

APPROVED

2005 ANNUAL REPORT APA Committee on Ethnic Minority Affairs

Personnel/Membership

The APA Committee on Ethnic Minority Affairs (CEMA) convened two meetings during the 2005 calendar year (March 18-20 and September 30 - October 2). This year marked CEMA's 25th anniversary as an APA governance group, beginning with its formation as an Ad hoc Committee in 1980, to its formal establishment as the APA Board of Ethnic Minority Affairs in 1981, to its reformation (as a result of the reorganization of the APA Public Interest Directorate in 1989), as a Committee in 1990. Celebration activities took place during CEMA's convention events.

CEMA welcomed the attendance of two liaisons at its meetings, **Tony Wong, PhD** (Division 40), and **Diane Slaughter-Defoe, PhD**, (CEMA's parent board, the Board for the Advancement of Psychology in the Public Interest - BAPPI), as well as other notable guests: **Ronald F. Levant, EdD, MBA**, 2005 APA President; **Gerald P. Koocher, PhD**, 2005 APA President-elect, **A. Toy Caldwell-Colbert, PhD**, President, APA Division 45; APA Board of Directors members **Jessica Henderson Daniel, PhD**, **Sandra L. Shullman, PhD**, **Barry S. Anton, PhD**, and **Paul L. Craig, PhD**; **Katherine Nordal, PhD**, APA Committee for the Advancement of Professional Practice (CAPP); **John Robinson, EdD**, APA Membership Committee (M/C); and **Luis Vasquez, PhD**, APA Committee on Rural Health (CRH). CEMA was pleased that its invited guests, especially Drs. Levant, Koocher, Anderson, Henderson-Daniel, Craig, Shullman, Caldwell-Colbert and Anton, 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.

CEMA members in 2005 were: **William D. Parham, PhD** (chairperson), **Alvin N. Alvarez, PhD**, **Priscilla P. Dass-Brailsford, EdD** (chairperson-elect), **Jennifer J. Manly, PhD**, **Stephen M. Quintana, PhD**, **Ruth A. Turner, PhD**, and **Lisa R. Thomas, PhD**. Dr. Thomas was appointed to CEMA by BAPPI to fill the vacancy left by the resignation of Dr. Turner, due to health issues on August 02, 2005. Dr. Thomas will complete Dr. Turner's term of service: January 1, 2005 to December 31, 2007.

Drs. Parham and Quintana attended their last CEMA meeting during the Fall 2005 consolidated meetings cycle. Their terms of service expired on December 31, 2005. CEMA expressed its great appreciation to both Dr. Parham and Dr. Quintana for their dedication, commitment, and demonstrated leadership that contributed significantly to the accomplishment of CEMA's goals and objectives throughout their three year terms. Their keen insight, extraordinary expertise, and thoughtful understanding of complicated issues facilitated the meaningful deliberations of many important and sensitive concerns. Their valuable contributions have made a positive impact on the committee in general, and the many psychologists of color serving in the APA governance structure, in particular. For these and many other reasons, the Committee acknowledged both Drs. Parham and Quintana for their outstanding terms of service on CEMA, and presented them each with the traditional APA *Jefferson Cup* as a token of the Committee's expression of appreciation for their extraordinary efforts.

Joseph M. Cervantes, PhD, and **Anderson J. Franklin**, were appointed to CEMA by BAPPI with terms of service to begin January 1, 2006 and to end December 31, 2008. The APA Board of Directors ratified BAPPI's appointments during its December 2005 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 which two are Asian American/Pacific Islander, two are African American/Black, one is 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 the diversity within these groups (i.e., 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. The Committee provided 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 80 ethnic minority APA member psychologists for consideration to serve on APA governance groups.

CEMA was very excited to learn of the ongoing discussions involving the possible invitation to the four ethnic minority psychological associations to accept membership seats on the APA Council of Representatives (C/Rs).

