APA DIVERSITY IMPLEMENTATION PLAN - 2013
Mission: ***To ensure that diversity is an integral part of APA structure and functions***

Diversity involves including, understanding and valuing differences in individual and group characteristics such as race, religion, ethnicity, gender, gender identity and expression, socioeconomic status, age, (dis)ability status, and sexual orientation. Differences in these characteristics have resulted in marginalization, which refers to overt and covert trends within societies whereby those who are different in some way from the group norm tend to be excluded by the wider society and ostracized as undesirable. *APA's vision is to make all feel welcomed by the association.*

Please note that this document likely does not include all of the activities that are presently done by APA staff and members in order to enhance and support diversity for the association. Some activities are noted under more than one goal at the discretion of the reporting unit. Many APA activities intended to foster diversity serve to advance multiple goals or objectives in the diversity implementation plan.

Goals and Objectives

GOAL 1: To enhance the "welcomeness" of APA to diverse groups.

Objectives:

A. Increase the diversity of the APA membership.

B. Maintain and continue to improve access to leadership opportunities for members of diverse groups.

C. Enhance leadership training and other related opportunities for diverse groups.

D. Maintain and continue to enhance diversity of the APA workforce.

GOAL 2: To promote recognition of the value of diversity in APA policies, publications, and programs.

Objectives:

A. Educate APA staff and membership about diversity issues and engage them in initiatives to promote diversity.

B. Promote diversity through APA publications.

C. Promote diversity in APA programs.

GOAL 3: To enhance access to, and encourage participation by, diverse groups in APA meetings and other activities.

Objectives:

A. Enhance the accessibility to APA events for diverse groups.

B. Increase the participation by diverse groups in APA activities.

GOAL 4: To expand support for diversity in the training of psychologists.

Objectives:

A. Promote diversity in the K-12 pipeline.

B. Promote diversity in psychology graduate and undergraduate training.

C. Promote diversity in post-doctoral training.

D. Promote diversity in psychology faculty.

E. Promote understanding of the importance of diversity among faculty and trainers of psychologists.

GOAL 5: To promote diversity in psychological research and practice.

Objectives:

A. Increase diversity in psychological research topics and methodologies.

B. Promote sensitivity and understanding of diversity in psychological practice.

GOAL 1: To enhance the "welcomeness" of APA to diverse groups

A. Increase the diversity of the APA membership

- The Center for Workforce Studies (CWS), which now is part of the Science Directorate within Central Office organization, focuses on collecting data on the pipeline and workforce in psychology and describing the various groups according to gender, race/ethnicity, age, employment activities and settings, and other relevant dimensions. CWS works to insure that the surveys built within APA also gather data on diversity in a manner that is consistent with other survey activities of the Center, of APA, and of other national organizations and government agencies.

- Explicit language in Children, Youth and Family's (CYF) call for nominations calls for diverse representation on the Committee reflective of psychology and society as a whole… "ethnicity, culture, gender, age, disability, sexual orientation, geographic location, and those who are employed less than full time." The Committee paid particular attention to cultural and gender diversity and competency in putting forth its 2013 nominations slate. In 2013, CYF membership includes 4 women and 2 men; additionally, we have one Latina, one African American, and one Native Hawaiian member, and one hearing impaired member.

- We distribute CYF's call for nominations to APA governance groups that represent its diverse constituencies, e.g., APAGS, CDIP, CEMA, CLGBTC, CWP, CONA, SES, etc., to various divisions representing APA's diverse constituencies; and to the four major ethnic minority psychological associations. We hope that this broad dissemination will result in a broader range of nominees.

- With CYFO support, CYF nominated 31 APA member psychologists for consideration to serve on APA governance groups in 2013. The nominees included 15 men and 16 women. Several nominees self-identified as ethnic minority and/or other minority groups (i.e. persons with disabilities or LGBT individuals). CYFO is developing a roster of APA member psychologists by area of expertise so that both CYFO and CYF can more effectively identify diverse psychologists for opportunities to sit on internal and external boards, committees, Task Forces, working groups and for APA awards.

- OEMA maintains a job bank service which is a database of over 3,500 psychologists of color to assist employers seeking to hire ethnic minority psychologists. In addition, the database serves as a resource for researchers and marketing strategists.

- The Office on Aging and CONA work to Increase the number of psychologists with cultural competence to address the growing and diverse population of older adults through continuing education programming including what Psychologists

Should Know About Working with Older Adults and the development of educational materials such as professional practice guidelines and the Multicultural Competency in Geropsychology report.

- The Office on Aging in collaboration with the APA Center for Workforce Studies, CONA, and the Education Directorate are planning the Survey of Professional Geropsychology Training and Experiences Wave II The survey aims to inform and support APA's participation in national geriatric workforce efforts. The findings will provide direction to psychology's efforts to address the needs of this growing population and inform APA's participation in national geriatric workforce efforts.

- The Disability Issues in Psychology Office produces and disseminates a theme-based, newsletter to raise visibility of disability issues, to increase the understanding of applying psychology to disability, and to provide a forum by which psychologists with disabilities can share their experiences and research.

- The Office of Ethnic Minority Affairs (OEMA) provides consultation to divisions, governance groups, and offices upon request to assist with diversity related efforts, including diversity outreach to increase membership of scholars, educators, and practitioners of color.

- The HIV Office for Psychology Education (HOPE) Program, funded by the Center for Mental Health Services (CMHS) of the Substance Abuse and Mental Health Services Administration (SAMSHA), utilizes a train-the-trainer model to educate mental health providers about working with people living with or affected by HIV/AIDS. The Program addresses APA's Diversity Implementation Plan under Goal 1 by welcoming and enhancing diverse groups; both as volunteer HOPE Program trainers and in outreach to attendees the volunteers train.

- The Women's Programs Office (WPO) is committed to offering internships to provide training, and access to information and resources to diverse high school, undergraduate, and graduate students. WPO actively recruits from local colleges and universities, including two HBCUs and one women's college, and also draws students from universities across the country. Interns receive an APA membership (for one year).

- The Behavioral and Social Science Volunteer (BSSV) Program, established in 1996 through funding from the Centers for Disease Control and Prevention (CDC) provides capacity building assistance (CBA) to improve the delivery and effectiveness of HIV prevention service delivery by diverse community-based organizations (CBOs) across the country. The BSSV Program utilizes a volunteer network of behavioral health professionals which includes primarily Masters and PhD level psychologists who assist in providing training and technical assistance to CBOs within their communities. The BSSV Program provided training and access to resources and information to support their volunteer efforts.

- The Office on Socioeconomic Status is committed to offering internship opportunities that exposes undergraduate and graduate students to the science of psychology, and how the discipline contributes to the understanding of social class and SES-related issues in the lives and well-being of the poor.

- In 2012, the Office of International Affairs implemented membership recruitment activities at the International Congress of Psychology in Cape Town, South Africa, and the Interamerican Regional Congress of Psychology in Santa Cruz, Bolivia. Over 80 new international affiliates completed applications.

- The Division Services Office (DSO) works to assist APA divisions in reaching out to persons of diverse background who are APA members, non-APA psychologists, psychologists from other countries and students enrolled in psychology programs inviting them to join a division. Divisions provide a pipeline for people of diverse backgrounds to become position-holders in divisions, which can lead to leadership in APA.

- Some of APA's divisions are specific to interest areas such as aging; ethnic minorities; disability; rehabilitation; gay, lesbian, bisexual and transgender issues; women; and men and are valuable resources for information that can be helpful to APA's diversity efforts.

- The Policy and Planning Board (P&P), also staffed by the DSO, focuses attention on increasing diversity on the board and in APA through its review and reporting activities. P&P's has a strong interest in international psychology and supporting APA's involvement in the world community. In its 2012 annual report to the association, P&P discussed how APA engages its members and in particular addresses the need for fostering the representation, engagement, and voice for members from underrepresented groups (e.g., people of color, women and disabled persons).

- In all of our marketing campaigns, whether in support of APA membership or the APA convention, the mix of campaign pieces as well as who is pictured within those pieces is always done with sensitivity to diversity issues. We feature people who are ethnically, racially and physically diverse. We also recognize that there is diversity in the way people like to receive information and what will be important to them about APA membership or an APA event.

- In addition, a number of our membership marketing campaigns target student and early career psychologists or psychologists in training. That demographic pool is more diverse than the current membership. The success of these outreach campaigns will add diversity to the APA membership.

- In its membership recruitment and retention strategic plan, the Membership Board is incorporating proposals that increase minorities' sense of welcome and membership in APA.

- The Committee on Early Career Psychologists (facilitated by the directorate's Membership and Convention Marketing Office) focuses its work on early career psychologists and their interests, for example determining barriers to licensure and career development. The early career cohort within APA is the most diverse segment of the membership.

- The Office on Pre-College/Undergraduate Education increases the diversity among the APA High School Teacher Affiliates and APA High School Student Affiliates.

- The APA TOPSS Committee recommended reaching out to high school psychology teachers in Washington, DC as a pilot program for future outreach to other urban teachers.

GOAL 1: To enhance the "welcomeness" of APA to diverse groups

B. Maintain and continue to improve access to leadership opportunities for members of diverse groups

APA governance groups do a variety of things to maintain and improve access to leadership opportunities for members of diverse groups. These include creating diversity slates for vacancies or by strategically nominating slates for a particular opening to ensure diversity in the governance group (for instance, a group may create an entire slate of people of color for a particular opening when expertise and nominations coincide, even though the slate might not be labeled a "diversity slate"). Governance groups with a particular focus on one type of diversity frequently take on the responsibility of generating nominations of individuals to other boards and committees who can represent that aspect of diversity whereas other governance groups without a specific diversity focus may seek to solicit nominations of diverse individuals using specific strategies (targeting divisions, special interest groups, etc.). Also, several governance groups have employed various strategies to attend to diversity in the midst of the business of the governance group. These strategies include appointing a diversity monitor for items, including statements about the diversity implications of items in every minute or setting aside time during each meeting to assess the culture of the meeting and openly discuss aspects of diversity, experiences of microaggressions or other issues that might contribute to a less than welcoming environment. Details of some of these strategies are included below.

- The Practice Directorate governance groups (BPA, CAPP, COPPS, CRH, ACCA and TFSMI) seek nominations of individuals from diverse backgrounds and with diverse characteristics. Further, these governance groups carefully consider nominees from diverse backgrounds and characteristics when they form their slates each year, with an eye to ensure diverse representation within their governance group's membership.

- The Committee on Rural Health has a diversity slate to insure that there is always diversity representation on the Committee. Additionally, a Diversity Monitor is assigned to every agenda item to insure that the Committee is attending to diversity implications of all issues it considers.

- The Board of Educational Affairs is a 12-member board. This year, the Board of Educational Affairs includes ten females and two males. Three of the members are from diverse ethnic backgrounds, two African Americans and one Latina/Latino American.

- The Commission of Recognition of Specialties and Proficiencies in Professional Psychology (CRSPPP) always seeks representation from individuals who reflect the Association's commitment to ethnic minority diversity representation.

- Once a year the CE Committee discusses and seeks to assemble a professionally and multiculturally diverse group of psychologists. It encourages nominations from individuals committed to life-long learning and is specifically looking for individuals with knowledge of or background in specific areas. CEC is committed to maintaining a diverse and broad representative from all groups and areas of psychology in particular seeking individuals representing the following: women, minorities, and geographical diversity.

- At their Spring 2013 meeting, the APA TOPSS Committee recommended having future TOPSS election candidates add a statement about their "Interest in or Experience with Issues of Diversity and/or Working With Diverse Populations" in their election platform statements. The call for nominations already states that "TOPSS is especially interested in encouraging individuals from diverse backgrounds (e.g., diversity in race/ethnicity, gender, ability/disability, sexual orientation, age, and religion) to consider running for TOPSS Office."

- The mission of the APA Lesbian, Gay, Bisexual and Transgender Concerns Office is to advance the creation, communication and application of psychological knowledge on gender identity and sexual orientation to benefit society and improve lesbian, gay, bisexual and transgender people's lives.

- One component of the work of the office is to provide support and guidance to all aspects of APA governance in activities related to gender identity and sexual orientation.

- At its fall 2011 meeting, the CLGBTC decided to initiate a formal process to enhance inclusion of transgender and gender non-conforming people in APA governance and is currently working on a strategy with BAPPI.

- Explicit language in Children, Youth and Family's (CYF) call for nominations calls for diverse representation on the Committee reflective of psychology and society as a whole… "ethnicity, culture, gender, age, disability, sexual orientation, geographic location, and those who are employed less than full time." The Committee paid particular attention to cultural diversity and competency in putting forth its 2012 nominations slate.

- Distribution of CYF's call for nominations to APA governance groups that represent its diverse constituencies, e.g., APAGS, CDIP, CEMA, CLGBTC, CWP, CONA, SES, etc., to various divisions representing APA's diverse constituencies; and to the four major ethnic minority psychological associations.

- The Disability Issues Office in Psychology provides staff support to the Committee on Disability Issues in Psychology (CDIP). CDIP is committed to enhancing diversity within APA governance. In line with this ongoing point of emphasis, CDIP strives to be inclusive and considers diversity in all its forms when formulating its slates of nominees.

- All governance groups staffed by OEMA include representatives from each of the nation's four major ethnic minority groups. In addition, the Committee on Ethnic Minority Affairs (CEMA) is responsible for the nomination of APA members of color for service consideration on other APA governance committees and boards.

- Through sponsorship of the Pre-State Leadership Conference (SLC) Annual Diversity Delegate & Recognition Award Dinner, OEMA encourages and supports participation of APA members of color in the APA State Leadership Conference.

- OEMA facilitated communication and network development associated with CNPAAEMI's initiative to obtain voting seats on the APA COR for the four ethnic minority psychological associations.

- The Committee on Aging (CONA) values membership representative of all aspects of diversity. The CONA Call for Nominations "places priority on maintaining representation within the Committee's membership that reflects the diversity of psychology and society, including early- and mid-career psychologists and those who are retired or employed less than full time; and diversity with respect to ethnicity, culture, age, gender, ability, sexual orientation, socioeconomic status and geographic location." In keeping with this commitment, CONA established an Ethnic Minority slate in 2008 and 2009, and an Early Career Psychologist slate in 2007, 2010, and 2012, and continues to maintain its diversity representation. In addition, each of the working groups convened under the auspices of CONA also have a diverse membership.

