

UNAPPROVED

2006 ANNUAL REPORT APA Committee on Ethnic Minority Affairs

Personnel/Membership

The APA Committee on Ethnic Minority Affairs (CEMA) convened two meetings during the 2006 calendar year (April 7-9 and September 29 - October 1).

CEMA welcomed the attendance of liaisons at its meetings, **Tony Wong, PhD** (Division 40), **Allan Noonan, MD** (CEMA's parent board, the Board for the Advancement of Psychology in the Public Interest - BAPPI); and **Veronique Thomas, PhD** (NCSPP), as well as other notable guests: **Gerald P. Koocher**, 2006 APA President; **Sharon Stephens Brehm, PhD**, 2006 APA President-elect; APA Board of Directors member **Jessica Henderson Daniel, PhD**; **John Robinson, EdD**, APA Membership Committee (M/C); **Luis Vasquez, PhD**, APA Committee on Rural Health (CRH); **Olivia Moorehouse-Slaughter, PhD**, APA Ethics Committee; and **Toni C. Antonucci, PhD**, APA Committee on Aging (CONA). 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 2006 were: **Priscilla P. Dass-Brailsford, EdD** (chairperson), **Alvin N. Alvarez, PhD**, **José M. Cervantes, PhD**, **Anderson J. Franklin, PhD**, **Jennifer J. Manly, PhD**, and **Lisa R. Thomas, PhD** (chairperson-elect).

Drs. Dass-Brailsford and Alvarez attended their last CEMA meeting during the Fall 2006 consolidated meetings cycle. Their terms of service expired on December 31, 2006. CEMA expressed its great appreciation to both Dr. Dass-Brailsford and Dr. Alvarez 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 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 (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. 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 95 ethnic minority APA member psychologists for consideration to serve on APA governance groups.

CEMA was very pleased to learn that the APA Council of Representatives (C/Rs), on February 19, 2006 approved action related to defining a process that would ultimately extend invitations to the four ethnic minority psychological associations to receive voting membership seats on the C/Rs.

CEMA applauded and endorsed the *Centering on Mentoring* initiative, and the *action agenda* of the Centering on Mentoring Task Force created by 2006 APA President **Gerald P. Koocher, PhD**. CEMA believes that this is an exceptional initiative that will enhance APA's commitment to recruit and sustain ethnic minority representation and participation in APA and its governance structure. In addition, CEMA accepted an invitation to submit an article for a proposed special issue of the *Journal of Professional Psychology: Research and Practice*, focusing on mentoring. The following CEMA members have agreed to be contributors: **Priscilla P. Dass-Brailsford, EdD, Lisa R. Thomas, PhD, Alvin N. Alvarez, PhD, and José M. Cervantes, PhD**.

CEMA acknowledged and expressed its support of the implementation efforts being developed and pursued by the APA CEO **Norman B. Anderson, PhD**, related to the recommendations outlined in the APA Task Force on Enhancing Diversity report that was received by the APA Council of Representatives in August 2005. CEMA felt that contracting **Henry Tomes, PhD**, as a consultant to assist in the ongoing development of an implementation plan for the APA will be beneficial to the process and the final product(s). Moreover, CEMA expressed its strong support for the establishment of an APA Office of Diversity Enhancement, and is willing to be available as a resource pool to the CEO to ensure that the Office becomes a reality.

CEMA once again reviewed and provided a detailed response to the request from BAPPI about the Iranian American Psychological Association's interest in being "...recognized and our effort to promote human welfare and stigma reduction in all other ethnic groups to be the priority of planning and service delivery..." CEMA's response recommended that (a) additional communication, both formal and informal, with this group is essential and should take place at the earliest possible time; and (b) BAPPI consider pursuing efforts supportive of the formation of an APA governance entity that takes into account national identity cultural groups, e.g., an APA division or other related group.

CEMA met with **John Robinson, EdD**, 2006 chairperson, 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 pending proposal to restructure the M/C.