CEMA met with members and staff of the APA Membership Committee (M/C) to discuss issues relevant to ethnic minority recruitment and retention in the profession and in the Association as well as the proposal to restructure the M/C. The discussion yielded the following:

1. CEMA applauded the M/C for its continuing commitment to facilitating the recruitment and retention of people of color into the Association and the discipline.
2. CEMA expressed an interest in discussing the feasibility of outreach and mentoring of potential Fellows of color, the administration and analysis of exit surveys with members of color who decide to leave the Association, as well as the implementation of a needs assessment with early career psychologists of color and the possibility of collaborating with the Committee for Early Career Psychologists.
3. CEMA encouraged the M/C to be mindful that the success of recruiting and retaining people of color within the Association will hinge upon the generation of innovative strategies tailored to and cognizant of the unique needs of the ethnic minority membership at different points in their career trajectory.

4. CEMA supported the M/C's effort to be reformed as a board and recommended the M/C design and implement specific structures in order for the proposed Membership Board (M/B) to be responsive to the professional development of psychologists of color by ensuring representation of psychologists of color on the proposed M/B. These structures could include:
 - A. Recommend that no less than two seats of the M/B be designated for ethnic minority members.
 - B. Consider designating one seat on the M/B as a CEMA-designed slate and one seat as a joint M/B and CEMA slate.
 - C. Consider the development of a committee reporting to the M/B whose charge would be to focus on ethnic minority membership issues.

As a result of one of its meetings with the M/C, CEMA authorized OEMA to develop a listserv of APAGS students of color who are in their third and fourth years of graduate study for the purposes of informing them of the resources of OEMA and encourage them to continue their membership in APA as professionals. This listserv has been established.

CEMA applauded APA Policy and Planning Board (P&P) efforts to encourage all APA entities (i.e., governance groups, directorates, offices, and staff leadership) to recruit and support participation of ethnic minority members in all areas of the Association, acknowledged P&P's heighten awareness of cultural diversity issues throughout APA activities, and recommended that P&P design and implement accountability mechanisms to ensure that its good intentions are translated into successful outcomes. The accountability could be based on growth in APA membership, increased representation in the APA governance structure, directorates and management, as well as a climate survey to reflect improvements in ethnic minority members feeling welcome to participate and/or be involved in APA activities.

CEMA recommended to P&P and its staff that those policies addressing ethnic minority affairs, such as a 1997 policy that encourages APA to develop recommendations on AIDS prevention in ethnic minority communities and to communicate such recommendations to agencies conducting AIDS education and prevention programs, should not be archived as they are continuing concerns of APA's members of color.

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 collaborated with the APA CEMRRAT2 Task Force, in the development of correspondence to APA President **Ronald E. Levant, EdD, MBA**, applauding his actions that established the Task Force on Enhancing Diversity in APA, and recommending that the Task Force consider the following comments/feedback:

1. Recommends that language in the report encourage the APA Committee on Accreditation (CoA) to explore ways to strengthen the standards related to Domain D in the accreditation process. While acknowledging the necessary autonomy of CoA, CEMA would welcomed an opportunity to dialogue with CoA related to CoA expectations for compliance with Domain D criteria. CEMA believes that Domain D criteria are inconsistently applied during the accreditation process. Strengthening training program's compliance with Domain D is critical to training the next generation of psychologists to effectively manage diversity within the Association and the profession. CEMA believes that there needs to be more training of site visitors related to applying Domain D criteria during the accreditation process. Finally, CEMA found the phrase "fairness of Domain D" ambiguous, and recommend that the phrase be

- revised or clarified.
2. Recommends that additional entities within APA be involved in the development of the climate survey within governance. CEMA believes that the development and implementation of the survey be initiated by the APA Council of Representatives and the P&P Board in collaboration with those committees representing marginalized groups (i.e., CDIP, CEMA, CLGBC, CWP, etc.).
 3. CEMA noticed that marginalization by social class, particularly low income, was not considered by the Task Force. Consequently, CEMA recommends that the Task Force explore if marginalization related to social class also occurs within APA.
 4. The theme of the report and related recommendations focus substantively on bringing diverse persons into the organization. Yet, little to no attention is directed to maintaining the active attention of the newly entered members. CEMA invites the Task Force to consider supplementing the report, discussions, recommendations, and strategic planning efforts relative to keeping newly entered persons actively engaged in the organization.