- Office on Aging staff support CONA. CONA's mission is to advance psychology as a science and profession and as a means of promoting health and human welfare by ensuring that older adults, especially the growing numbers of older women and members of minority groups, receive the attention of the Association.

- With Office on Aging support, in 2012 CONA nominated 20 psychologists with expertise in aging for APA Boards and Committees, task forces and working groups and award programs.

- The HIV Office for Psychology Education (HOPE) Program has an affirmative action approach to recruitment. Qualified applicants are chosen to reflect the diversity of the HIV epidemic in terms of gender, ethnicity, and populations served. Many HIV infected individuals are disproportionately represented in marginalized communities. To meet its goals, HOPE conducts proactive recruitment initiatives to attract a diverse population of psychologist trainers. A recruitment and training initiative was completed in 2011. Of the volunteers who became certified in 2011, 29% were persons of color. When examining gender, 45% were female. Many of the Program's volunteer trainers are or become leaders within their networks and communities.

- Each year the Ad Hoc Committee on Psychology and AIDS (COPA) encourages the submission of diverse nominations for new members. Through its Call for Nominations, COPA seeks to involve a diverse group of psychologists, including persons of color, persons self-identified as LGBT and individuals who are living with HIV. Four members serving on COPA in 2013 are from ethnically/racially diverse backgrounds. The composition of the COPA is diverse not only in racial/ethnicity but also gender and sexual orientation.

- COPA is hosting the first HIV/AIDS mentoring and networking session at the APA Convention which will include a panel of early career and senior psychologists and networking opportunities. Panelists will be investigators with NIH R01 funding. Cyber mentors will be invited to participate.

- Staff within the Women's Programs Office (WPO) continue to provide staff support to the APA Committee on Women in Psychology (CWP). CWP works to advance women, in all their diversity, recognizing diversity as the intersection of layers of identity, including race/ethnicity, sexual orientation, age, disability, socioeconomic status, social class, immigrant status, and international status, in addition to gender.

- CWP continues to target calls for nominations to ensure a diverse representation, as required in the Committee's Operating Policies and Procedures. For the two 2013 vacancies, for this term, CWP sought an ethnic minority psychologist and a sexual minority psychologist with expertise in practice and consulting and survey design, implementation, and analysis. The 2013 CWP membership includes two Asian American women and four White women, one of which is openly identified as a lesbian psychologist and one who is identified as a psychologist with a disability.

- With WPO support, CWP nominated approximately 65 women APA member psychologists for consideration to serve on APA governance groups (2013) as well as to a myriad of task forces, working groups and awards. CWP has developed an ever-growing roster of APA member women psychologists by area of expertise so that the Committee can more effectively identify women psychologists for opportunities to sit on internal boards and committees and for APA awards. Since 2009, this list has grown to approximately 409 women psychologists.

- The WPO actively recruits APA members to serve on planning committees, advisory committees and task forces (i.e., APA Leadership Institute for Women in Psychology Executive Committee and Faculty, Women with Disabilities Planning and Advisory Committee, and APA Task Force on Trafficking of Women and Girls).

- The National Steering Committee on Health Disparities was convened in order to act as advisors to APA's Strategic Initiative to Reduce Health Disparities. Steering committee members were selected for their expertise in health disparities.

Efforts were taken to ensure that the committee was diverse in its composition by ethnicity and gender. The eight men and women of the steering committee represent African American, Asian, Latino, Native American and White cultures.

- The Health Disparities Initiative issued two Calls for working groups on health disparities: a Working Group on Health Disparities in Boys & Men and the Stress and Health Disparities Working Group. Each Call encouraged applicants from diverse populations to apply for these working groups, so that the work products would accurately reflect the needs and interests of the populations under discussion. It was also determined that each group would include a student member in order to encourage students to pursue health disparities work and leadership roles within the field.

- The BSSV Program continues to recruit professionals in the field of psychology to assist in providing training and technical assistance to CBOs and related affiliates across the US. Out of the nearly 300 professional volunteers, nearly 60% are PhD level psychologists. Of these, 80% are ethnic minorities who are matched carefully with CBOs based upon area of expertise, experience with the targeted populations, and specialty area. The BSSV Program continues to recruit psychologists with background and experience in HIV prevention and treatment with a focus on program implementation, evaluation, clinical services, behavioral health, medical adherence, retention and linkage to care, etc.

- The Office on Socioeconomic Status supports the Committee on Socioeconomic in its commitment to broadening the diversity make up of its boards and committees by nominating individuals that represent underrepresented demographics of its membership such as GLBT psychologist, rural psychologist and urban psychologists.

- The National Ethnic Minority Psychological Associations (NEMPAs) continue to serve as delegates on the Council of Representatives. This was reapproved by Council in August 2012 for an additional three years (through August 2015). Thus far in 2013, the Association of Black Psychologists has chosen not to send a representative to Council.

- In December 2011 President Melba Vasquez signed Memorandums of Understanding with the Presidents of three of the Ethnic Minority Psychological Associations (EMPAs): The Asian American Psychological Association, the National Latina/o Psychological Association, and the Society of Indian Psychologists. In early 2012, APA signed a Memorandum of Understanding with the Association of Black Psychologists. Meetings of the presidents of the EMPAs and APA have taken place in 2013 to discuss ways to implement the MoUs.

- Ethnic minority members of Council receive full reimbursement (airfare, hotel, local transportation and meals) for their attendance at the August Council

meeting. (Those Council members who are not ethnic minorities are reimbursed the cost of 2 night's stay at the hotel where Council is housed for the August meeting. No other expenses are reimbursed.) This reimbursement policy was reapproved by Council in August 2010 for ethnic minority members elected through August 2013.

- As a result of Council action several years ago, the Call for Candidates for Council Representatives (sent by the Election Office) includes the following statement: "APA strongly encourages Divisions and State, Provincial and Territorial Associations to submit one or more slates of nominees comprised solely of ethnic minorities."

- The DSO and the Committee on Division/APA Relations (CODAPAR), which is staffed by the DSO, focus attention on divisions' recruitment and involvement of diverse members through 1) sessions at the annual Division Leadership Conference, 2) participation and financial support of the Committee for Ethnic Minority Affairs' session for division and state/provincial/territorial association leaders at the annual APA Convention, 3) gathering information on division activities devoted to diversity on the division annual report form, 4) and targeted criteria for Interdivisional Grant Program proposals.

- The Interdivisional Grant Program has specific criteria – *Fostering the recruitment of ethnic minorities into psychology, APA or division membership, or APA governance* – that targets diversity efforts by the divisions. And, for example, in 2011 two of the three grants awarded were on topics of lesbian, gay, bisexual and transgender issues.

- In 2012, the Interdivisional Grant Program funded 3 projects with diversity-related goals: 1) "GeroCentral: An Internet Geropsychology Resource Clearinghouse" brings together the available geropsychology training and professional development resources in one Internet clearinghouse website to maximize organizational effectiveness, increase access to geropsychology training, and collaboratively create new tools to increase the effectiveness of existing resources, including the first in a series of geropsychology webinars. 2) "Special Concerns and Success Strategies of Women, Students of Color, LGBT and Multi-Cultural Students in Psychology Graduate Programs" assesses the stressors and coping strategies of women, students of color, LGBT and multicultural psychology graduate students. 3) "Leadership Diversity Summit" which explores paradigms for leadership diversity and reports on the state of leadership and diversity based on Summit sessions.

- The Ethics Committee co-sponsors (with Division 44 [Society for the Psychological Study of Lesbian, Gay, Bisexual, and Transgender Issues] and APAGS) a program of student travel grants for the NMCS. In 2011, this effort provided travel funding for four students of color who are sexual minorities: Daniel K. Birichi, MS, University of Miami, Coral Gables; Stephen L. Gresham,

MS, University of Wisconsin-Madison; David P. Rivera, MS, Teachers College, Columbia University; and Richard C. Zamora, MS, New Mexico State University. Funding for these awards was made possible through speaking honoraria to the Ethics Office. The student awardees were recognized at a luncheon program that was attended by 2011 APA president Melba J. Vasquez, PhD.

- The proposed slates from the Committee on International Relations in Psychology (CIRP) included broad international diversity as a criterion for their short list to involve individuals with national and geographical diversity in APA governance activities. A colleague from Greece was elected for the 2013-2015 term.

- Science Directorate staff actively seeks diversity in convention and related programming arranged by the Directorate. Diverse participation has been achieved in all of the first eight Science Leadership Conferences, and special attention is given to ensure that such diversity continues into the future.

- APAGS invites students of diverse backgrounds to serve as leadership recruits who are APAGS guests at business meetings and leadership conferences, to build the pipeline for future leaders within APAGS and psychology.

GOAL 1: To enhance the "welcomeness" of APA to diverse groups

C. Enhance leadership training and other related opportunities for diverse groups

- The Science Directorate sponsors an annual Executive Branch Science Fellowship program, directed by staff in Science and Science Government Relations. This is a companion program to the APA-wide Congressional Fellowship program. Both programs pursue both broad and targeted advertising to enhance the diversity of applicants and eventual fellows.

- Originated under the leadership of the Committee of State Leaders, CAPP and the Office of Ethnic Minority Affairs, the Diversity Initiative of the Committee of State Leaders (CSL) is now in its 14th year and continues to be funded by CAPP and OEMA. The initiative sought to award grants to SPTAs to develop diversity within governance at the state level. In 2011 it was established that the funding from OEMA will be for ethnic minority psychologists only and CAPP's funding will include psychologists of other diverse backgrounds as well. The Diversity Initiative has been and continues to be extremely successful, meeting one of the primary goals of the initiative -- to involve more ethnic minority psychologists in membership and leadership positions in State, Provincial, and Territorial Associations (SPTAs). The number of delegates also continues to grow with many SPTAs choosing to fund their own delegate rather than apply for funding from APA. Since the beginning of the Initiative the number of delegates attending SLC has grown from 13 to 30+. In order to create more of a direct connection between the Diversity Delegates and the CSL Diversity Subcommittee, the position of Diversity Liaison and Diversity Liaison-elect was created. These persons are elected by SLC Diversity Delegates and the Liaison serves as the Chair of the CSL Diversity Subcommittee. Each year at State Leadership Conference, the diversity delegates participate in an orientation meeting that facilitates their understanding of the CSL, the State Leadership Conference, the Diversity Initiative and the American Psychological Association. During the meeting the delegates obtain information on topics such as advocacy and ways to become involved on the national level and in their respective associations. In addition, the Diversity subcommittee organizes either a workshop or a discussion group for SLC focusing on issues such as developing online diversity resources, how to sustain diversity initiatives within SPTAs, how to run for elected office within their SPTAs and APA, and how to be an effective advocate on the state level.

- The Disability Issues Office in Psychology formed a Student/Early Career Disability Advisory group to better address the unique issues of students with disabilities.

- Minority Fellowship Program (MFP). Advocated for MFP funding and for formal authorization of the program, with activities including: coordinating the cross-

discipline coalition dedicated to MFP issues; providing an advocacy training at APA's MFP Psychology Summer Institute, after which trainees took part in 10 congressional visits; and began an ongoing coordinated advocacy campaign that facilitated APA Committee on Ethnic Minority Affairs members meeting with staff in their congressional district offices.

- PsycAdvocate® Day**.** Partnered with Education GRO for the inaugural PsycAdvocate® Day, which included a Continuing Education advocacy workshop on effectively communicating with policymakers and over 100 participant meetings with congressional members and staff on Capitol Hill.

- CNPAAEMI with financial sponsorship from the CEMRRAT2 Task Force and staff support from OEMA created a multiracial, inter-organizational, national Leadership Development Institute (LDI). The LDI provides a systematic mechanism for fostering leadership development and coalition-building among people of color within the field of mental health. It involves intra- and inter-organizational mentoring, leadership skills training, web-based networking and resources, and an inter-organizational leadership project.

- As part of a collaborative capacity building assistance (CBA) effort with the Latino Commission on AIDS (LCOA), the BSSV Program assisted with the delivery of a two-day training for community-based organizations (CBOs) in two Puerto Rico locations, San Juan and Mayaguez, on the topic of "Cognitive Behavioral Approaches in HIV Prevention." Dr. Francisco Javier Parga, .social science volunteer (BSSV) and clinical psychologist and Dr. David Pérez-Jiménez, also volunteer and social psychologist, co-facilitated the training with Erik Valera, Project Director with LCOA.

- The BSSV Program has delivered three-day training on the "Integration of Mental Health, Substance Abuse and HIV Prevention and Care" in over ten cities across the country. This training is aimed at increasing proficiency in developing sustainable partnerships with HIV clients with co-occurring disorders in order to effectively link them to services, engage them in care, motivate adherence, and assist program administrators in developing more user-friendly service systems that minimize stigma. BSSV Program staff also presented on the topic of the Integration of Mental Health, Substance Abuse and HIV Prevention in a 1.5 hour workshop session at the US Conference on AIDS in Las Vegas and at the Texas Statewide Prevention Conference in Austin, Texas.

- Program evaluation support was provided by the BSSV Program for a statewide HIV prevention effort in Texas called the Women and HIV Initiative for the second year in partnership with the Texas Department of Health and the National Association of State and Territorial AIDS Directors (NASTAD). This effort produced a comprehensive evaluation report summarizing the efforts of seven regional teams across the State of Texas. BSSV staff developed and presented a summary of these results to members of the regional teams, community partners,

HIV prevention staff from the Texas Department of Health, NASTAD staff and key consultants during at statewide summit held in Dallas in December 2012 and presented on these efforts at the US Conference on AID S in Las Vegas, NV in October 2012.

- In 2012, the Office on AIDS submitted a renewal application for funding of *Cyber Mentors: A Sustainable Model for Developing Minority HIV Researchers*. This innovative research mentorship program matches early career mentees with leaders in the field of HIV/AIDS research who have a track record of receiving NIH-supported grants for one-on-one mentors. The program is designed to prepare behavioral scientists for successful independent research careers in area of HIV/AIDS and health disparities and to become leaders in the field. This renewal application is still under consideration and hopefully will be funded in 2013.

- *Leadership Institute for Women in Psychology (LIWP): The mission of the Leadership Institute for Women in Psychology (LIWP) is to prepare, support, and empower women psychologists as leaders to promote positive changes in institutional and organizational life, and to increase the diversity, number, and effectiveness of women psychologists as leaders. One of the primary priorities of the LIWP is to ensure that leadership training opportunities are available for mid-career and senior women psychologists in all of their diversities, including race/ethnicity, sexual orientation, and disability. (The LIWP Executive Committee is also diverse, including four women of color and two openly-identified lesbian or bisexual women.)