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 expressed its sincere thanks and appreciation to the APA Board of Directors (B/Ds) and the APA Board of Convention Affairs (BCA) for their stalwart leadership and vigilance of New Orleans' changing situation in determining its ability to host APA's 114th annual convention.

CEMA recommended **rejection** of the recommendations set forth in the June 2005 *Accreditation Summit* report presented and supported by the APA Committee on Accreditation (CoA) to enhance the organizational structure, policies and procedures of the accreditation process. CEMA's response to the modifications described in the report is primarily driven by the fact that with a few exceptions, **Domain D** of the *Guidelines and Principles for Accreditation*, which addresses *Cultural and Individual Differences and Diversity*, has not been effectively enforced. Moreover, the accountability mechanism for enforcing **Domain D** is inadequate; there has been little improvement in the diversity of faculty and graduate students, and graduates are rarely prepared to address issues of cultural, linguistic, and socioeconomic diversity in their research and clinical work. Furthermore, CEMA continues to have serious reservations about accountability to cultural diversity in the future membership composition of the CoA given the lackluster language outlined for potentially encouraging diversity of nomination slates by contributing organizations. CEMA recommended that the CoA implement incentives to organizations and groups to strongly encourage the nominations of ethnic minority psychologists, similar to the incentives that made such clear changes to the composition of the APA Council of Representatives.

CEMA reviewed and offered the following feedback to the APA Policy and Planning (P&P) Board regarding multicultural competency needs in disaster relief and preparedness outlined in P&P's 2005 annual report: (a) The expertise of APA members (related to individual and group counseling) can be better used in disaster response and may require a rethinking of the role of the DRN; (b) should critically analyze and develop an APA disaster response plan that makes better use of members from ethnic minority groups so the needs of *all* people, and particularly people of color, can be better served; (c) more attention must be paid to understanding and meeting the needs of multiple ethnic minority groups; and (d) CEMA looks forward to working with P & P as APA governance and membership address the important points raised in P&P's *2004 Five-Year Report* related to ethnic minority concerns and multicultural competence in psychology.

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

1. **Saturday, April 8, 2006:** The agenda included the discussion of the following: (a) All were encouraged to share with OEMA any information s/he might have regarding potential ethnic minority media contacts; (b) APA annual convention – encourage divisions, state psychological associations, and others to develop projects that will aid communities in New Orleans; (c) Alternatives for state psychological associations and divisions to elect an ethnic minority representative to the APA Council of Representatives (C/Rs); (d) APA involvement in the immigration public policy debate: What are some of the key psychological issues to address and what are those issues in particular that psychologists can speak to?; (e) Where should the multicultural leadership training workshop that took place on Friday, April 7, 2006 for all governance group members go next? The following recommendations were proposed: (1)The duration of the training should be longer; (2) Consider conducting the training in smaller groups, e.g., by directorate; (3) Experiential format and provide an opportunity and space for participants to process the experience in a more timely manner; (4) Recommend that the C/Rs assemble a cadre of experts to help develop a strategic systematic intervention strategy so that the training becomes a more integral part of the fabric of APA culture.
2. **Saturday, September 30, 2006:** The agenda included discussion of CEMA’s planned initiatives on (a) immigration and mental health effects; (b) the media plan for CEMA’s American Indian/Alaska Native Mascot resolution; (c) the CIRP/CEMA collaboration effort addressing Darfur; and (d) other topics from participants.
3. **Saturday, November 4, 2006:** The agenda and discussion focused on many of the issues raised in previous meetings.

CEMA hosted a breakfast meeting, attended by over 45 persons, during the APA 114th annual convention in New Orleans, Louisiana. 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 12th 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: “*One Year After the Storms: Multicultural Disasters of Hurricanes Katrina and Rita.*” The breakfast’s keynote speaker was **Michael Cunningham, PhD**, Tulane University, New Orleans, Louisiana. Other invited speakers included **G. Andrew H. Benjamin, PhD**, chairperson, APA Policy and Planning Board (P&P), representing 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 **Grace Napolitano (D-CA)**.

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

CEMA engaged in the following proposed collaboration efforts with the APA Committee on Legal Issues (COLI) and the APA Committee on International Relations in Psychology (CIRP).