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

1. How would you continue and enhance the work of your predecessors relative to multiculturalism/diversity related to education, practice, research, public policy, and training?
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 contexts?
3. How would you increase the relevance and applicability of psychology for communities of color in the United States, especially the integration of mental health into public health systems?
4. Do you have a vision for a more enhanced collaboration between public health and psychology?

CEMA joined the APA Committee on International Relations in Psychology in nominating **Corann Okorodudu, EdD**, for the *2005 APA Raymond D. Fowler Award - Member*.

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

1. Saturday, March 19, 2005: Nominations to and participation in the APA governance structure were the primary focus of discussions.
2. Saturday, October 1, 2005: APA’s response to the Katrina and Rita hurricanes, recommendations for and consideration of the need for an APA ethnic minority-focused media agenda/action plan, and ethnic minority APA membership recruitment, engagement, and retention were the topics of discussion during this meeting.
 - A. Hurricanes Katrina and Rita. The following were discussed:
 - Participants acknowledged APA’s response to hurricane Katrina.
 - The mass diversification of communities as a result of the relocation of evacuees from New Orleans making many families increasingly vulnerable as a result of the loss of their advocacy networks.
 - The number of psychologists who have been taking part in recovery

efforts, their competency and familiarity in working with communities of color and the lack of opportunities to debrief some of their own reactions to the relief work.

- How the APA might deal with language/linguistic issues in the delivery of culturally competent psychological services during disaster relief efforts.

B. Media Issues (e.g., print, radio, and tv).

As a result of the successful adoption on August 21, 2005, by the APA Council of Representatives of CEMA's proposed *Resolution Recommending the Immediate Retirement of American Indian Mascots, Symbols, Images, and Personalities by Schools, Colleges, Universities, Athletic Teams, and Organizations*, CEMA sought information about the proposed media plan being developed by the APA Public Communications Office, as directed by the C/Rs in order to facilitate the broad dissemination of the information about this important APA policy. Meeting participants asked that more should be done to circulate APA's message to a broader audience. Moreover, APA has a responsibility to develop an effective strategy to ensure the message reaches many communities of color, especially American Indian communities who might benefit most from this resolution. It was suggested that APA consider partnerships with relevant ethnic minority journalist associations, media experts and consultants, and encourage a greater recruitment and participation of ethnic minority psychologist experts in APA media training opportunities. CEMA was asked to consider developing a panel of media experts on this and other relevant APA policy.

Furthermore, it was suggested that the APA Public Communications Office include more images of people of color helping other people rather than always having images of whites helping people of color. Also, groups such as national associations of relevant professionals, other ethnic minority psychological associations as possible experts, and APA publications need to promote those resources that focus on ethnic minority issues. In addition, seek networks at the community level such as the community college, to disseminate information and obtain feedback.

C. Membership recruitment, engagement, and retention.

CEMA was eager to learn what meeting participants thought of the development of a Membership Board and more importantly, the possibility of the establishment of a committee that would report to it whose charge would be ethnic minority recruitment, engagement, and retention. In addition, CEMA received feedback on alternatives to the establishment of a committee, namely, the designation of ethnic minority slates. Participants noted fiscal implications of creating and staffing a new board, and that if created, one important charge to consider strategies/initiatives that could help make the organization relevant to early career professionals.