- Bimonthly Webinars, during which noted psychologists present on issues regarding leadership scholarship and research, education, and development, follow the August meeting. In addition, participants are encouraged to meet via telephone in small groups and as needed with LIWP faculty to discuss issues they are currently facing.

- The Ethics Office director speaks on a regular basis at schools and universities that traditionally serve diverse student populations, such as Howard and Gallaudet Universities in Washington, DC.

- Ensure diversity in delegate participation in the annual Education Leadership Conference. The Center for Psychology in Schools and Education office works with the educational community, especially those focused on education in public and charter schools. These groups will not likely join APA as members, but will have increased awareness of our commitment to high quality teaching and learning in schools for all children.

- APAGS CLGBTC organized the next round of the APAGS CLGBTC Mentoring Program, pairing a record number of over 40 pairs of APAGS members with LGBT and allied professionals. Matches for mentors were made based on

interests and student preferences. Committee members send prompts to mentor/mentee pairs every two months to provide potential topics for discussion.

- Officers from national psychology organizations of other countries were invited to APA leadership activities, including the leadership conferences.

- The Office of International Affairs hosted a professional visit by a Colombian psychologist to learn of APA procedures, policies and activities.

- The 2012 Interdivisional Grant Program funded the "Leadership Diversity Summit" sponsored by Divisions 13, 14, 35, 44, 45, 51 and held in conjunction with the 2013 National Multicultural Conference & Summit. The Leadership Diversity Summit was aimed at enhancing leadership diversity across many APA divisions. A version of the Delphi method was used to identify new dimensions, facilitators and challenges of leadership associated with diverse leaders in contexts of diverse followers.

GOAL 1: To enhance the "welcomeness" of APA to diverse groups

D. Maintain and continue to enhance diversity of the APA workforce

- Education Directorate staff attended the 17th annual National Conference on Diversity, Race, and Learning that was sponsored by The Ohio State University.

- The Education Directorate was a sponsor of the Diversity Recruitment Fair at the annual meeting of the Council of University Directors of Clinical Psychology.

- The Office of Precollege and Undergraduate Education, continually increases the diversity of high school psychology teachers and students taking the high school psychology course.

- The Office of Precollege and Undergraduate Education occasionally hosts local groups of high school, community college or undergraduate psychology students visiting the APA building to learn about APA offices and opportunities for psychology students.

- OEMA maintains a job bank service which is a database of over 3,500 psychologists of color to assist employers seeking to hire ethnic minority psychologists. In addition, the database serves as a resource for researchers and marketing strategists.

- The 2011 Survey of Professional Geropsychology Training and Experiences conducted by the Office and the Education Directorate collected data regarding diversity of the geriatric populations that psychologists serve and of the psychologists who provide these services.

- ***Women in the American Psychological Association:*** Women's Program Office ***(***WPO) has begun preparing the 2013 edition of Women in the American Psychological Association, which provides data on the numbers of women participating as members and serving in leadership roles in APA, including in divisions; in state associations; on the boards and committees that make up APA's governance structure; in the publications process as editors, associate editors and reviewers; and in APA's central office. The 2013 edition will provide data in a more user friendly format and will include downloadable fact sheets.

- In compliance with Executive Order 11246, as a federal contractor, APA is required by the U.S. Department of Labor, Office of Federal Contract Compliance Programs (OFCCP), to maintain an Affirmative Action Plan. This Plan requires APA to maintain statistical information related to certain personnel actions taken by APA to ensure that minorities and women are not disproportionately affected in a negative way. The Plan requires the association to establish employment placement goals. These goals are developed so that we can measure progress and

how APA's workforce compares to the relevant labor pool used to recruit applicants for employment at APA.

- APA has in place an Affirmative Action Plan for Veterans and Persons with Disabilities as well. While this is a requirement (Section 504 of the Rehabilitation Act of 1973 [as amended] and Vietnam Era Veterans Readjustment Assistance Act of 1974 [as amended]), APA has as a result of being a federal contractor, APA has also established within its own policies strong language supporting the equal employment opportunity for veterans and persons with disabilities.

- Human Resources is responsible for annually completing and submitting the EEO-1 and VETS-100A Report, both of which are required reports by the Federal Government. The reports provide data on the representation of women, ethnic minorities and veterans in APA's workforce.

- APA has a Policies and Procedures Manual that is accessible to all staff. This document includes policies that address APA's commitment to equal employment opportunity, affirmative action, prevention of harassment in the workplace, and provides a procedure for employees to bring complaints if they believe a policy has not been followed.

- As part of APA's policies and procedures, we established a system to assist staff who may need a reasonable accommodation implemented in order to perform the essential functions of their job.

- An Equal Employment Opportunity Officer function exists within the Human Resources Office to ensure that employment related actions follow APA's established EEO/AA policies and procedures. The Director of Human Resources serves as the Equal Employment Opportunity Officer.

- The Central Office has an Equal Employment Opportunity Advisory Committee. The Committee members include the Equal Employment Opportunity Officer/Director of Human Resources, the Deputy Chief Executive Officer, the General Counsel, the Executive Director for Public Interest, and the Sr. Human Resources Generalist.

- The Central Office has a Diversity Activities Planning Group (DAPG). The group members are all APA staff who jointly organize diversity related activities to be held within Central Office. DAPG provides experiential opportunities for APA staff that allows them to advance an understanding of themselves and the coworkers with whom they interact. The expectation is that the activities will facilitate better understanding, appreciation, and trust among APA staff, resulting in a work environment where differences and similarities are valued.

- Written summary reports on the progress of APA's affirmative action efforts are prepared and presented to the Council of Representatives during the February and August meetings.

- APA's Human Resources Department (HRD) works closely with the District of Columbia Department of Employment Services (DCDOES) to attract employment applicants who are resident of the District. Once a vacancy is advertised externally, the HRD sends to DCDOES a copy of the job description so that it can be advertised by DCDOES and made available to unemployed DC residents. On a monthly basis the HRD sends to DCDOES a report that provides the number of new hires at APA from the District of Columbia.

- APA has also contributed directly to the local District of Columbia community by providing internships for local high school and college students, through the staff supported volunteer projects organized by the Neighborhood Opportunity Volunteer Activities Group (NOVA), and by hiring seasonal temporary staff from local organizations that facilitate re-entry into the workforce for individuals with mental disabilities.

- APA's Administrative Services Department uses the District of Columbia system that identifies businesses certified as owned by women, minorities, or disadvantaged persons and includes those firms in the bidding process where ever possible.

- APA Central Office includes a statement about diversity in its bi-annual climate survey to track employees' opinions about its welcomeness to those with individual differences. The statement reads "Individual differences in lifestyles and cultures are appreciated at APA".

- APA's annual performance appraisal forms include the following question to enhance the welcomeness of the APA workforce: *Appreciates individual differences and recognizes the value of a diversity of opinions and backgrounds.*

- One of APA's core values is "Individual Differences," and it is a part of APA's formal recognition program within the Central Office.

- APA's multi-rater survey also includes a question about diversity.

GOAL 2: To promote recognition of the value of diversity in APA policies, publications, and programs

A. Educate the staff and membership about diversity issues and engage them in initiatives to promote diversity

- The Science Directorate continued to address STEM issues and the diversity of the scientific workforce in the 2010 Science Leadership Conference. That conference generated a large set of proposals that are being implemented by governance groups and staff. The 2012 Science Leadership Conference focused on promoting psychological science in academic institutions and local communities. One major topic of discussion was how to forge stronger relationships among psychologists and diverse communities both within and beyond academia.

- The Practice Directorate's Public Relations department offers workshops to Disaster Response Network coordinators that focus on: applying culturally informed disaster mental health assistance and supporting individuals with functional needs in disaster services.

- Staff of the Office of Graduate and Post Graduate Education and Training publishes statistics and give presentations about diversity in graduate education to raise awareness; also some preliminary collaborations with office of undergraduate Education to encourage more diversity in the pipeline; diversity and cultural competence is a focus in our competency efforts.

- The Ad Hoc Committee on Psychology and AIDS (COPA) is proposing a Resolution on Counseling in HIV Testing Programs. The purpose of this resolution is to draw explicit attention to the importance of HIV counseling as part of expanded HIV testing efforts to ensure adequate support, education, and effective linkage to care. It also highlights, in order to confer maximum benefit, HIV test counseling strategies must take into account the specific needs, concerns, and cultural values of diverse groups, including sexual minority individuals, youth, older adults, immigrant populations, and individuals from diverse socioeconomic backgrounds.

- The Office on AIDS and COPA is collaborating on a special issue of the HIV Specialist, a magazine of the American Academy of HIV Medicine, focused on HIV/AIDS and mental health to be released at the end of this year.

- The Ad Hoc Committee on Psychology and AIDS is chairing and sponsoring a Convention symposium entitled, Health Disparities: Emerging Biopsychosocial Challenges of Older Adults Living with HIV. This symposium will examine intersecting biopsychosocial challenges that produce and perpetuate health disparities in HIV-infected older adults that result in elevated levels of morbidity and mortality in this group. Consideration will be given to the unique challenges

faced by HIV-infected older adult women and older adult gay men. It will also discuss how stigma, shame, limited access to crucial health resources, and the stress associated with these challenges perpetuate disparities in older adults living with HIV/AIDS. A local Native Hawaiian psychologist will present on the cultural considerations of health outcomes among HIV+ older adults and implications for treatment. Symposium co- sponsors are: Committee on Aging, Committee on Disability Issues in Psychology, Committee on Ethnic Minority Affairs, Committee on Lesbian, Gay, Bisexual, and Transgender Concerns, Committee on Socioeconomic Status, and Committee on Women in Psychology.

- Developed new webpages devoted human rights and National LGBT Health Awareness Week, LGBT Pride Month, and LGBT health. The Human Rights pages were highlighted in a cross-PI collaborative recognition of International Human Rights Day (December 10) and the National LGBT Health Awareness Week and LGBT Pride Month were promoted during their corresponding event dates.

- Webpages under development for publication in 2013 include one on LGBT aging and one on helping to make psychologists aware of and sensitive to the needs of "straight spouses" from marriages where one member comes out as LGBT.

- Encouraged, contributed to, or took the lead on several accepted APA Convention program proposals, on topics including LGBT service members in a post- "Don't Ask, Don't Tell" military, affirmative policies and treatment in response to sexual orientation change efforts, and exploring the state of LGBT- affirmative psychology in Asia.

- Dr. Anderson fielded numerous media inquiries that related largely to the issue of reparative therapy and the Report of the APA Task Force on Appropriate Therapeutic Responses to Sexual Orientation continued to serve as a key resource for responding. An issue of particular media interest also included Sexual Orientation Change Efforts, with state level legislative efforts to ban the practice with minors cropping up and with one legal effort to sue its practitioners under consumer fraud law.

- At its fall 2011 meeting, the CLGBTC decided to implement two new procedures to enhance its commitment to diversity:

    1. Include a protocol whereby all self-introductions include a statement of one's pronoun preference in order to educate people about and be respectful off of gender identity diversity, which it now practices,

    2. Include a "Diversity Implications" element in each agenda item to operationalize specific attention to diversity throughout its work. Given the range of issues and projects the Committee is involved with, this action will

ultimately touch on most every diversity goal and objectives. At its spring 2013 meeting, the Committee decided this consideration will be written in item summaries.

- Worked with the APA Diversity Activities Planning Group to present an APA staff brown-bag lunch programs entitled, The International Day Against Homophobia & Transphobia, & APA's Work with LGBT Issues in International Psychology (May 17), and LGBT Pride 2012 at APA: Honoring and Empowering our Fabulous Allies!!!" The LGBTCO developed new web content for each observance, with the Pride month content focused on APA's activities and accomplishments.

- The Disability Issues Office in Psychology worked with two APA members to develop the 2012 diversity training on disability issues. This training was offered during the February Council of Representatives meeting and the Spring Consolidated meetings. Each year the Board and Council make recommendations for diversity training for Council and board/committee members for the following year.

- The Disability Issues Office in Psychology has developed and disseminates regularly the publications entitled, *Interacting with Our Members with Disabilities*, and *Enhancing Your Interactions with People with Disabilities*.

- Secured the participation of Congresswoman Grace Napolitano (D-CA) as the keynote speaker and Krystal Kaai with the Congressional Asian Pacific American Caucus at the Committee on Ethnic Minority Affairs Legislative Breakfast at the 2011 APA Annual Convention

- Minority Fellowship Program (MFP). Advocated for MFP funding and for formal authorization of the program, with activities including: coordinating the cross-discipline coalition dedicated to MFP issues; providing an advocacy training at APA's MFP Psychology Summer Institute, after which trainees took part in 10 congressional visits; and began an ongoing coordinated advocacy campaign that facilitated APA Committee on Ethnic Minority Affairs members meeting with staff in their congressional district offices.

- PsycAdvocate® Day. Partnered with Education GRO for the inaugural PsycAdvocate® Day, which included a Continuing Education advocacy workshop on effectively communicating with policymakers and over 100 participant meetings with congressional members and staff on Capitol Hill.

- OEMA established the *Ethnicity and Health in America Series* which is designed to raise awareness among APA membership and staff of the varied health concerns of America's people of color, while highlighting the impact of psychology and psychological factors on these health concerns. Through web-based information and educational forums that often feature expert speakers from

APA's membership, OEMA hopes to support and encourage psychologists to take a leading role in combating burgeoning health disparities among ethnic minority populations.

- On an ongoing basis, the Office on Aging and CONA work to increase understanding of age as an aspect of human diversity, and as a critical and necessary component of any focus on diversity. These efforts target both APA and its constituent groups, and external entities. In 2012, advocated for the inclusion of age and aging in Cross Cutting Agenda items, CRSPPP petitions for specialties, and APA reports and guidelines.

- The BSSV Program produces a quarterly newsletter **(The Linkage)** for behavioral and social science volunteers (BSSVs) to provide updates on key research topics, information on HIV prevention initiatives spearheaded by the Centers for Disease Control and Prevention (CDC), information on key meetings, conferences, news from the field, etc. that would be of keen interest to BSSVs.

