 32D, *APA Resolution on Families of Incarcerated Offenders*, until the role of the criminal justice system and in particular the authority of correctional departments at the local-, state-, and federal-level had been given full consideration in the text of the *Resolution* related to addressing mental health services to families of incarcerated

offenders. CEMA felt that this position was in recognition that correction departments have authority over any service or activity provided in their facilities.

CEMA approved continued collaboration with the APA Committee for the Advancement of Professional Practice (CAPP). CEMA remains committed to the collaborative activities mutually agreed to by CEMA and CAPP, namely:

- Priority 1 Linking the needs of communities of color more directly with the interests and activities of state psychological associations.
- Priority 2 Establishment of a more systematic communication effort between the constituencies that CEMA and CAPP represent.
- Priority 3 Encouraging greater coordination between the Public Policy Office and the Government Affairs Office on advocacy efforts and issues of mutual concern.
- Priority 4 Development of a resolution encouraging state psychological associations to seek inclusion of multicultural training in continuing education and state licensure requirements.

CEMA reviewed and offered feedback to **Shirlene Archer, JD**, regarding the proposed Final Report of the APA Task Force on the Implementation of the *APA Guidelines on Multicultural Education, Training, Research, Practice, and Organizational Change for Psychologists* (August, 2002).

CEMA provided substantive comments and feedback to the APA Committee on Professional Practice and Standards (COPPS) on: (a) the proposed *APA Guidelines for Evaluating Parental Responsibility*; (b) critical incidents regarding the possible development of guidelines for parent coordination; and (c) the proposed revision of the *Model Act for State Licensure of Psychologists*.

In response to the call for comment by the APA Committee on Accreditation (CoA) on the *Proposed Accreditation Changes*, CEMA offered feedback that included the following: “CEMA encourages the CoA to pursue enforcement measures that will ensure that at least one site visitor with experience and expertise in multicultural competency is selected for every site visit team, and strive for site visiting teams that are more ethnically/racially diverse.”

CEMA provided extensive comment and substantive suggestions to **Deborah DiGilio**, staff liaison to CONA, regarding the *Report of the Presidential Task Force on Integrative Health Care for an Aging Population (IHAP)* and encourages any action by the APA Council of Representatives to support the “*Blueprint for Change: Achieving Integrative Health Care for an Aging Population*” document.

CEMA reviewed and offered feedback to the APA Committee for the Teachers of Psychology in Secondary Schools (TOPSS) on the proposed revision of the *National Standards for High School Psychology Curricula*.

CEMA reviewed and provided comments to **Daniel Abrahamson, PhD**, APA Practice Directorate, regarding the proposed revisions to the recommended *Guidelines in Postdoctoral Training in Psychopharmacology for Prescription Privileges and Model Legislation*.

CEMA reviewed and provided comment to **Joan Freund**, APA Education Directorate, on the Report of the BEA Task Force on Quality Assurance of Education and Training for Recognized Proficiencies of Professional Psychology.

CEMA reviewed and offered its feedback to **Stephen H. Behnke, PhD, JD**, APA Ethics Office, on the proposed APA Division 39 resolution titled, *Psychologist Participation at US Detention Centers* (A moratorium on psychologist involvement in interrogations at US detention centers for foreign detainees) being considered by the APA Council of Representatives (C/Rs) as New Business Item No. 25D.

GOAL V: Promote the use of psychological knowledge for the recognition, prevention, and education of racism.

CEMA requested that **Norman B. Anderson, PhD**, APA CEO, and **Gwendolyn P. Keita, PhD**, Executive Director of the APA Public Interest Directorate, present an action item on the meeting agenda of the Executive Management Group (EMG) recommending that the APA resolution and policy banning the wearing and/or display of paraphernalia depicting American Indian/Alaska Native as mascots be extended to APA Central Office staff.

CEMA reviewed and recommended to BAPPI that the APA Council of Representatives (C/Rs) **adopt** the **substitute motion** making the **revised** *Resolution on Anti-Semitic and Anti-Jewish Prejudice*, APA policy (C/Rs New Business Item No. 27).