1. Proposed CIRP collaboration efforts: (1) Addressing psychology's/psychologists' role in the promotion of psychological issues related to human rights and social justice in areas such as Darfur and elsewhere in the world; (2) Educating APA members about the processes and programs of the United Nations, and the potential role psychology/psychologists can play; and (3) Developing strategic follow-up in support of the United Nations WCAR *Declaration*.
2. Proposed COLI collaboration efforts: (1) Developing strategies that promote the multicultural competence of psychologists in legal settings; (2) The psycho-legal consequences of immigration on the health, mental health, and well-being of ethnic minority immigrant children, youth, and families; and (3) The civil rights implications of the *APA Resolution Requesting the Immediate Retirement of American Indian Mascots, Symbols, Images, and Personalities by Schools, Colleges, Universities, Athletic Teams, and Organizations*.

CEMA initiated discussions on the development of its proposed *Preparing Future Psychology Faculty Initiative*. While no definite plans were crafted, the Committee agreed to pursue the development of a proposal requesting discretionary funds from either the APA Council of Representatives or Board of Directors for the establishment of a task force on enhancing the next generation of psychology faculty.

CEMA welcomed **Olivia Moorehouse-Slaughter, PhD**, chairperson, APA Ethics Committee, and **Steve Behnke, PhD**, director, APA Ethics Office, and received their *Report of the Presidential Task Force on Psychological Ethics and National Security (PENS)*. According to Dr. Moorehouse-Slaughter and Dr. Behnke efforts are underway to collect comments/input from various APA stakeholder groups on the PENS report that will be used in the development of a "*commentary*" document that will be considered a companion publication to the PENS report. CEMA recommended that the following questions be considered by the Ethics Committee in its future developments of materials related to the PENS report: *Why isn't the importance of cultural competence explicitly noted in recommendation #10, as it is noted in #7? Is there any interest in developing some language in the proposed materials that will address the consequences from interrogation - both during the process and/or the aftermath? What is the ethical responsibility of the psychologist relative to such consequences? Is there an ethical imperative to report on the aftermath of the interrogation?*

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.

For the first time in its 14 year history, CEMA awarded two *Jeffrey S. Tanaka, Memorial Dissertation Awards in Psychology*. The winners in 2006 were: **Maryam Kia-Keating, PhD**, for her dissertation research entitled, "*Refugee youth in resettlement: Exposure of war and protective factors*," (Boston University, 2006); and **Janna L. Kim, PhD**, for her dissertation research entitled "*Sexual socialization among Asian Americans: A multi-method examination of cultural influences*," (University of Michigan, 2005). Members of the CEMA Dissertation Award Selection Subcommittee were Drs. Alvarez (chairperson), Manly and Thomas. The Selection Subcommittee reviewed 11 abstract submissions of which four were selected as semi-finalists, who were required to submit their complete dissertation for review. The winners were selected from the four 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 114th annual convention in New Orleans, Louisiana. The social hour was chaired by Dr. Thomas. Dr. Alvarez presented an award plaque to Dr. Kia-Keating. As Dr. Kim was unable to attend the ceremony, her dissertation advisor accepted the award on her behalf.

CEMA re-appointed **Stephen M. Quintana, PhD**, as its representative to the Coalition of Psychology in Schools and Education (ICPSE). In this role Dr. Quintana attended ICPSE meetings that were convened in Washington, DC, on June 16-18, and December 8-10, 2006. CEMA held a conference call on Friday, September 29, 2006, with Dr. Quintana to receive his report on ICPSE issues and activities.

CEMA approved the development of a two hour symposium program to be presented during the 115th APA annual convention in San Francisco, California, titled "*Public policy and mental health implications of immigration: Local, state, and federal perspectives*." Moreover, CEMA successfully solicited the donation of the necessary convention programming hours from APA Division 45 and BAPPI. CEMA will be co-listed in the official APA program.