An acknowledgment of the contributions to psychology and APA made by the

pioneers in ethnic minority psychology, e.g., Robert Guthrie, PhD, Reginald Jones, PhD, Pat Okura, Dalmas Taylor, PhD, Carolyn Attneave, PhD, Martha E. Bernal, PhD, was suggested. This possibly could be achieved by establishing a “Legacy” APA membership category or a memorial award that would be given to highlight a “publication of the year” and/or recognize an early career scholar.

3. Saturday, November 5, 2005.

Topics of discussion included: APA’s response to the Katrina and Rita hurricanes (similar points and issues raised during the October 1, 2005 Open Meeting were discussed), the need to ensure continued ethnic minority representation on the APA C/Rs, and the 2007 APA Immigration Summit. Dr. Dass-Brailsford reported on the recently established collaboration effort between COLI and CEMA related to the development of an initiative addressing multicultural issues and forensic psychology.

CEMA hosted a breakfast meeting, attended by over 35 persons, during the APA 113th annual convention in Washington, DC. 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 eleventh 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: “*Emerging ethnic minority public policy agendas: Language diversity in mental health issues.*” The breakfast’s keynote speakers were **Larke Huang, PhD**, American Institutes for Research, Washington, DC, addressing Asian American language issues, **Jennifer F. Kelly, PhD**, Atlanta Center for Behavioral Medicine, Atlanta, Georgia, addressing state-level grassroots legislative advocacy organizing, planning, and implementation, and **Luis Vazquez, PhD**, New Mexico State University, addressing Hispanic/Latino language issues. Other invited speakers included Michael Sullivan, PhD, APA Practice Directorate, and Troy Booker, APA Division’s Services Office. The breakfast presentation was chaired by Dr. Quintana.

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

CEMA continues to be concerned about the underrepresentation of ethnic minorities at all levels of the editorial pipeline (reviewer to editor) of APA journals.

CEMA, in its ongoing efforts to develop and implement an action plan for APA related to the APA policy on racial profiling, invited and received a report, which included a video presentation, from **Lorraine Greene, PhD**, an African American psychologist working with the Police Department in Nashville, Tennessee. Dr. Greene explained the differences between the key concepts of racism, bias-based policing (racial profiling), and criminal profiling. According to Dr. Greene the current terminology is “profiling biases.” She offered CEMA relevant information about organizations to contact and resource links to pursue.

CEMA awarded the *Jeffrey S. Tanaka, Memorial Dissertation Award in Psychology* to **Patrick A. Wilson, PhD**, for his dissertation research entitled, “*Sexual risk-taking and drug use among Latino men: Examining episodes of high-risk and low-risk sexual behavior,*” (New York University, 2004). In addition, *Honorable Mention* recognition was accorded to **Kira Hudson Banks, PhD**, for her dissertation research entitled “*Racial identify and the association between racial discrimination and depressive symptoms,*” (University of Michigan, 2004). Members of the CEMA Dissertation Award Selection Subcommittee were Drs. Alvarez (chairperson),

Quintana, and Manly. The Selection Subcommittee reviewed 31 abstract submissions of which three were selected as semi-finalists, who were required to submit their complete dissertation for review. The winner and honorable mention dissertations were selected from the three semi-finalist submissions.

CEMA sponsored a social hour celebrating the presentation of the *Jeffrey S. Tanaka Memorial Dissertation Award in Psychology* plaque during the APA 113th annual convention in Washington, DC. The social hour was chaired by Dr. Dass-Brailsford. Dr. Alvarez presented the award plaques to both **Dr. Wilson** and **Dr. Hudson Banks**. Dr. Parham offered special remarks acknowledging CEMA's 25th anniversary.

Dr. Quintana continued to serve as CEMA's representative to the Coalition of Psychology in Schools and Education (ICPSE). In this role he attended ICPSE meetings that were convened in Washington, DC, on May 5-7, and December 9-11, 2005.