- The Office on Aging, in collaboration with the Public Interest Government Relations Office, works to promote the role of psychologists on interdisciplinary teams and the importance of integrated health care to meet the needs of older adults. Current efforts focus on the power of this model of care in addressing health disparities.

- The 2012 Committee on Aging Conversation Hour theme was the "The Changing Faces of Aging." CONA invited Boards and Committees to discuss the implication of changes in the composition of the aging population in regards to issues of gender, ethnicity, socio-economic status, sexual orientation, disability status, and urbanization, and to provide input to CONA's Age and Diversity strategic initiative.

- The Office on Socioeconomic Status (OSES) released issues of *The SES Indicator* that addressed the linkages between unemployment and mental health outcomes, household food insecurities and its threats to the well-being of children, the prevalence of cancer disparities and the success of the SESRCD program in supporting the capacity of community-based multicultural support and last issue highlighted an innovative pilot intervention designed to minimize stigma among Chinese immigrant caregivers of persons with psychosis.

- In August, OSES entered into year 5of a 5-year awarded cooperative agreement from the Centers for Disease Control and Prevention (CDC), Division of Cancer Prevention and Control to implement the Socioeconomic Status Related Cancer Disparities Program (SESRCD). SESRCD aims to strengthen the capacity of community cancer-serving organizations and stakeholders to utilize evidence-based strategies to improve or initiate cancer prevention, early-detection and survivorship activities in socioeconomically disadvantaged populations.

- In recognition of World Poverty Day (October 17) OSES collaborated with the PI Communications Office to launch a multi-day social media based campaign using Twitter, Facebook, and APA.org to generate awareness of global poverty.

- In recognition of National Hunger and Homelessness Week (November 12-20) OSES in collaboration with the PI Communications Office OSES launched a multi-day social media based campaign using Twitter, Facebook, and APA.org to generate awareness of the root causes of poverty, changing definitions of homelessness, and psychology's contribution to ending homelessness.

- WPO/ODIP conference: Inequity to Equity: Promoting Health and Wellness of Women with Disabilities, sponsored by the American Psychological Association (APA), Gallaudet University, and the Howard University Women's Health Institute, was held in Washington, DC on October 17-18, 2011 to bring much-needed attention to the often-ignored problems women with disabilities face when navigating the current health care system.

- In April 2012, the WPO continued to work with the APA NOVA to raise APA staff awareness on human trafficking, by coordinating a brown bag lunch featuring Ms. Tina Frundt, Founder and Executive Director of Courtney's House, a nonprofit organization committed to helping youth who are survivors of domestic sex trafficking.

- The Women's Programs Office website serves as a resource for promoting monthly awareness activities (i.e., October as Domestic Violence and Breast Cancer Awareness Month, January as National Slavery and Human Trafficking Prevention Month, March is Women's History Month, etc.).

- The WPO and CWP provide an opportunity for APA members to promote diversity via Calls for Nominations for participation on committees, special initiatives and awards (i.e., Leadership Institute for Women in Psychology, Committee on Women in Psychology, CWP Leadership Awards).

- The Strategic Initiative to Reduce Health Disparities assembled an internal working group consisting of members from each Public Interest office and each APA Directorate, in order to gather information on existing disparities-related programs within Public Interest and across directorates, and also to ensure that the health disparities-related interests of each group are represented.

- For the 2012 Convention, the committee is collaborating with the four Ethnic Minority Psychological Associations (EMPAs) on a program titled "Does It Work for Us? Four Ethnic Minority Psychological Associations Comment on the APA Ethics Code." Two representatives from each of the four EMPAs (Association of Black Psychologists, Asian American Psychological Association, National Latina/o Psychological Association, and the Society of Indian Psychologists) will join members of the Ethics Committee to comment on the APA Ethics Code. It is

anticipated that the discussion will provide a foundation for considering how the next version of the Ethics Code may build on the current Ethics Code by increasing focus on the involvement of culture in sound ethical decision-making, and will provide a more helpful and nuanced approach to ethical dilemmas that psychologists are likely to encounter in an increasingly multicultural society. It is also hoped that the discussion will lead to greater understanding among the APA Ethics Committee and the ethnic minority psychological associations regarding how to be an ethical psychologist in the context of our diverse society.

- Also at the 2012 Convention, the committee will present a program in collaboration with the Committee on Disability Issues in Psychology, "Ethical Issues Unique to Research, Training, and Practice with Persons with Disabilities." This program will examine ethical issues involved in providing competent services to people with disabilities, strategies for reasoning through ethical quandaries in clinical work with older adults with disabilities, and ethical issues in graduate-level training for professionals who will work with differently-abled clients.

- A third program at the 2012 Convention, in collaboration with the Committee on International Relations in Psychology, will address the Ethics Code from an international research perspective. This program is titled "The APA Ethics Code: Research and Science from an International Perspective."

- Staff were invited to attend presentations from the Chinese Psychological Society about psychology in China.
- Diversity training at the 2011 Board and Council meetings were about international interactions and overcoming national stereotypes

List of activities sponsored by the DAPG and other groups during calendar year 2012 and beginning of 2013:

- For Black History Month, this coming Tuesday, February 26, 2013 our guest speaker will be Mr. Edmund Bronder who will present a talk to the APA staff. Mr. Bronder's presentation will be "In Honor of Black History Month, this talk highlights the rich mix of approaches taken by African American artists to their work. By examining 19th, 20th, and 21st century paintings and sculptures created by the 100+ African American artists included in the collection of the American Art Museum, we recognize and appreciate the diversity of artistic styles and their contribution to America's cultural development."

- On Thursday, December 6, "Celebrate ETHIOPIA", an APA Brown Bag Luncheon presented by Meraf Asfaw, On-Air Broadcaster, Programmer & Producer Voice of America (VOA) was held for APA staff. Staff came to learn about a country that served as a symbol of African independence throughout the colonial period, and was a founder member of the United Nations and the African

base for many international organizations. With its unique cultural heritage and rich history, you won't want to miss this experience.

- A Brown Bag for all staff was presented on June 6, 2012 by members of the Diversity Activities Planning Group & The GLBT and Friends Social Group. Titled LGBT Pride 2012 at APA: Honoring and Empowering Our Fabulous Allies!!! A discussion was held about the invaluable role of "Straight Allies" in the lesbian, gay, bisexual, and transgender rights movement, what it means to be an ally, & the importance of being able to bring your "whole self" to work.

- A very interesting talk brown bag luncheon was held on November 8th: Beyond individuals' experiences – Encountering Spiritual Diversity and Cultural Identities in the Workplace. The topic was presented by Amy Lee Ai, MS, MA, MSW, PhD, Professor and Associate Dean for Research Florida State University.

- The Diversity Activities Planning Group organized a presentation from the Orlando Convention Information for APA employees who want some insight on what is happening around the Orlando, FL area. The Visit Orlando® host, Carol Motley, was available for any questions staff had regarding the local hotels, restaurants, and other sightseeing events.

- The Diversity Activities Planning Group presented India Day on Wednesday, August 15th. The presenters were primarily staff from APA's IT Department. A lunch was catered by Bombay Café of Fairfax, VA for both vegetarians and non-vegetarians. There was a very graphic presentation involving pictures and videos from all aspects of Indian society and culture, and a live demonstration of women's and men's vestments from different areas of India.

- On Wednesday, February 1, 2012, a presentation was made related to January being National Slavery and Human Trafficking Prevention Month. The Women's Programs Office, Graduate & Postgraduate Education & Training Office, and the Neighborhood Opportunities Volunteer Activities (NOVA Committee sponsored this activity. The presenter was Tina Frundt, Founder and Director of Cortney's House, which is an organization committed to providing a safe space and loving environment for sex-trafficked girls and boys between ages 12 and 18 years.

- On February 2, 202, we had a brown bag lunch in which we had an organization called *CookieTime*! This organization is a nonprofit business owned and operated by DC area youth and Kid Power Inc., with the assistance of *CakeLove Bakery*. Their mission is to have fun baking cookies while serving the community. One of their goals is to promote positive change by increasing awareness of local issues. *CookieTime* has donated to countless charities and performed numerous community service projects. The Red Cross, Water Project, cancer research, Bread for the City, Seeds of Peace, Alzheimer's disease, and HIV/AIDS in Africa are just a few of the many causes chosen by the kids. APA staff also had a cookie bake sale to raise money for *CookieTime* and over $600.00 was raised.

- One of the primary purposes of the Office of International Affairs is to broadly educate APA members and staff about international perspectives, initiatives, and opportunities, and to be a catalyst for thinking about psychology from an international diversity lens. The following are specific examples of educational opportunities:

    - The Office of International Affairs participated in an outreach program for staff about the activities of APA offices, presenting information on international activities and opportunities.
    - The Office of International Affairs invited staff to participate in meetings with the APA United Nations representatives to learn about UN activities related to human rights, global poverty, and global information and advocacy efforts in areas covered by the United Nations.
    - Staff were invited to meet with representatives of the Norwegian Psychological Association during a visit to APA

- APA representatives participated in the annual Psychology Day at the United Nations, with a theme on Human Rights for Vulnerable People; the event and topics related to its theme were disseminated to APA members through support for attendance at the event for the Committee on International Relations in Psychology Co-Chairs, and through articles in international newsletter, and listings on the APA website.

- At APA's invitation, Presidents or Senior Officials from 19 national psychology organizations in 18 countries attended the 2012 APA convention. The Presidents participated in a symposium on international perspectives titled "Panel Discussion with International Psychology Association Presidents on Health, Education, and Global Partnerships" (see http://www.apa.org/international/pi/2012/10/presidents-initiative.aspx).

- One on the central goals of APA's Committee on International Relations in Psychology (CIRP) is to educate APA membership and governance leaders about international issues and perspectives. In 2012 they accomplished this in a variety of ways:

    - The Committee sponsored a symposium (co-sponsored with Policy and Planning Board) at the APA convention by APA's NGO representatives to the United Nations - *Vulnerable Peoples Worldwide – Psychology and the UN Agenda*.
    - The Committee invited a colleague from the Bahamas to attend the 2012 CIRP meeting and give a talk to the committee, the APA Board of Directors, and other interested governance groups on psychology in the Caribbean

- The Committee began to develop boilerplate statements about the importance of acknowledging when APA documents were developed for application primarily within the United States, when they might be suitable for adaptation outside the United States, and when they had broad international applicability

GOAL 2: To promote recognition of the value of diversity in APA policies, publications, and programs

B. Promote diversity through APA publications

- The Science Directorate seeks diversity among the contributors to its newsletter Psychological Science Agenda and aims to address topics related to diversity and multicultural issues in newsletter articles on a regular basis. In 2012, two of the six Science briefs (the featured content articles for the newsletter) were contributed by ethnic minority psychologists, and three of the six were contributed by women.

- The Psychologically Healthy Workplace Program (PHWP) program takes a broad-based view of diversity, including diversity in gender, ethnicity, cultural identity, sexual orientation, ability, socioeconomic status, educational background, age, parenting status, marital status, etc., and strives to present a broad range of diversity in all of its print and electronic communications.

- The Practice Directorate's Public Relations' department continues to produce consumer public education content for APA's Spanish Help Center and offer Spanish translation versions of public education toolkit materials for APA members. Additionally, Spanish versions of press releases on the annual Stress in America survey are available and distributed to media via Hispanic News Wire. The Guide to Cultural Awareness for Public Education Campaign and Disaster Response Network Members is also widely distributed by the Public Relations department.

- TOPSS and the Education Directorate conduct diversity reviews of all unit lesson plans and have produced a unit lesson plan on An Introduction to Cross-Cultural Psychology. A unit lesson plan on the Psychology of Sexual Orientation was published in 2008, developed collaboratively by the APA TOPSS Committee and the APA Committee on Lesbian, Gay, Bisexual, and Transgender Concerns. In 2012, new unit plans on Biological Bases of Behavior and Life Span Development were produced after diversity reviews were conducted; upcoming units include ones on Learning, Perspectives in Psychological Science, and Memory.

- CYFO released its spring issue of the CYF News titled, *Poverty, Health Disparities, and the Nation's Children*. The issue was edited by Roseanne Flores, Ph.D., Co-Chair Elect of the Committee on Children, Youth and Families. Articles in the issue discussed the disparate effects of obesity, poverty, and discrimination on the health of children and families across communities. CYF News – regularly focuses on issues related to diversity, e.g., diversion in the Juvenile Justice System; homelessness in youth; the mental health needs of youth within the foster care system, spirituality and resilience in African American children; and issues affecting immigrant children and families.

- Efforts are made to represent diverse children, youth, and families (e.g., with regard to gender, race/ethnicity, sexual orientation, and physical and intellectual disability) in the images used on our website and in other materials produced for public consumption.

- The CYF website also serves as a vehicle to disseminate content that routinely touches on issues of diversity (e.g., web articles on poverty, hunger, homelessness, and school dropout which disproportionately affect children and families of color; the modern-day father in his various roles including gay parents; the importance of children appreciating and celebrating their diversity). The website also contains the Spanish language versions of the "Tips for Talking to Adolescents" and "Yes… It's Normal for Adolescents to…" bookmarks.

- As part of the follow-up on the recommendations form the Task Force on Immigration report from February 2012, CYFO conducted a variety of dissemination activities. We produced a video exploring the experiences of undocumented immigrants in America, titled, *Undocumented Americans* (www.apa.org/topics/immigration/undocumented-video-aspx). We also produced a handbook for practitioners working with immigrant clients, and the resource, *Psychology of Immigration 101*, which provides information appropriate for a broad audience, including health professionals, educators, advocates, service providers and members of the general public.

- The brochure, Answers to Your Questions About Transgender People, Gender Identity, and Gender Expression, which was released in September 2011, was translated into Spanish in 2012 for finalizing and web publication in 2013.

- CYF (Children, Youth and Family) News – articles contained within every issue although focused primarily on issues related to child and adolescent health including mental health do attend to issues related to diversity, e.g., homelessness in youth; the mental health needs of youth within the foster care system, spirituality and resilience in African American children; and issues affecting immigrant children and families.

- A number of task force and working group reports focus on the mental health of diverse populations, e.g., factors that contribute to resilience in African American children and adolescents; the psychosocial effects of war on refugee children and families (a racially, ethnically, culturally, and linguistically diverse group). The most recent report by the Presidential Task Force on Immigration is set to be received by Council at their February 2012 meeting. The report specifically addresses the vast diversity of the immigrant population in the U.S. along the lines of race/ethnicity, gender, age, disability, sexual orientation, socioeconomic status, and country of origin. The report continually emphasizes the need for culturally competent and developmentally appropriate research and practice with the immigrant population that adheres to APA's Multicultural Guidelines.