CEMA approved collaboration with the APA Committee on Disability Issues in Psychology (CDIP) in the development and presentation of a 2007 APA convention session titled, "*Mental health effects of racial profiling and stereotyping*." This CEMA/CDIP program will be sponsored by BAPPI which donated the necessary one hour of convention time. CEMA and CDIP will be co-listed in the official APA program.

CEMA approved collaboration with the APA Committee on International Affairs (CIRP) in the development and presentation of a 2007 APA convention session titled "*Geopolitical and humanitarian role of psychologists in Darfur: A WCAR case study*." The two hours of convention program time necessary sponsor this session were provided by CIRP and BAPPI. CEMA will be co-listed in the official APA program.

GOAL IV: Promote increased multicultural competence in psychology

CEMA was extremely pleased to learn of the multicultural leadership workshop activity mandated by the APA Council of Representatives (C/Rs) for all governance group members participating in the spring 2006 consolidated meetings. Moreover, CEMA expressed its sincere thanks to the C/Rs for the opportunity to hear **John Dovidio, PhD** and **Derald Wing Sue, PhD** present their important work. CEMA engaged in an extended discussion of these issues and emerged with three recommendations that it believes will assist in increasing awareness of micro-aggression, micro-invalidations, and other forms of marginalization.

1. CEMA will pursue the development of a proposal requesting discretionary funds from either the APA C/Rs or Board of Directors for the establishment of a task force on

enhancing the next generation of psychology faculty. The proposed CEMA task force would be charged with shaping the vision for how psychology and/or APA will address the changing make-up of future psychology faculty and its diversity and multicultural competence.

2. CEMA will continue to promote/encourage the development of an APA Office of Diversity Enhancement as recommended by the 2005 APA Presidential Task Force on Enhancing Diversity report.
3. CEMA strongly supports the development of an independent resource such as a Cultural Ombudsman or mediator within the APA organizational structure. The ombudsman would be an independent resource who would serve as a facilitator or mediator in situations when there is a grievance or conflict rooted in competing interests of diverse groups.

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 **Ena Vazquez-Nuttall, EdD**, presented award statues to the following award winners (winners represent three graduate training programs): **Florida International University, Miami, Florida (Life-Span Development); Graduate Center, City University of New York (Social, Personality);** and the **Arizona State University, Tempe (Counseling)**.

CEMA applauded the decision of the APA Board of Directors to form a Task Force on Multicultural Training to specifically examine culturally competent mental health care in the aftermath of disasters. The following were some of the major suggestions developed by CEMA for consideration by the TF:

1. The finding that Disaster Relief Network (DRN) members are not receiving multicultural training is an important one that needs to be both highlighted and corrected. As noted in the report, the Task Force recommends the creation of a Multicultural Training Curriculum that can be accessed online. CEMA does not believe that this is the best way to increase multicultural competence; multicultural training is best done face-to-face rather than through online contact. In addition, there do not appear to be clear guidelines on how the Task Force aims to implement the curriculum and evaluate its effectiveness.
2. It was good to note that the report gave emphasis to the importance of disaster responders paying attention to the cultural and spiritual orientation of survivors. However, there do not appear to be any mechanisms, in the current format, to evaluate whether responders had acquired multicultural training before responding in a disaster.
3. Finally, cross-cultural expertise is important in all aspects of appropriate care. Unfortunately, cross-cultural expertise among first responders in the aftermath of Hurricane Katrina was clearly lacking. The report correctly highlights the responsibility on the part of APA to critically analyze and develop an APA disaster response plan that makes better use of members from ethnic minority groups so the needs *all* people, and particularly people of color, can be better served.

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 01 to 586 587 to 1253) is regrettably inconsistent with the actual guidelines (lines 587 to 1253) and lacks a sensitivity and understanding of the needs of girls and women of color. After extensive discussion with members of the Joint Division 17 & 35 *Guidelines* writing team (via conference call on October 25th), significant and meaningful changes recommended by CEMA were considered and incorporated into the that portion of the document of concern to CEMA.