CEMA approved the development of a two hour symposium program, tentatively titled "*One year after the storms,*" that would focus on the disaster relief efforts in the Gulf Coast regions following hurricanes Katrina and Rita. The donations of convention hours will be sought from BAPPI, as well as Divisions 9, 17, 18, 31, 34, 42, and/or 45.

CEMA approved the following proposed two hour symposium program for the 2007 APA convention: "*Mental health disparities: Public policy, practice and research*"

Participants: Teresa Chapa, PhD and Larke Huang, PhD(policy), David Williams, PhD and James Jackson, PhD (research), Ena Vasquez-Nuttall, EdD and Stanley Sue, PhD (practice)

Discussant: Spero M. Mason, PhD and Steven R. Lopez, PhD. The donations of convention hours will be sought from BAPPI, as well as Divisions 18, 38, 42, and/or 45.

CEMA appointed Dr. Manly as its new representative to the APA Committee on Psychological Tests and Assessments (CPTA). Dr. Manly and Dr. Quintana, met with CPTA to continue ongoing collaboration efforts and the following points of discussion were raised:

1. The joint CPTA/CEMA bibliography will need updating soon.
2. The U.S. Immigration and Customs Enforcement's test for language proficiency is being examined because it seems as though it is some combination of "IQ" testing, and CPTA is applauding this agency for their "self-study." CPTA is considering action to assist them in their improvement efforts by providing them with names of experts.
3. An international text on tests and assessments interpretation and utilization is being planned.

GOAL IV: Promote increased multicultural competence in psychology

CEMA hosted the presentation of the *Suinn Minority Achievement Awards* during its social hour. The current CEMRRAT2 Task Force chairperson, **Ena Vazquez-Nuttall, EdD**, presented award statues to the following award winners (winners represent three graduate training programs): **Howard University, Washington, DC (Clinical); University of Michigan (Clinical);** and the **University of Wisconsin, Madison (Counseling).**

CEMA applauded the APA Committee on Aging (CONA) for its emphasis of the relevance of ethnic diversity issues in the resolution, which CEMA understood was drafted with the primary intent to send a strong message to the organizers of the WHCoA. Furthermore, CEMA recommended that CONA consider adding the following "*Therefore be it resolved*" statement to the proposed resolution: "That at least one APA WHCoA delegate have the knowledge and expertise on issues unique to older ethnic minority persons."

CEMA attended the conference committee meetings during the APA consolidated meetings cycle related to the report of the APA President's Task Force on Evidence-Based Practice. As a result CEMA approved and sent a memorandum to the Task Force acknowledging the Task Force's impressive work and recommending that they consider the following:

1. Assessment instruments should always be culturally sensitive and appropriate for the person being assessed.
2. Adherence to the APA multicultural competency guidelines.
3. Consider the following resources: a workshop offered by the Boston College Center of Psychological Rehabilitation and the book *Whose values? A workbook for values based practice in mental health care* by Kim Woodbridge and Bill Fulford, Sainsbury Centre for Mental Health (2004).

CEMA reviewed the proposed *Guidelines for Psychological Practice with Girls and Women* and while they acknowledged the group's efforts to include culture and diversity in the document, CEMA believes that the tone and substance of the preamble (lines 12-544) is regrettably inconsistent with the actual guidelines and lacks a sensitivity and understanding of the needs of girls and women of color. CEMA recommends that only the portion of the guidelines document beginning at line 547 to the end be given adoption consideration by the C/Rs.

CEMA reviewed the proposed *Guidelines for the Undergraduate Psychology Major*, and while they support the *spirit* and intent of the *Guidelines*, they reserved recommending adoption by the APA Council of Representatives contingent upon the inclusion of the following recommended changes/modifications:

Goal 2.

1.2 d. add the following: "(6) applicability of theories and measures across cultural groups."

Goal 3.

3.1.b. add to the end of the sentence "with attention to the role of power and privilege and its effects on different groups."

Goal 4.

