

SEMI-ANNUAL REPORT
February 2008 – August 2008

Office of Ethnic Minority Affairs

**Staff of the Office of Ethnic Minority Affairs
During the Reporting Period**

Bertha G. Holliday, PhD, Senior Director

Alberto Figueroa-García, MBA, Assistant Director

Sonja M. Preston, MSW, APA/NIGMS Project Administrator

Dennis R. Bourne, Jr., Program Officer, Research & Special Projects

Sherry T. Wynn, Senior Program Associate

Kevin M. Crawford, Office Administrative Coordinator

Britney Autry, Senior Intern

Shareefah Al'Uqdah, Intern

Shin Ock, Intern

Jennifer Perry, Intern

(202) 336-6029

(202) 336-6040 FAX

(202) 336-6123 APA TDD

oema@apa.org

www.apa.org/pi/oema

Overview

The APA Office of Ethnic Minority Affairs (OEMA) was established in 1979 to expand the roles of culturally diverse peoples in the profession of psychology." OEMA engaged in the following efforts during the period of February 2008 – August 2008.

Governance Support

OEMA provided continuing staff support to:

- APA Committee on Ethnic Minority Affairs (CEMA), including (a) staffing its Spring 2008 meeting, (b) supporting the development of a preliminary "tool kit" as an initial product of CEMA's Implementation Plan for the APA Resolution on the Retirement of American Indian Mascots, (c) facilitating discussion with Dr. Norman Anderson regarding important skills sets and abilities that should be included/considered in the development of a job description for APA's proposed Chief Diversity Officer position, (d) supporting CEMA's continued involvement in the Coordinated Advocacy Campaign (which CEMA initiated) through which governance members meet and advocate with congressional staff in their home district, (e) providing staffing assistance in support of CEMA's 2008 convention activities and proposed programming (i.e., its annual social hour, annual Invitational Breakfast for SPTA and Division Presidents and Chairpersons of State and Division CEMAs, and symposium), (f) providing staffing assistance with CEMA's development and conference committee on its proposed discretionary fund request for the establishment of a Task Force on Multiculturalism and Diversity in Psychology's Future Faculty, and (g) administering CEMA's 2008 Jeffrey S. Tanaka Memorial Dissertation Award in Psychology competition selection process.
- Commission on Ethnic Minority Recruitment, Retention and Training in Psychology Task Force (CEMRRAT2) including: (a) production and dissemination in printed and electronic formats of the CEMRRAT2 Task Force's report 8-year progress and its abbreviated executive summary, *A portrait of success and challenge: The progress report - 1997-2005*, which was received by C/Rs in August, 2007; (b) administering the CEMRRAT Implementation Grants Fund including soliciting annual progress/final reports; (c) administering CEMRRAT2's 2008 Richard M. Suinn Minority Achievement Awards competition selection process; and (d) providing staff support for CEMRRAT's annual meeting.
- Council of National Psychological Associations for the Advancement of Ethnic Minority Interests (CNPAAEMI), which consists of the presidents (or their designees) of APA, Division 45, and the four national ethnic minority psychological associations. This assistance included: (a) staffing CNPAAEMI's Winter 2008 meeting which was held in conjunction with the Executive Committee meeting of Division 45 in Phoenix, AZ, and its summer 2008 which was held in conjunction with the 40th Anniversary Convention of the Association of Black Psychologists in Oakland, CA (b) continued facilitation of the preparation of the last two booklets in CNPAAEMI's publications series; and (c)

continued collaboration with other APA officials and appropriate Boards/Committees in furthering the pursuit of seats on the APA Council for a representative of each of the national ethnic minority psychological associations.

Member Communications and Services

OEMA engaged in the following related efforts:

- Edited and disseminated semiannual issues of its newsjournal, *The Communiqué*, to over 5800 individuals, departments/programs/schools of psychology, and public officials and policymakers. The March 2008 issue ([http:// www. apa. org/ www2/ pi/oema/march_2008_communique.pdf](http://www.apa.org/pi/oema/march_2008_communique.pdf)) included a special section on “A Retrospective of the Communiqué’s Special Issues” (http://www.apa.org/pi/oema/special_section_august%202008_communique.pdf). The 2008 convention or August issue, that includes a special section on “*Psychology and racism: Ten years after the 1997 miniconvention*,”
- Prepared a *Guide to ethnic minority convention programs, activities, events and dining in Boston: 2008 APA Convention*.
- Issued the annual issue of *The Pipeline*, the newsletter of the APA/NIGMS Project on minority recruitment, retention and training in the biomedical areas of psychology.
- Served as APA's **primary resource for requests for information and data related to ethnic minority issues**.
- Continued to maintain and update the **OEMA database** of information on over 3100 psychologists of color, and continued developing the **5th Edition of the *Directory of ethnic minority professionals in psychology*** as an electronic Web-based document
- Continued to fine tune and update **the OEMA Web pages** (www.apa.org/pi/oema), including adding pages on Public Policy/Advocacy, “For Students and Resolutions”.
- Coordinated with the official magazine of the APA, *The Monitor on Psychology*, in developing articles on topics related to ethnic minority concerns.