- OEMA produces and disseminates the *Communiqué News Journal*, a quarterly electronic publication designed to discuss and advocate for issues relevant to people of color in the profession and in the field of psychology.

- In addition, OEMA is helping to coordinate the completion of a revised and updated edition of *Surviving and Thriving in Academia,* a survival guide to the academy for women and ethnic minorities. This collaborative effort between the APA Committee on Women in Psychology (CWP) and the APA Commission on Ethnic Minority Recruitment, Retention, and Training in Psychology Task Force (CEMRRAT2 TF) is designed to address changes that have taken place since the last edition which may dramatically affect the level of success, even the survival, of women and ethnic minorities choosing and pursuing careers in academic environments.

- In addition, OEMA produced and disseminated the Final Report of the NIGMS funded project on *Expanding Minority Biomedical Research Talent in Psychology* (the "APA/NIGMS Project"), which provided intensive research mentorships and supportive academic services to more than 700 ethnic minority undergraduate students over a 13 year period.

- OEMA supports and is helping to coordinate the development of CNPAAEMI's informational brochure on tests and assessment among populations of color.

- The Office on Aging regularly updates the online APA *Family Caregivers Briefcase for Psychologists* including its pages on cultural diversity and caregiving and variations of practice for culturally diverse groups.

- CONA provided input to the APA Public Interest Directorate strategic initiative on health disparities.

- The Office on Aging continues dissemination of the report, Multicultural Competency in Geropsychology that explores the key issues regarding the infusion of multicultural competence throughout geropsychology. An online resource guide is currently being developed on this topic.

- The Office on Aging strives to incorporate content and display images in each of its publications that clearly portray the heterogeneity of the older adult population in areas such as health status, sexual orientation, gender identity, gender expression, disability, socioeconomic status, and educational background.

- The APA Aging Issues Newsletter is a quarterly online publication that reports on APA efforts to promote the application of psychological research to improve the health and well-being of older adults and provides subscribers with information about current activities, resources, and opportunities for involvement with APA programmatic and policy activities related to psychology and aging.

- The Office on AIDS provides updates for the field through its quarterly newsletter entitled, The *Psychology and AIDS Exchange*. This publication informs readers about HIV/AIDS-related activities of APA and provides readers with new developments in HIV/AIDS practice, research, education, and policy that address diverse populations. The most recent editions of the *Psychology and AIDS Exchange* have been theme-based. The fall edition will focus on HIV and aging.

- The Office on AIDS and members of the Ad Hoc Committee on Psychology and AIDS is partnering with the Black Entertainment Television (BET) Networks to develop and implement evidence-based strategies to facilitate positive communication among African-Americans teens, and between African-American teens and their families, related to the topics of sex, sexual health, dating/sexual relationships, and HIV/AIDS through Rap It Up (RIU). RIU is a comprehensive and sustained media campaign to inform African-Americans about HIV/AIDS which includes on-the-ground community events around the country.

- The APA Office of AIDS and COPA members have served as a resource to BET regarding experts which could be called upon to participate in BET teen forums around the country that address HIV/AIDS and prevention. A well-qualified psychologist (i.e., Chanda C. Graves, Ph.D., ABPP; Assistant Professor of Psychiatry and Behavioral Sciences, Emory University School of Medicine, Grady Health System, Pediatric Infectious Disease Program) continues to participate in RIU Teen Forums.

- Women's Psych-E:

    - Women's Programs Office (WPO) staff write and disseminate Women's Psych-E, a quarterly newsletter focusing on psychological aspects of women's health and well-being, research initiatives and opportunities for psychologists, and WPO and the CWP news. http://www.apa.org/pi/wpo/wpopsyche.html

- Post-Partum Depression Consumer Brochure: WPO has disseminated nearly 5,000 PPD consumer brochures, in response to requests from a variety of providers and organizations ranging from social work graduate students and clinical psychologists who own private practices to small direct service support centers and emergency triage centers across the United States. English, Spanish, Simplified Chinese, and French are available at http://www.apa.org/pi/wpo/Postpartum%20Depression%20brochure_2007.pdf
- WPO has distributed these well-received brochures to multiple venues. Most recently, we received a call from La Clinica de Pueblo, a local clinic that "provides culturally appropriate services to persons in the Latino community regardless of their ability to pay," asking for 100 copies of the Spanish PPD brochure.

- Sexualization of Girls: The *Report of the APA Task Force on the Sexualization of Girls* was released February 2007. WPO worked with a consultant to complete the draft curriculum for teachers to address issues discussed in the report. WPO continues to work to secure external funding to promote the report further. The report is available at http://www.apa.org/pi/wpo/sexualization.html.

- In April 2012, Stowarzysenie Twoja Sprawam, an association in Poland whose main goal is to fight against content that promotes objectification requested permission to translate into Polish and to reproduce the Report of the APA Task Force on the Sexualization of Girls.

- In January and February 2012, WPO consulted with the Center for Strategic Analysis, which is supervised by the French Prime Minister, on a report devoted to the sexualization of children. The policy brief, "Note d'anaylse 267 – Hypersexualisation de l'espace public: comment protégerles enfants?" was published in March 2012.

- In April 2011, "What Girls Can Do" won the 2011 American Inhouse Design Award from Graphic Design USA. WPO in collaboration with Girls, Inc. created this adolescent-friendly tip sheet based on the *Report of the APA Task Force on the Sexualization of Girls*. The postcard is a consumer education and empowerment resource tool for adolescent girls to use to combat sexualized images in the media and is available online at http://www.apa.org/pi/women/programs/girls/tips-for-girls.pdf. Now in its third printing, WPO has distributed thousands of copies of the report in the US and around the world. We have also distributed hundreds of the Girls Tip Card, which is now in its second printing.

- In January 2013, the WPO worked with AXIOS-Mision Mujer A.C., a Mexico-based adolescent support nonprofit organization, to transcreate a Spanish-language version of the "What girls can do?" tip card. , *Lo Que Las Niñas y Jóvenes Sí Pueden Hacer.*, the Spanish-language version is available at http://www.apa.org/pi/women/programs/girls/consejos-para-chicas.aspx

- WPO staff worked with members of CWP to develop a consumer-friendly brochure ~~and/or factsheet~~ highlighting the mental health consequences of intimate partner violence including information on prevalence, screening/recognizing the signs, and local and national resources. Staff worked with the APA Publications and Communications Office on the design/layout for the print version of the brochure, which includes a tear-away card containing safety planning information. Additionally, because internet use can be monitored and is impossible to complete erase, the online version of the brochure includes a 'quick escape' feature, which allows users to exit to an unrated website (e.g., GOOGLE).Full text of the brochure is posted on the APA website at http://www.apa.org/topics/violence/partner.aspx.

- CWP member Dr. Julie Williams accompanied the WPO Senior and Assistant Directors to meet with Dr. Janine Clayton, Director, Office of Research on Women's Health (ORWH), National Institutes of Health (NIH), and her staff to discuss issues related to women with disabilities and possible partnerships with APA and ORWH.

APAGS provides several resource guides and books specific to graduate student needs. Highlights include:

- **APAGS Resource Guide for LGBT Students in Psychology** addresses the unique experiences/obstacles of lesbian, gay, bisexual, and transgender (LGBT) students, free online and in print.

- **APAGS Resource Guide for Ethnic Minority Graduate Students** provides advice and recommendations for navigating the graduate school experience, free online and in print.

- **Women Mentoring Women: A Model for Psychology** (*APA, 2007*) offers psychology students and psychology mentors information and guidance on how to create and manage successful mentoring relationships

- APA's international newsletter, *Psychology International* published articles on programs and activities of psychologists in countries around the world, including:

  Collaboration and Exchange
  - Reports on the APA International Learning Partner Program's professional visit to Cuba and the 2012 Presidents' Initiative at the APA Convention
  - A report on the Norwegian Psychological Association's meeting with APA staff in Public and Member Communications, and an overview of psychology in Norway
  - Overviews of the Jefferson Science Fellowship in global health and the Fulbright Specialists award
  - Highlights from international psychology meetings in China, Mexico, Spain, and South Africa
  - An introduction to the Council of American Overseas Research Centers and how U.S. psychologists can benefit from academic exchange
  - Discussion on the importance of building "global-to-local" partnerships when working internationally

  Educational Activities
  - Overviews of the challenges and development of psychology in Egypt and Argentina
  - An overview of the School-Based Psychological Services program in Kosovo
  - A report on group psychotherapy trainings in China

- A report on psychologists training in human rights law and evaluation of torture survivors
- Discussion of the prescriptive authority movement for psychologists in Europe and the U.S.
- An overview of the United Arab Emirates' first graduate program in psychology

Resources and Research

- An overview of research in Tanzania to promote youth development
- Highlights from the *New Zealand Journal of Psychology* on disaster response
- A list of resources and focus areas in global mental health
- A selection of international book reviews from *PsycCRITIQUES* and other recently published books with an international psychology focus
- Reports and updates from the APA's NGO at the United Nations and APA Division 52: International Psychology

APA Magazines

The story mix of both the *Monitor on Psychology* and *gradPSYCH* magazines are in part selected based on our goal of covering the diversity of people and issues within the discipline and how psychology studies and can address diversity issues.

The following are examples of recent *Monitor* and *gradPsych* stories on diversity topics:

- *Monitor on Psychology*:
  - December 2012 RESPECT: Psychologists working to make schools more welcoming for LGBTQ youth
  - January 2013 African-American Women at Risk: Obesity epidemic disproportionally affecting black women
  - April 2013 Transgender Today: throughout history, transgender people have been misunderstood and seldom studied. That's beginning to change.
  - April 2013 Opening up hearts and minds: Mind-body practices can improve older Americans vitality.
  - April 2013 Undocumented Americans: New APA video

- *gradPsych – feature articles*
  - Jan 2011 Multicultural and bilingual training programs at

John Kennedy University and Pacific University School of Professional Psychology

- Sept 2011 — Project Out: LGBT on-line forum
  Wael MY Mohamed – Egyptian student studying at Penn State

APA's new member e-newsletter, *APA Access*, features a broad range of APA events and products including many on diversity issues and concerns.

Every year, Editorial and Design Services publishes a variety of materials prepared for diverse audiences and on diversity topics.

For example, some recent publications include:

- Postpartum Depression brochure in French (2011)
- Psychology & AIDS newsletter (2011)
- Geropsychology: It's Your Future Update (2011)
- Memory and Aging, the Print Brochure (2011)
- Coping With Stress and Anxiety (aging) (2011)
- SISTA and HR Flyers (reprint)
- Psych&AIDS Newsletter E-blast
- Women With Disabilities Call for Proposals Design
- BSSV Flyers Booklet
- Answers to Your Questions About Transgender (update)
- AIDS Programming for 2011 DC Convention (onsite handout)
- Women With Disabilities Conf. Registration Booklet
- SESRCD Cancer Service Related publication
- Work Stress Health Call for Proposals 2013
- Drug Use and HIV publication
- World AIDS Day 2011 e-blast

The Public Affairs Office has worked extensively to enhance and enlarge its outreach to minority media outlets. To do so we have created lists of African American, Hispanic, Native American and Asian media outlets, added second language speakers to the MRS, and selected APA journal articles for release to journalists working in minority communities or issue areas.

Recent examples of press releases on diversity issues targeting both mainstream and minority media include:

April 2012 – APA Marks Mental Health Awareness month with focus on immigrant and child mental health issues

August 2012 – Race May Play Significant Roles in Presidential Election, survey suggests

January 2013 – Some Minority Students Fair Better than Whites When Working Part-Time, new research finds

March 2013 – No Scientific Basis for Prohibiting Same-Sex Marriage, APA argues

The Public Affairs Office also continues to inform the news media of the science behind APA's support for same-sex marriage.

APA's presence on the web is another critical public education and member engagement tool for the Association. Our *Psychology Topics* feature on the web is a highly visited page and includes important diversity topics such as aging, hate crimes, race, immigration, socioeconomic status, gender issues, testing issues, HIV-AIDS and sexual orientation. Over 1.5 million visitors a month access APA.org. Additionally, APA's consumer Help Center content is available in both English and Spanish.

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Style

APA Style of scientific writing evolved from a seven-page article in the February 1929 issue of *Psychological Bulletin* to an international style-reference tool, the *Publication Manual of the American Psychological Association* (*Publication Manual*). A far-reaching vehicle that exceeds a conventional paradigm of grammatically appropriate scholarly writing, APA Style enhances, embraces, and respects diversity.

As a direct result of P&C Board policy, in 1975 nonsexist language requirements were added to APA Style, bias-free language for ethnic minorities was added in the third edition (1983), bias-free language for disabilities was added in the fourth edition (1994), and bias-free language for aging was added in the fifth edition (2001) of the *Publication Manual*. A fully revised section on bias-free language appears in the sixth edition of the *Publication Manual*, released in July 2009, including a new section on historical and interpretive inaccuracies in language, as well as new material in the gender and racial and ethnic identity sections. Because of the precise and candid guidelines for reducing bias in language and its uses by many professions through many languages, APA Style acts as an agent for organizational and global change in scholarly writing and its broader influences.

- The "Reducing Bias in Language" section of the sixth edition of the *Publication Manual* includes additional text and a bias-free guidelines table available, at no cost, in the "Supplemental Materials" section found on the APA Style homepage (www.apastyle.org). In addition, the "Related Resources" section, also found on the APA Style homepage, includes numerous APA guidelines, reports, and resolutions as well as articles pertaining to bias-free language.

- Concerning issues of diversity, APA Style requires more diligence for appropriate scholarly writing than either Chicago style or MLA. In fact, MLA writes that the APA *Publication Manual* is the reference for reducing bias in language.

- The sixth edition of the APA Publication Manual has been translated into Spanish, Japanese, Italian, Portuguese, and Korean. Licenses have been signed for translations into Arabic, Romanian, Polish, both simple and complex Chinese, and Turkish.

Content

APA content is distributed in print through journals and books and electronically through databases and videos. The P&C Board and OPD staff encourage diversity in three ways: (a) participation in the APA peer review process, (b) developing content, and (c) disseminating content.