CEMA, at the recommendation of its member charged to review the document in detail **Lisa R. Thomas, PhD**, was unable to endorse the latest version of the report prepared by the APA Task Force on the Sexualization of Girls. CEMA continues to feel that the document should either: (a) attend more closely to Task Force's *Charge*, "...including attention to the role and impact of race/ethnicity and socioeconomic status" (pg 6 of the draft report) as outlined in the suggestions/recommendations provided by Dr. Thomas (on the 05/08/06 draft version of the report); **or** (b) state explicitly that the report focuses almost exclusively on girls from the dominant culture. Additionally, CEMA strongly urges the Task Force to reconsider replacing the word "*culture*" with "*popular culture*" throughout the entire document as that seems to be what is being referenced.

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 reviewed and recommended adoption of the proposed addendum to the APA *Resolution on Anti-Semitic and Anti-Jewish Prejudice*, by the APA Council of Representatives (C/Rs) as New Business Item No. 27. CEMA believes strongly that the proposed addendum to the existing resolution is beneficial and warranted.

CEMA reviewed and recommended rejection of the proposed *Resolution on Religion, Religion-related and/or Religion-derived Prejudice* being considered by the APA Council of Representatives (C/Rs) for adoption. CEMA believes that the proposed resolution is limited in its attention to critical issues important to ethnic minority populations on the subject of religion and related matters. CEMA requested that the C/Rs appointed group assigned to draft the resolution take action on the following deficiencies associated with resolution in its current form:

1. The resolution fails to address the potential negative affect on American Indian/Alaska Native populations and others regarding rituals, ceremonies, and related issues.
2. The resolution does not make a clear distinction between religiosity, spirituality, and healing.
3. Research methodology to examine the issue is not well defined.
4. The resolution does not mention or reference in any effective manner the potential negative impact on education and teaching in psychology of this material.
5. The resolution fails to explore in detail the complex nature of religion, i.e., what are examples of religious practices that have meaning in psychology, what are those religious practices that govern people's daily behaviors.

CEMA reviewed and recommended **rejection** of CLGBC proposed *Resolution on Opposing Discriminatory Legislation and Initiatives* by the APA Council of Representatives (C/Rs). While CEMA supported the *spirit* and intent of the resolution, it was unable to recommend adoption unless additional language was included specifically addressing the detrimental impact discriminatory legislation and initiatives has on immigrant communities and other vulnerable populations.

CEMA meet again 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). CEMA was pleased by the OPMC report regarding the exceptional success of the press release associated with the *APA Resolution on the Immediate Retirement of American Indian Mascots, Symbols, Images and Personalities by Schools, Colleges, Universities, Athletic Teams and Organizations*. CEMA applauded OPMC efforts, particularly the following planned activities: (1) Pursuing the production and release of this resolution in languages other than English; and (2) Development of a public information document on this subject area that would become a searchable web-based resource (a repository of relevant experts and psychological research). In addition, CEMA reiterated it's support of the following actions:

1. CEMA supports the OPMC's interest/desire to expand/hire/acquire new staff with demonstrated expertise in the areas of ethnic minority issues/concerns and multilingual ability.
2. That the OPMC consider hiring a freelance reporter or media consultant of color for convention coverage who would cover ethnic minority media issues. This would be an opportunity to establish a community-based/responsive media model for future conventions that helps illustrate the diversity of psychology and how psychology/APA does impact the everyday lives of people. In addition, it presents an opportunity for a "partnership effort" with the ethnic minority journalism associations.
3. That the OPMC request that the *APA Monitor* develop a story that focuses in depth on ethnic minority disaster relief and preparedness issues, in broad terms, and in particular, one year after the Gulf Coast storms; what has changed?
4. Request that Ms. Farberman plan to join CEMA at future meetings.

CEMA develop 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 with the APA Committee on Legal Issues (COLI) and 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.

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 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 legislative updates 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.

CEMA reviewed the ethnic minority advocacy goals and objectives.

CEMA members **Lisa R. Thomas, PhD**, and **Priscilla P. Dass-Brailsford, EdD**, participated in legislative advocacy training.

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 2005 CEMA annual report was prepared in a pamphlet-style publication for distribution during the 114th APA annual convention.