Ethnic Minority Recruitment, Retention, and Training Initiatives

Related OEMA efforts include:

- Continued to administer the **CEMRRAT Implementation Grants Fund program** (funded in 2008 by APA for \$100,000, including staff costs), which involved awarding nearly \$70,000 in 2008 CEMRRAT grants for innovative efforts in ethnic minority recruitment, retention, and training.
- Continued to administer its NIGMS funded project on *Expanding Minority Biomedical Research Talent in Psychology* (the “APA/NIGMS Project”), which involves 14 departments/programs of psychology throughout the nation. To date, this project has

provided intensive behavioral and biomedical research mentorships for nearly 550 ethnic minority students.

- Continued to provide staff assistance and partial funding to **Diversity Project 2000 and Beyond (DP2KB)** — a mentoring and professional development program for students of color at community colleges interested in pursuing careers in psychology, which is conducted annually at the APA convention.
- Engaged in **early career APA membership retention efforts** with 2500 ethnic minority advanced graduate students through email blasts.

Psychology in Ethnic Minority Serving Institutions (PEMSI)

This initiative seeks to strengthen both relationships between APA and this sector of postsecondary institutions, as well as teaching and research in psychology at these institutions. Related OEMA efforts included:

- Continued to administer the *Promoting psychological research and training on health disparities issues at minority serving institution grants (ProDIGs)*, a small grants program that includes a professional development institute opportunity targeted to early career faculty at minority-serving institutions and funded for \$50,000 by funds received from APA's Academic Enhancement Initiative. Coordinated activities related to the announcement of the 2008 ProDIGs request for proposals.
- Developed an **e-newsletter targeted to psychology departments at minority serving institutions**.

Psychology and Racism Project

Psychology and Racism Initiative

- Continued to **disseminate resource materials on racism and prejudice**.
- ! Developed an updated *Annotated Bibliography on Psychology and Racism, 1997-2007*.
- Continue to administer the **APA National Conversation on Psychology and Racism**, which to date has involved more than 90 events across the nation.
- Per C/R mandate, continued to provide staff assistance to CEMA/CIRP Subcommittee charged with follow-up to the **APA Report on the United Nations World Conference Against Racism, Racial Discrimination, Xenophobia and Related Intolerance (WCAR)**.

Special Projects

- Continued to conduct the quarterly **OEMA Film Series** for APA staff, which is professionally moderated by a film professor from Howard University. The film series seeks to promote diversity and cultural competence among staff by focusing on issues of culture, concerns, and experiences of ethnic minority groups.
- Advocated for increased collaboration among the directorates for effecting a more **comprehensive, coordinated and strategic approach to ethnic minority training** in psychology.
- **Provided names and vitae for potential nominees** to several NIH Advisory Councils as well as possible candidates as presenters on several Congressional briefings at the request of the Public Interest Directorate Government Relations Office.
- **Provided assistance upon request** to the Ethnic Minority C/R caucus, the SLC Diversity Delegates, and Division 45 Executive Committee.
- **Provided staff assistance related to the development and C/R approval of the bylaws amendment** creating voting C/R seats for the national ethnic minority psychological associations..
- Continue to coordinate the **Staff Education Program on American Indian Mascots**.
- Continued to administer the **OEMA Intern Program**, through which students can receive college credit for participating in research, program planning, and public policy activities related to ethnic minority issues in psychology. Recent interns were undergraduate and graduate students from Howard University, George Washington University, and the University of Maryland, College Park.

Conventions and Conferences Attended

- ! February, 2008 – OEMA Sr. Director attended the COSSA Diversity Retreat.
- April, 2008 – OEMA Sr. Director provided a keynote address at the University of Cincinnati's Department of Psychology hosted inaugural two-day **Inez Beverly Prosser Memorial Symposium on Black Women in Psychology**.
- ! August, 2008 – OEMA staff attended the **40th Anniversary Convention of the Association of Black Psychologists**.