Developing Content

APA Journals, in conjunction with the P&C Board and its Educational Publishing Foundation (EPF) develop diversity of content through existing titles, new acquisitions, and special issues or sections.

  - Some existing journal titles include the following: *The Psychology of Aging, Men and Masculinity, Rehabilitation Psychology, Cultural Diversity and Ethnic Minority Psychology, Journal of Diversity in Higher Education, Psychology of Religion and Spirituality, Asian American Journal of Psychology, International Perspectives in Psychology: Research, Practice, Consultation , Peace and Conflict: Journal of Peace Psychology, and Journal of Latina/o Psychology.*

  - In 2012, APA became the publisher of the *Journal of Rural Mental Health*. The mission of the *Journal of Rural Mental Health* is to provide an archival peer-reviewed publication that includes papers pertaining to rural mental health research, practice, and policy.

The P&C Board supports the recommendation from the Task Force for Implementation of the Multicultural Guidelines that encourages APA journal editors, EPF journal editors, and APA Division journal editors who do not publish with APA to develop and publish special issues or special sections about underrepresented populations. Overall in 2012 the APA Journals Program published 184 articles featuring ethnic minority/multiethnic populations.

Some recent examples of APA journal special sections or issues devoted to diverse content include the following:

- *Asian American Journal of Psychology*, March and June 2012, "Secondary Analysis of the National Latino Asian American Study (NLAAS) Dataset"
- *Asian American Journal of Psychology*, September 2012, "Culture, Context, and Mental Health"
- *Professional Psychology*, June 2012, "Multicultural Practice in Professional Psychology"
- *Peace and Conflict: Journal of Peace Psychology:* August 2012, "Narratives, Nostalgia, Nationhoods"
- *Consulting Psychology Journal: Practice and Research*, December 2012, "International Organizational Consulting: Consulting Psychology Goes Global"
- *Health Psychology*, January 2012, "Health Disparities - Infectious Disease"

The Publications & Communications Board encourages editors and associate editors to highlight their journals' emphasis on cultural issues. There are 13 journals whose Instructions for Authors specifically reference a focus on cultural and sociocultural issues. In addition, there are 2 journals who have implemented the Collaborative Review Model of peer review, encouraging mentoring with young investigators particularly with culturally diverse orientations.

APA Books diversity content is represented in all of its imprints—**APA Books, Magination Press,** and **LifeTools,** as well as in the **APA Psychotherapy Videos.** Moreover, some 814 APA Books, Videos, and Magination Press titles have been translated into 30 languages in 38 countries, by more than 175 foreign publishers.

2012 **APA Books** titles specifically relevant to diversity issues include the following (see **Appendix A** for a full listing of diversity-related APA Books titles, 1996–2012):

- *Methodological Approaches to Community-Based Research.* Leonard Jason and David Glenwick, Editors.
- *Succeeding With Adult ADHD: Daily Strategies to Help You Achieve Your Goals and Manage Your Life.* (An APA LifeTools book) By Abigail Levrini and Frances Prevatt
- *Qualitative Strategies for Ethnocultural Research.* Donna Nagata, Laura Kohn-Wood, and Lisa Suzuki, Editors.
- *Conducting Multinational Research: Applying Organizational Psychology in the Workplace.* Anne Marie Ryan, Frederick Leong, and Frederick Oswald, Editors.
- *Cultural Adaptations: Tools for Evidence-Based Practice With Diverse Populations.* Guillermo Bernal and Melanie Domenech Rodriguez, Editors.
- *Making Evidence-Based Psychological Treatments Work With Older Adults.* Forrest Scogin and Avani Shah, Editors

- *Caregiver Family Therapy: Empowering Families to Meet the Challenges of Aging* by Sarah Honn Qualls and Ashley Williams.
- *Spiritual Interventions in Child and Adolescent Psychotherapy.* Donald Walker and William Hathaway, Editors
- *Controversy in the Psychology Classroom: Using Hot Topics to Promote Critical Thinking.* Dana Dunn, Regan Gurung, Karen Naufel, and Janie Wilson, Editors

Titles related to diversity represent more than one fourth of all APA Books published between 2008 and 2012.

The **APA Handbooks in Psychology** series, initiated in 2010, comprises multivolume and single-volume reference works that offer in-depth scholarly exploration of a subdiscipline or a focused topical area. Attention to diversity issues is central to the conceptualization and development of each handbook set, with coverage included most frequently at the chapter level, whether by way of the chapter subject itself or by means of structural components requiring authors to address issues such as gender, race, prejudice, disability, and individual and cultural differences. Each of the 2012 handbook releases mentioned below is characterized by this latter approach.

- APA Handbook of Research Methods in Psychology (three volumes; Harris Cooper, Editor-in-Chief)
- APA Addiction Syndrome Handbook (two volumes; Howard J, Shaffer, Editor-in-Chief)
- APA Handbook of Counseling Psychology (two volumes; Nadya A. Fouad, Editor-in-Chief)
- APA Handbook of Behavior Analysis (two volumes; Gregory J. Madden, Editor-in-Chief)

Several handbooks in the series that address diversity at the broadest level—that is, as the general topic of the handbook itself—are currently in development or production.
Magination Press books represent a diverse and distinct group of children in all its titles. The main character or protagonists in our (fiction) stories as well as those characters who appear in our nondidactic books and teen guides are kids of many races, age, sizes, abilities, and both male and female. Some recent **Magination Press** titles specifically relevant to diversity issues include the following (**Appendix A** incorporates a full listing of diversity-related Magination titles,
1996–2012):

- *AD/HD and the College Student* by Patricia O. Quinn
- *Asperger's Rules!: How to Make Sense of School and Friends* by Blythe Grossberg

- *Autism, the Invisible Cord: A Sibling's Diary* by Barbara Cain

Each program in the **APA Psychotherapy Videos** series provides rich insights into counseling by acknowledging the complexities of working with diverse populations while at the same time maintaining the simplicity of the therapeutic process. **APA Psychotherapy Videos** demonstrate effective ways of working with clients from many different ethnic and cultural groups. Featured sessions cover subjects including religion/spirituality and culture-centered counseling and address specific clientele such as Latina/Latino; African American; Asian American; Native American; older couples; lesbian, gay, and bisexual clients; women; and clientele with disabilities.

Recent **APA Psychotherapy Videos** relevant to diversity include:

- *Working With Issues of Social Class in Psychotherapy*, by William Ming Liu
- *Affirmative Psychotherapy With Gay Clients*, by Kathleen J. Bieschke
- *Culturally Responsive Cognitive–Behavioral Therapy in Practice*, by Pamela A. Hays

The titles referenced in **Appendix B** represent about one third of the titles published in the video series from 2008 through 2012. In addition to our titles that deal directly with topics that reflect issues of diversity, **APA Psychotherapy Video** titles have consistently featured diverse clientele in titles that do not directly deal with diversity, including African American, Latino/Latina, Asian, Native American, and gay and lesbian clients.

In 2012, APA Books updated **PsycTHERAPY** so that it now features more than 320 streaming videos of therapy demonstrations. This database features demonstrations of many therapeutic approaches, including those that specifically acknowledge issues of diversity. PsycTHERAPY now includes 33 videos that demonstrate culture-centered therapy, and many more that feature participants who are African American, Latino/Latina, Asian, Native American, and gay or lesbian.

Databases

APA's databases are another facet of OPD's unique role in enhancing diversity by providing tools for finding the vast amounts of literature related to diversity topics. Defining a target percentage of desired diversity content archived and in electronic databases of the PsycNET family—PsycINFO, PsycARTICLES, PsycBOOKS, PsycCRITIQUES, PsycEXTRA, and PsycTESTS—is complicated by many factors. The following are some statistics related to the diverse reach of the APA databases. Search data are current as of January 21, 2013.

- Of the 2,521 journals currently covered by PsycINFO (3.2 million records), 382 (or 15%) publish in a language other than English; 28 languages are represented.

- 1,733 of the 2,521 journals (or 69%) are published outside of the United States.

- Almost 200 journals are published outside of North America or Western Europe. The complete list of journals covered is available at http://www.apa.org/psycinfo/covlist.html, and the list is updated regularly.

- Searching the PsycINFO database by some classification codes provides one look at the diversity in the coverage:
  - 2920 Religion: 15,538
  - 2930 Culture & Ethnology: 22,794
  - 2960 Political Processes & Political Issues: 9,976
  - 2970 Sex Roles & Women's Issues: 14,381
  - 2980 Sexual Behavior & Sexual Orientation: 19,629
  - 3253 Learning Disorders: 10,319
  - 3256 Mental Retardation: 13,107
  - 3299 Vision & Hearing & Sensory Disorders: 13,687

- Performing some broad, general searches in PsycINFO gives another indication of the diversity of content:
  - Search "poverty or homeless" — 20,018
  - Search "cross cultural" — 51,859
  - Search "race or ethnicity" — 60,804
  - Search "disability or disabilities, *not* treatment" — 89,602
  - Search "gay or lesbian or bisexual or transgendered" — 18,184
  - Search "aging or ageism or age discrimination" — 74,296

- Searching the PsycEXTRA database (286,456 records) by some classification codes provides another look at diversity in coverage:
  - 2920 Religion: 1,019
  - 2930 Culture & Ethnology: 2,495
  - 2960 Political Processes & Political Issues: 1,401
  - 2970 Sex Roles & Women's Issues: 1,695
  - 2980 Sexual Behavior and Sexual Orientation: 2,166
  - 3253 Learning Disorders: 250
  - 3256 Mental Retardation: 255
  - 3299 Vision, Hearing & Sensory Disorders: 334

- Performing some broad, general searches in PsycTESTS (11,199 records) provides an indication of the diversity of content in this small database:
  - Search "religion" — 164

- Search “culture” — 236
- Search “sex roles” — 75
- Search “sexual orientation”— 85
- Search “race or ethnicity” — 368
- Search “learning disorders” — 51
- Search “mental retardation” — 42
- Search “aging” — 257
- Search “gay or lesbian or bisexual or transgendered” — 117

- PsycINFO’s *Thesaurus of Psychological Terms* provides many searchable terms for underrepresented groups. **Appendix C** provides a list, which is updated with each new *Thesaurus* edition and available on APA’s PsycNET platform for searching across all seven databases.

PsycINFO covers at least one psychological journal from every country that publishes psychological journals. The biggest growth in journals from countries outside North America has come from the Asia Pacific Rim, the Middle East, and South America.

Disseminating Content

The following list outlines a broad range of sales and marketing activities that specifically represent targeted outreach to diverse populations both within the United States and worldwide.

Database Sales

<u>eiFL.net</u>
The APA Sales group continues to work with eiFL.net (Electronic Information for Libraries). eiFL.net is a not-for-profit organization that supports and advocates the wide availability of electronic resources by library users in transitional and developing countries. Its core activities are negotiating affordable subscriptions on a multicountry consortial basis, supporting national library consortia, and maintaining a global knowledge sharing and capacity building network in related areas, such as open access publishing, intellectual property rights, open source software for libraries, and the creation of institutional repositories of local content.

The Sales group has met with eiFL.net General Assembly meetings in Minsk, Belarus, Sofia, Bulgaria, Alexandria, Egypt, and Yerevan, Armenia. During these important meetings with eiFL representatives, including the heads of National Libraries, Sales staff presents APA products and services to these key decision makers and discusses the benefits of accessing and utilizing APA content to specific audiences served in each country. To date, individual country meetings have been held with eiFL delegates from many transitional and developing countries, including Botswana, Ghana, Nigeria, Malawi, Kenya, South Africa, Zimbabwe, Palestine, Lebanon, Egypt, Syria, Lithuania,

Armenia, Poland, Hungary, Serbia, Ukraine, Slovenia, Russia, Belarus, Mongolia, Macedonia, Bulgaria, and Estonia. To date, APA has been able to negotiate agreements in Serbia, Lithuania, Palestine, Lebanon, Botswana, South Africa, Estonia, and Slovenia.

APA PsycNET Distributors

In the last 2 years, the Sales group has also successfully negotiated distributor agreements in South America, Israel, Russia, Belarus, and Taiwan and is reviewing opportunities in India, Japan, China, and the Middle East. This local representation for the APA has increased exposure for APA databases and, in so doing, has increased access for institutions and the indigenous population of each market served.

RESEARCH FOR LIFE: HINARI, AGORA, OARE, and ARDI

Research 4 Life is the collective name for four programs: The HINARI (Health InterNetwork Access to Research Initiatives) Program, set up by WHO (World Health Organization), as well as AGORA (Access to Global Online Research in Agriculture), OARE (Online Access to Research in the Environment), and ARDI (Research for Innovation) programs, in cooperation with major publishers, enables developing countries to gain access to one of the world's largest collections of biomedical and health literature. More than 6,400 journal titles are now available to health institutions in 108 countries, areas and territories benefiting many thousands of health workers and researchers, and in turn, contributing to improved world health. APA content is available through three of the programs.

Local, not-for-profit institutions in two groups of countries may register for access to content through HINARI. The country lists are based on GNI per capita (World Bank figures). Institutions in countries with GNI per capita below $1,250 are eligible for free access (Band 1). Institutions in countries with GNI per capita between $1,250 and $3,500 pay a fee of $1,000 per year/institution (Band 2).

Database Marketing

The central portfolio of promotional literature developed by the Database and Electronic Product Marketing group for the APA research databases and APA PsycNET prominently features images representing various genders, ethnicities, and age groups. This collateral material is distributed worldwide through various direct marketing campaigns, APA's exhibit program, and direct sales efforts. Where appropriate, this type of imagery is also carried through to header graphics for email campaigns and web landing pages, as well as space advertisements appearing in over 40 issues of globally circulated publications and exhibit programs. In total, these efforts create an annual level of exposure upwards of 5 million impressions across the globe.

Recognizing the expansive acceptance and use of APA database products outside of the United States, the Database Marketing group provides translated versions of a number of multidisciplinary Application Guides in French, German, Italian, Japanese, Russian and Spanish to assist customers for which English may not be their primary language.

Specific campaigns targeted towards the entire APA membership exposing them to the extraordinary value of APA published content and supporting their efforts to serve their diverse communities are conducted regularly throughout each year. Similarly, promotional efforts targeted towards and fulfillment of product to institutional customers aids in the dissemination of APA content to a diverse set of end-users, who in turn interact with the greater population worldwide.