4.3.b. add "culturally appropriate" between the words "facilitate" and "change."

4.4 add "and "diverse contexts" to the end of the sentence.

Goal 7.

7.3 b. insert "appropriate" after "Use" and before "relevant," so it reads: "Use appropriate relevant probability and statistical...."

7.4 g. delete the existing language and replace with the following: "Be aware of ethnically and culturally diverse audiences and demonstrate an ability to communicate effectively and respectfully, as well as listen effectively and respectfully."

Correct 6.4 to "7.5"

Goal 8.

Correct 7.4 to "8.5"

Add a new section:

“8.6 Be aware of how 8.1 through 8.5 may challenge and interact with our conventional understanding of psychological processes and behaviors.”

Goal 9.

Add the word “sociocultural” to 9.1a so that it reads: “Identify their personal, *sociocultural*, and professional values.”

Goal 10.

That language be included that encourages students to consider the needs of the society (vs. just their own motivations) when planning and developing a career.

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.

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

CEMA developed and championed the successful adoption of its proposed *Resolution Recommending the Immediate Retirement of American Indian Mascots, Symbols, Images, and Personalities by Schools, Colleges, Universities, Athletic Teams, and Organizations*, by the APA Council of Representatives on August 21, 2005.

CEMA extended its sincere appreciation to the APA Committee on International Relations in Psychology (CIRP) for its partnership in formalizing a program of action by APA around the issues of racism, discrimination, and xenophobia, as identified at the United Nation's WCAR. CEMA continues to be interested and willing to assist in the development of and formalizing recommendations and dissemination of the APA Council of Representatives' received WCAR delegation report. To that end, CEMA appointed Priscilla P. Dass-Brailsford, EdD, Alvin N. Alvarez, PhD, and Jennifer J. Manly, 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.

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 an informative report from APA Public Policy Office staff members, Ellen Garrison, PhD, Annie Toro, JD, Karen Chen, PhD, Anne Bettsworth, and Amena Hassan. The Committee was encouraged to consider legislative advocacy efforts that could include scheduled visits with Congressional leadership. In this regard, Dr. Dass-Brailsford organized a group of faculty and students who lobbied at the district office of U.S. Senator Edward Kennedy (D-MA) in May 2005. They addressed language access as a barrier to health care delivery for ethnic minority communities and encouraged Senator Kennedy to hold this as an important consideration when he introduced the new health care bill in Congress. Drs. Alvarez, Parham, Quintana, Manly and Wong expressed an interest in being involved with the Public Policy Advocacy Campaign.

CEMA reviewed the ethnic minority advocacy goals and objectives and offered the following comments/feedback:

1. Goal #1 - Add Objective #4 “To promote the infusion of mental health into public health concerns”
2. Goal #3 - Modify Objective #1 to read “...services at the Indian Health Service Agency and other federal health services agencies”
3. Goal #4 - Modify to read “...for ethnic minority students and early career professionals”; Modify Objective #1 to read “..through SAMHSA and in collaboration with Science Public Policy Office, address other NIH initiatives and federal agencies.”
4. Goal #7 - Add the following to the list of “Coalitions & Organizations”:
Organization of Chinese Americans, National Asian Pacific American Legal Consortium, Japanese American Citizen League, Filipinos for Civil Rights Association, and the Coalition of Refugee Centers.

CEMA offered to collaborate with the APA Committee on Aging (CONA) related to CONA’s involvement with the White House Conference on Aging (WHCoA) on legislative advocacy efforts to ensure that:

1. WHCoA delegates with knowledge and expertise in the unique issues relevant to aging people of color are invited.
2. That the WHCoA agenda include a focus on the specific mental health needs of aging ethnic minority persons.
3. That the recommendations that result from the WHCoA include an emphasis on aging issues and people of color.

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 2004 CEMA annual report was prepared in a pamphlet-style publication for distribution during the 113th APA annual convention.