CEMA continued the further development of its collaboration efforts with the APA Committee on International Affairs in Psychology (CIRP) related to the implementation of the Final Report of the APA Delegation to the 2001 United Nation's *World Conference Against Racism, Racial Discrimination, Xenophobia, and Related Intolerance*. In addition, CEMA reviewed and offered comments on the CIRP Strategic Plan and the proposed CIRP *Resolution Against Genocide*. CEMA appointed **Art Blume, PhD**, **Karen Y. Chen, PhD**, and **Anderson J. Franklin, PhD**, to a CEMA/CIRP subcommittee to collaborate in the development of an implementation plan for the APA delegation's report and the report of the APA Task Force on the WCAR Report.

CEMA and CIRP presented a two-hour symposium during the 115th APA annual convention in San Francisco, California titled, "Geopolitical and humanitarian role of psychologists in Darfur: A WCAR case study." Participants included **Priscilla P. Dass-Brailsford, EdD**, Lesley University, Boston, Massachusetts; **Thema Bryant, PhD**, California State University, Long Beach; **Gabriel Stauring**, Stop Genocide Now, Redondo Beach, California; **Corann Okorodudu, EdD**, Rowan University, New Jersey; and **Leslie Littleton**, District Director (CA-9th) from the Congressional office of the **Honorable Barbara Lee (D-CA)**, U.S. House of Representatives; and **Anderson J. Franklin, PhD**, Boston College, Massachusetts. The session was co-sponsored by CIRP and the APA CEMRRAT2 Task Force. CEMA and Division 45 were co-listed on the official program.

CEMA recommended **rejection** of the main motion regarding the proposed *APA Resolution on Emancipating and Rehabilitating Enslaved Persons and Prevention of Future Slavery - C/Rs New Business Item No. 25C*.

CEMA met with **Rhea K. Farberman, APR** to review and discuss the development of an ethnic minority- focused media agenda within the Office of Public and Member Communications (OPMC). In addition, CEMA received an information and education presentation by Octane, LLC, a multicultural communications firm in Washington, DC.

CEMA developed a formal implementation plan for the *APA Resolution Requesting the Immediate Retirement of American Indian Mascots, Symbols, Images, and Personalities by Schools, Colleges, Universities, Athletic Teams, and Organizations*, (adopted by the APA Council of Representatives on August 21, 2005), that will include collaboration efforts with various APA divisions and governance groups as well as the APA Office of Public and Member Communications (OPMC) regarding greater attention to and promotion of multicultural competence in APA's media and communications function.

GOAL VI: Promote and monitor an effective legislative advocacy agenda addressing ethnic minority concerns and their public policy implications -- particularly, in the following domains: Managed care, welfare reform, immigration, anti-affirmative action initiatives, English-only legislation, bilingual education, re-authorization of the Indian Child Welfare Act, and increased ethnic minority training funds.

CEMA received legislative updates from the APA Public Interest Directorate Government Relations Office (PID/GRO) staff members, **Lori Valencia Greene, Day Al-Mohammad, JD, Daniel Dawes, JD, and Annie Toro, JD**. The Committee was encouraged to consider legislative advocacy efforts that could include scheduled visits with Congressional leadership in their respective home districts.

CEMA reviewed the proposed ethnic minority advocacy goals and objectives outlined in the PID/GRO legislative advocacy plan. CEMA members committed to participating in relevant future advocacy efforts.

CEMA continues to pursue efforts to secure funding for InPsych training programs, and to increase the involvement of American Indian/Alaska Native psychologists - especially those involved with InPsych training programs - in future ethnic minority training funding advocacy efforts.

Dissemination of Information

The CEMA *Issues of Concern*, which summarizes CEMA's deliberations and activities, was prepared and disseminated to State and Division CEMAs, persons of color in APA governance, top APA leadership, and others.

The 2006 CEMA annual report was prepared in a pamphlet-style publication for distribution during the 115th APA annual convention and uploaded onto CEMA's website.