Books Sales

Footprint Books Pty, Ltd., EUROSPAN Group, Ltd., Taylor & Francis Asia Pacific, and Login Canada are full-service providers of marketing and sales services in their respective international territories. **Footprint Books** handles all international sales for APA book products in the territories of Australia, New Zealand, Papua New Guinea, and Fiji. **EUROSPAN** handles all international sales for APA book products in the United Kingdom and throughout Europe (Albania, Austria, Belgium, Belorussia, Bosnia and Herzegovina, Bulgaria, Croatia, Cyprus, Czech Republic, Denmark, Eire, Estonia, Finland, France, Germany, Gibraltar, Greece, Greenland, Hungary, Iceland, Italy, Latvia, Liechtenstein, Lithuania, Luxembourg, Malta, Monaco, Netherlands, Norway, Poland, Portugal, Romania, Russia, Serbia and Montenegro, Slovakia, Slovenia, Spain, Sweden, Switzerland, Turkey, and Ukraine), the Middle East (Algeria, Bahrain, Egypt, Iran, Iraq, Israel, Jordan, Kuwait, Lebanon, Libya, Mauritania, Morocco, Oman, Qatar, Saudi Arabia, South Yemen, Syria, Tunisia, United Arab Emirates, and Yemen), and all African countries not mentioned above; it also covers the territories of India, Nepal, Pakistan and Sri Lanka on an open market, nonexclusive basis. **Taylor & Francis Asia Pacific** handle all international sales in the Asia Pacific region (China, Hong Kong, Indonesia, Korea, Macau, Malaysia and Brunei, Philippines, Singapore, Taiwan, Thailand, and Vietnam) on an exclusive basis. **Login Canada** handles marketing and sales of APA books throughout Canada.

Books Marketing

On September 6, a brochure featuring new, bestselling, and upcoming books and videos related to culturally and ethnically diverse populations was mailed to 18,591 recipients. The mailing list included members of APA Division 45: Society for the Psychological Study of Ethnic Minority Issues; Division 17: Society of Counseling Psychology; Division 35: Society for the Psychology of Women; Division 51: Society for the Psychological Study of Men and Masculinity; APA members with interest in cross-cultural processes, ethnic minorities, and clinical and social processes; American Counseling Association members with an interest area of multicultural counseling; select members of the National Association of Social Workers, and college and university faculty teaching courses on the psychology of ethnic and racial minorities. The brochure featured more than 60 titles, with special emphasis on newer titles including *Cultural Adaptations: Tools for Evidence-Based Practice With Diverse Populations* (Bernal and Rodriguez), *Qualitative Strategies for Ethnocultural Research* (Nagata, Kohn-Wood, and Suzuki), *Affirmative Psychotherapy With Gay Clients* DVD (Bieschke), and *Culturally Responsive Cognitive–Behavioral Therapy in Practice* DVD (Hays). This same brochure

was also included as an insert in conference attendee bags at the National Latina/O Psychological Association annual conference, October 11-13, in New Brunswick, New Jersey.

A Fall 2012 APA Videos catalog mailed on September 17 to a total of 15,323 recipients, including past buyers of books and videos, APA accredited internship site training directors; members of the American Counseling Association with an interest in education and supervision; audio/visual media librarians; library collection development specialists in psychology; psychology deans and department heads, and Association of Psychology Postdoctoral and Internship Centers (APPIC) members and subscribers. This catalog included APA videos focused on diverse populations including *Working With African American Men* (Franklin), *Affirmative Psychotherapy with Gay Clients* DVD (Bieschke), and *Working With Gay Male Clients* (Haldeman), and *Three Approaches to Psychotherapy With a Female Client (Beck, Greenberg, and McWilliams).*
On October 16, a brochure featuring 25 titles related to ADHD, ADD, and LD was mailed to 37,644 potential book buyers, including members of APA Divisions 16, 37, 53, and 54, and other APA members with an interest in ADD, pediatric psychology, school psychology, etc.; members of the Council for Exceptional Children, members of the National Association of School Psychologists, and members of the American Counseling Association with an interest in children and adolescents or school counseling.

Each new APA book is promoted via an individual postcard mailed to relevant APA member segments and past buyers of similar titles. Many books with diversity-related subjects benefited from this exposure in 2012, including *Cultural Adaptations: Tools for Evidence-Based Practice With Diverse Populations* (Bernal and Rodriguez), *Qualitative Strategies for Ethnocultural Research* (Nagata, Kohn-Wood, and Suzuki), *Conducting Multinational Research: Applying Organizational Psychology in the Workplace* (Ryan, Leong, and Oswald and *The Immigrant Paradox in Children and Adolescents: Is Becoming American a Developmental Risk?* (Coll & Marks), among others.

Publicity efforts to promote titles focused on psychology and culture encompassed the dissemination of review copies and press releases to a variety of professional, scholarly, library, and trade publications. New titles benefiting from this promotional exposure in 2012 included *Cultural Adaptations: Tools for Evidence-Based Practice With Diverse Populations* (Bernal and Rodriguez), *Qualitative Strategies for Ethnocultural Research* (Nagata, Kohn-Wood, and Suzuki), and *Conducting Multinational Research: Applying Organizational Psychology in the Workplace* (Ryan, Leong, and Oswald).

Journals Marketing

Journal of Latina/o Psychology was featured in advertisements that appeared in *Library Journal*, EBSCO *Librarians Handbook* catalog, the Basch Library Catalog, and the American Library Association convention programs. Total exposures: 139,000.

Psychology of Religion and Spirituality was featured in advertisements that appeared in Division 36 (Society for the Psychology of Religion and Spirituality) conference ad with a total exposure of 250.

Cultural Diversity & Ethnic Minority Psychology, Asian American Journal of Psychology, Journal of Diversity in Higher Education, Journal of Latina/o Psychology, Psychology of Religion and Spirituality, and *Psychology of Men and Masculinity* were featured in advertisements that appeared in EBSCO *Librarians Handbook* catalog. Total exposures: 20,000.

In February 2012, a brochure to promote new subscriptions to *Asian American Journal of Psychology* mailed to 8,000 recipients, including APA members, psychology college faculty, and members of American Sociological Association and the American Counseling Association.

In February 2012, a brochure to promote new subscriptions to *Psychology of Religion and Spirituality* mailed to 9,000 recipients, including APA members, psychology college faculty, and members of the American Counseling Association, American Association of Pastoral Counselors, Society for the Scientific Study of Religion, and the Association for Spirituality & Psychotherapy.

In February 2012, an email to promote new subscriptions to *Psychology and Aging* deployed to 3,000 APA members.

In March 2012, a brochure to promote new subscriptions to *International Perspectives in Psychology: Research, Practice, Consultation* mailed to 8,000 recipients, including APA members, psychology college faculty, and members of Association for Psychological Science Members-non-US, International Council of Psychologists, British Psychological Society, Association of Hispanic Mental Health Professionals, National Latino/a Psychological Association, and Australian Psychological Society.

In March 2012, *Psychology and Aging* was featured in an email to promote new subscriptions to APA journals in the Developmental Psychology cluster of titles. The campaign mailed to 2,000 college and university psychology faculty.

In March 2012, *Psychology and Aging* was featured in an email to promote new subscriptions to APA journals in the Developmental Psychology cluster of titles. The campaign mailed to 7,000 college and university libraries.

In March 2012, an email to promote new subscriptions to *Psychology of Men and Masculinity* deployed to 4,200 APA members.

In March 2012, *Cultural Diversity & Ethnic Minority Psychology, Asian American Journal of Psychology, Journal of Diversity in Higher Education, Psychology of Religion and Spirituality,* and *Psychology of Men and Masculinity* were featured in a brochure to promote new subscriptions to APA journals in the Social Psychology and Social

Processes cluster of titles. The campaign mailed to 15,000 recipients, including APA members, psychology college faculty, and members of Association for Psychological Science and Psychological & Psychology (Social Psychology).

In May 2012, *Journal of Latina/o Psychology* was featured in an email to promote new subscriptions to APA journals in the New Journals cluster of titles. The campaign mailed to 4,000 college and university psychology faculty.

Asian American Journal of Psychology; *Cultural Diversity & Ethnic Minority Psychology*; *Journal of Diversity in Higher Education; Journal of Latina/o Psychology, Psychology of Men & Masculinity; Psychology and Aging;* International *Perspectives in Psychology: Research, Practice, Consultation;* and *Psychology of Religion and Spirituality* were featured in the 2013 APA Journals Catalog. In September 2012, the catalog mailed to more than 40,000 non-members and to more than 110,000 APA members. The catalog was also distributed to various conferences throughout 2012 and 2013. Total distribution: 175,000.

In October 2012, a brochure to promote new subscriptions to *Cultural Diversity & Ethnic Minority Psychology* mailed to 10,000 recipients, including APA members, psychology college faculty, and members of the National Association of Social Workers and the American Counseling Association.

In October 2012, a brochure to promote new subscriptions to *Journal of Latina/o Psychology mailed* to 7,500 recipients, including APA members, psychology college faculty, and members of the American Counseling Association.

In October 2012, a brochure to promote new subscriptions to *Psychology of Men and Masculinity* mailed to 9,000 recipients, including APA members, psychology college faculty, and members of the American Association for Marriage and Family Therapy and the American Counseling Association.

In October 2012, a brochure to promote new subscriptions to *Journal of Latina/o Psychology* deployed to 4,000 college faculty.

In October 2012, *Psychology and Aging* was featured in a brochure to promote new subscriptions to APA journals in the Developmental Psychology cluster of titles. The campaign mailed to 6,800 college/university librarians.

In October 2012, International *Perspectives in Psychology: Research, Practice, Consultation* was featured in an email to promote new subscriptions to APA journals in the Core Psychology cluster of titles. The campaign mailed to 6,800 college/university librarians.

In November 2012, *Cultural Diversity & Ethnic Minority Psychology*, *Asian American Journal of Psychology*, *Journal of Diversity in Higher Education*, *Journal of Latina/o Psychology*, *Psychology of Religion and Spirituality*, and *Psychology of Men and*

Masculinity were featured in an email to promote new subscriptions to APA journals in the Social Psychology and Social Processes cluster of titles. The campaign mailed to 7,000 college and university libraries.

In November 2012, International *Perspectives in Psychology: Research, Practice, Consultation* was featured in an email to promote new subscriptions to APA journals in the Core Psychology cluster of titles. The campaign mailed to 14,174 international college/university librarians.

Journal of Diversity in Higher Education was featured in advertisements that appeared in November issue of *Diverse Issues in Higher Education* with a total exposure of 20,000.

In December 2012, *Cultural Diversity & Ethnic Minority Psychology, Asian American Journal of Psychology, Journal of Diversity in Higher Education, Journal of Latina/o Psychology, Psychology of Religion and Spirituality*, and *Psychology of Men and Masculinity* were featured in an email to promote new subscriptions to APA journals in the Social Psychology and Social Processes cluster of titles. The campaign mailed to 14,174 international college/university librarians.

In December 2012, *Journal of Latina/o Psychology* was featured in an email to promote new subscriptions to APA journals in the New Journals cluster of titles. The campaign mailed to 14,174 international college/university librarians.

Journal of Latina/o Psychology was featured in advertisements that appeared in December issue of *Library Journal* with a total exposure of 19,000.

Exhibitions Marketing

Promotional outreach to diverse audiences has been supported by the exhibitions marketing program via product displays at more than 100 events in 2012.

Approximately 80 of these 100 events are within the United States, while the balance of 20 is spread across the world and touches nearly every continent to expose APA products to a wide range of cultural, ethnic, and socioeconomic audiences. By promoting APA journals, books, and database products at these events, the exhibitions program helps to reach diverse populations of prospective and existing customers, including many that might not otherwise have access to APA content.

Several events at which the exhibitions program has a product display presence each year are specifically focused on diversity and/or are located at a variety of settings worldwide.

- American Geriatrics Society
- Association for Women in Psychology
- Association of Gerontology in Higher Education
- American Association of Retired Persons
- Society for the Scientific Study of Religion

- National Council on Aging
- International Congress of Psychology
- International Association of Relational Psychoanalysis and Psychotherapy
- National Conference on Child Abuse and Neglect National Women's Studies Association
- National Conference for Psychotherapy with Men
- Human Behavior and Evolution of Society
- American Men's Studies Association
- IFTA World Family Therapy Conference
- Gerontological Society of America
- Association for the Psychoanalysis of Culture and Society
- National Multicultural Summit
- National Multicultural Institute Annual Conference
- International Studies Association
- National Association for Ethnic Studies
- Asian Studies Association
- Society for Disability Studies Association
- Latin American Studies Association
- Western Social Science Association
- National Latina/o Psychological Association
- National Association of Hispanic & Latino Studies
- National Multicultural Institute Fall Conference
- Psychoanalysis of Culture and Society Conference
- International Association of Genocide Scholars
- Society for Psychotherapy Research
- Bologna Book Fair – Bologna, Italy
- Sharjah Book Fair –United Arab Emirates (UAE)
- Riyadh Book Fair – Saudi Arabia

GOAL 2: To promote recognition of the value of diversity in APA policies, publications, and programs

C. Promote diversity in APA programs

- The Science Directorate actively promotes all of its programs to diverse groups. Examples of programs include dissertation awards, the summer science fellowship program, and the advanced training institutes. Outreach and promotion occurs by utilizing listservs and through direct contact with minority serving groups, organizations, and institutions.

- Science Directorate staff actively seeks diversity in convention and related programming arranged by the Directorate. Diverse participation has been achieved in all of the first eight Science Leadership Conferences, and special attention is given to ensure that such diversity continues into the future.

- The Science Directorate provides an APA Convention travel grant annually to the recipient of the Jeffrey Tanaka Dissertation Research grant (selected by the Public Interest Directorate). This arrangement between the two directorates has been in place for more than 20 years.

- The Science Directorate sponsors an annual Executive Branch Science Fellowship program, directed by staff in Science and Science Government Relations. This is a companion program to the APA-wide Congressional Fellowship program. Both programs pursue both broad and targeted advertising to enhance the diversity of applicants and eventual fellows.

- Both the Board of Professional Affairs (BPA) and the Committee for the Advancement of Professional Practice (CAPP) include a diversity item on every meeting's agenda to ensure they maintain their awareness and consideration of diverse thinking, groups, characteristics and issues as they approach all their agenda items. BPA routinely notes the diversity implications of every agenda item they consider. CAPP conducts a "culture check" during their meeting to foster openness and address biases.

- Evaluation and selection of Psychologically Healthy Workplace Award winners considers whether the organizations provide diversity training to employees, if they include specialized training for supervisors or managers in managing diversity issues, whether they have programs and policies in places to prevent discrimination and harassment, whether they extend health benefits to domestic partners, and whether they consider the diversity of its workforce when formulating workplace practices. Consistent with its emphasis and perspective on diversity, as described in 2.B, the Psychologically Healthy Workplace Program has included sessions on workplace diversity issues each year as part of its continuing education offerings.

- BPA and CAPP convention programming routinely address matters of diversity in their substantive programming.

  The Practice Directorate's (PD) Legal and Regulatory Affairs Department is involved in ongoing efforts to promote access to parenting coordination services for low-income families from diverse backgrounds. The PD supported development of PC guidelines and offers workshops that promote culturally competent PC practice.

- The Commission for the Recognition of Specialties and Proficiencies in Professional Psychology has implemented revised petition documents that ask groups seeking approval as recognized specialties or proficiencies to address diversity specifically.

- The Office on Continuing Education has a wide range of workshops scheduled for convention that are dedicated primarily, or exclusively, to issues of diversity. These include workshops like the following:

  - Cultural Adaptation of Psychotherapy: Tools for Practice and Research

  - What Psychologists Should Know about Working with Older Adults

  - Strategies for Successful Counseling with Muslim Clients

  - Culturally Responsive Cognitive Behavior Therapy

  - Ethical, Multicultural, and Transtheoretical Counseling for Boys

  - Appropriate Therapeutic Responses to Sexual Orientation: Affirmative Practices

  - Testing for Measurement Equivalence across Culture: Procedures, Issues, and Complexities

  - Developing Positive School and Classroom Climates for LGBTQ Students and Families. The TOPSS Committee has developed its own Diversity Statement and Action Plan, which notes its commitment to inclusion and respect for all and its value of multiple perspectives.

  - In 2013, the TOPSS Committee held a competition for high school psychology students that invited students to write a short composition on the role psychological science plays in both explaining and informing solutions for social injustices and inequities. Students were also asked to submit a visual poster to accompany their written component. Thanks to funding from the American Psychological Foundation, the Education Directorate has posted several videos on the TOPSS website for high

school psychology teachers, including videos on diversity topics, such as the following (recorded at the 2012 APA Convention in Orlando, FL): Beverly Daniel Tatum, PhD, President of Spelman College, will present the TOPSS Lee Gurel Lecture entitled *Connecting the Dots: How Race in America's Classrooms Affects Achievement*.

- Derald Wing Sue, PhD, Columbia University, will present a TOPSS Invited Address on *Microaggressions in the Classroom: Manifestation, Dynamics and Impact.*

- The Disability Issues Office in psychology coordinates APA's public interest, human welfare, and social responsibility activities in the area of disability issues. The program works toward the elimination of bias against and the promotion of equal opportunity of persons with disabilities in education and training, research, and professional practice.

- APA Congressional Fellowship Program. Entered its 38th year, with the Program's current Fellows serving in the offices of Senator Jeff Bingaman (D-NM) and Senator Jon Tester (D-MT). Convention activities included a booth in the APA Convention Exhibit Hall and a symposium that featured former Congressional Fellows still working in public policy in Washington, DC.

- OEMA provided staffing assistance in support of CEMA's convention sessions. This year, the CEMA session focused on *Immigration, Race & Disparities, Health Care, Education, Employment, and the theme of* its annual invitational breakfast was, *Racial Ethnic Profiling and other Racial/Ethnic Disparities in Low and Security Enforcement Activities, which* included a presentation by Gilbert Moore, Deputy Director of the U.S. Department of Justice Community Relations Service (CRS).

- Similarly, OEMA provides staff assistance for the presentation of CEMRRAT2 TF's presentation at the APA's National Convention. In 2012, the APA convention session was titled, *Promoting Psychology as a STEM Discipline: Ethnic Minority Representation and Participation.*

- The APA Convention symposium, APA and BET Networks Partnership: Using Media as a Platform to Address HIV Disparities Among Youth, will focus on using media to address HIV disparities among youth. It will describe the formation of a partnership between APA and Black Entertainment Television (BET) Networks and highlight strategies identified for developing a national evidence-based media campaign. The proposed symposium brings together an APA committee member (COPA), a media network executive (BET) and a health provider (Pediatric Psychologist) to discuss their partnership to address the HIV disparities that exist among African American youth.

- On an ongoing basis, the Office on Aging works to increase understanding of age as an aspect of human diversity, and as a critical and necessary component of any focus on diversity. These efforts target both APA and its constituent groups, and external entities.

- The Office on Aging and the Committee on Aging incorporate diversity components in its annual CE Workshop, "What Psychologists Should Know about Working with Older Adults."

- The Committee on Aging collaborated with other committees to offer Convention symposia on diversity issues. 2012 symposia included: Assisting Members of Vulnerable/Underserved Populations Affected by Natural Disasters; and Expanding Telehealth Service Models to Underserved Populations with Chronic Illness and Disability. 2013 symposia include "Older Women and Health Disparities", Health Disparities: Emerging Biopsychosocial Challenges of Older Adults Living with HIV", and Culture and Health Disparities among Asian Americans and native Hawaiians: Indigenous Theory, Research, and Practice.

- Inequity to Equity: Promoting Health and Wellness of Women with Disabilities, sponsored by the American Psychological Association (APA), Gallaudet University, and the Howard University Women's Health Institute, was held in Washington, DC on October 17-18, 2011 to bring much-needed attention to the often-ignored problems women with disabilities face when navigating the current health care system. WPO is completing work on a book chapter related to the event.

- WPO received a grant from the National Science Foundation which will allow APA to create a research agenda that cultivates an emerging body of scholarly work on women with disabilities in STEM education. The research agenda is a product of a 3-stage Delphi survey and outcomes of a 2-day workshop, which convened October 16-17, 2012 at the Kellogg Conference Hotel, Gallaudet University in Washington, DC. This will lead to broadening the participation and achievement of women with disabilities in all fields of STEM education. Dr. Shari Miles-Cohen serves as the project's Principal Investigator. WPO is thankful to former CDIP member and current BAPPI member Dr. Dolores Cimini, who serves as WWDSE project Co-chair and CWP member Dr. Julie Williams, who served as a workshop panel chair. WPO is also grateful to Dr. David Boesel, founder and Director of the Social Sciences Research Group (SSRG), Dr. Gabe Twose, and Ms. Kari Hill.

- Leadership Institute for Women in Psychology (LIWP)

- Task Force on Trafficking of Women and Girls will review the state of the literature of theory, research, and practice relevant to the trafficking of women and girls. This review will include definitions, prevalence, nature, psychological, physical, and social effects, prevention, identification, intervention, and

recommendations for future research, training, practice, and policy. The Task Force will produce a report summarizing its findings.

- WPO provided staff support for the following APA Convention events in Orlando, FL:

    - 5th Annual APA Leadership Institute for Women in Psychology (LIWP)
    - Business Meeting: Committee on Women in Psychology Network Breakfast
    - Roundtable Discussion: How We Did It --- Discussions with Women APA Journal Editors
    - Symposium: Women Under Siege: Disparities and Despair
    - Symposium: Promoting the Health and Wellness of Women in Disabilities
    - Research and Training Funding
    - Division 35 Social Hour/ 2012 CWP Leadership Awards

- President Vasquez has three task forces on education disparities, immigration and poverty, all of which impact minority populations.

- The Strategic Initiative to Reduce Health Disparities was created to increase support for research, training, public education and interventions that improve health and reduce health disparities among underserved and vulnerable populations.

- A primary activity of the health disparities initiative in 2012 was conducting a meeting on strengthening psychology's role in reducing tobacco health disparities, to gather information and recommendations for the creation of the Best Practices Dissemination Network (BPDN). The primary purpose of APA BPDN is the dissemination of existing knowledge about health care options (i.e., treatments, interventions and preventive services) for tobacco dependence that is patient- and community-centered and works best for health priority populations.

- The Ethics Committee has a visible, ongoing presence at the biennial National Multicultural Conference and Summit (NMCS).

- For the past two Summits, the committee has presented programs examining how the Ethics Code addresses diversity. At the January 2011 NMCS in Seattle, Washington, the Ethics Committee presented two symposia: "Ethics in International Contexts" and "The Ethics of Assessing Cultural Competence."

- APA's activities with its MOU partners are beginning to be visible in APA programs, including convention programs (symposia with international partners) and APA presentations in international venues.

- APAGS held several webinars and virtual happy hours to address ethnic diversity issues and mentoring ethnic minority graduate students. On December 12, 2012,

Dr. Carola Suarez-Orozco hosted a webinar for 59 participants on *Immigration: 10 Things You Should Know for Training, Practice, and Research*.

- Drs. Clinton Anderson and member Glenda Russell co-facilitated two consultations and trainings, the first, Psychological Responses to Political Threat – Individual and Community Interventions for LGBT Community Leaders to LGBT community leaders at the Orlando LGBT Center during Convention, and the second, Cultivating Resiliency for Mental Health Providers in the LGBT Community at the Montrose Counseling Center in Houston, Texas, during the National Multicultural Conference & Summit.

GOAL 3: To enhance access to, and encourage participation by, diverse groups in APA meetings and other activities

A. Enhance the accessibility to APA events for diverse groups

- Prior to Practice Directorate governance group meetings, communications are sent out to ask if any individual member has special needs or requires specific accommodations to ensure they are able to participate fully at a particular meeting.

- Scheduling of meetings outside of consolidated takes into consideration a variety of religious and cultural holidays so that members will not be forced to select one over another (for instance, meetings are not scheduled during known religious holy days.)

- The Center for Psychology in Schools and Education Office Coalition for Psychology in Schools and Education is diverse (24% psychologists of color and gender balanced) and also included representation from CEMA.

- The Office coordinates and provides continuous staff support to the Disability Resource Room at APA's annual convention.

- Providing the full text of the cross cutting agenda in formats requested by members with visual impairments.

- The Convention Office facilitates convention attendance for persons with disabilities by surveying headquarters hotels and the convention center for accessibility with an ADA expert. Onsite assistance includes providing transportation for persons who use wheelchairs or have mobility limitations, providing sign interpreters for individuals with hearing impairments, and recruiting volunteers to assist in the APA Resource Room for Persons with Disabilities. With the assistance of staff from the Public Interest Directorate, the Resource Room operates during the convention as the central location for providing assistance to persons with disabilities.

- OEMA provides staffing support for CEMA's Annual Social Hour and Awards Recognition Ceremony held at APA's Annual National Convention.

- 2011 Presidents Initiative – invite Presidents from 95 national psych assn. – 30 expected to come

- Convention travel awards: to encourage international colleagues to attend the APA convention

- MOU partners will be invited to select APA leadership conference activities

- APA is committed to providing and maintaining accessibility and reasonable accommodations for the buildings, and all meeting rooms and common areas. Resources are available within the APA budget to assist those attending meetings who require attendants to travel with them, and reasonable accommodations are made available to employees through a similar budget.

- The green roof/labyrinth was installed in 2008, and is accessible. In addition, a finger labyrinth has been installed at wheelchair height.

- APA offers financial support opportunities for international attendees to participate in the APA convention

GOAL 3: To enhance access to, and encourage participation by, diverse groups in APA meetings and other activities

B. Increase the participation by diverse groups in APA activities

- Science Directorate staff works actively to seek diversity in all of its governance group memberships. The Board of Scientific Affairs (BSA), the main nominating group, is constantly reminded and supported by staff in seeking diversity among those nominated for governance groups.

- Science Directorate staff actively seeks diversity in convention and related programming arranged by the Directorate. Diverse participation has been achieved in all of the first eight Science Leadership Conferences, and special attention is given to ensure that such diversity continues into the future.

- The 2012 Science Leadership Conference focused on promoting psychological science in academic institutions and local communities. One major topic of discussion was how to forge stronger relationships among psychologists and diverse communities both within and beyond academia.

- The Practice Directorate governance groups reach out to the various internal APA groups representing aspects of diversity, encouraging them to send liaisons and observers to their meetings. The Practice Directorate governance groups encourage input and comments from all present at their meetings, especially from those representing diverse groups and constituencies.

- The Practice Directorate's Public Relations department frequently taps Latino/a psychologists to do media interviews with Hispanic news organizations. There is also consistent outreach to diverse constituencies to participate in American Red Cross Foundations of Disaster Mental Health training held at APA convention and to join APA's Disaster Response Network.

- The Science and Practice joint initiative to develop APA Clinical Treatment Guidelines actively ensures representation of diverse groups on the Advisory Steering Committee and Guideline Development Panels.

- High school psychology teachers are given discounted registration rates to attend the APA Convention.

- Applicant and school diversity are considered when participants are selected for the annual APA/Clark University Workshop, co-sponsored by APA, Clark University, and the American Psychological Foundation

- Support attendance at annual Education Leadership Conference of participants representing diverse backgrounds.

- The LGBTCO provides staff support to the Committee on Lesbian, Gay, Bisexual, and Transgender Issues in Psychology (CLGBTC). The CLGBTC is committed to enhancing diversity within psychology generally, and within APA governance. The CLGBTC's call for new member nominations states: "The Committee particularly welcomes nominations of ethnic minority psychologists, bisexual psychologists, psychologists with disabilities, and transgender psychologists, and other psychologists who are members of underrepresented groups. In considering nominees, the Committee will also consider the range of major fields and specializations in psychology and the geographic diversity represented in its membership."

- Distribution of letters inviting the four major ethnic minority psychological associations and Divisions 44 (Society for the Psychological Study of Lesbian, Gay, Bisexual, and Transgender Issues) and 45 (Society for the Psychological Study of Ethnic Minority Issues) to appoint liaisons to the Committee. The National Latino/a Psychological Association has appointed a liaison who will attend the Spring and Fall 2012 consolidated meetings.

- The Disability Issues Office in Psychology formed a Student/Early Career Disability Advisory group to better address the unique issues of students with disabilities.

- The Disability Issues Office in Psychology operates an on-line mentoring program which provides opportunities for APA members with disabilities to mentor psychology students with disabilities, early career psychologists with disabilities, and psychologists in the field who develop a disability.

- Minority Fellowship Program (MFP). Advocated for MFP funding and for formal authorization of the program, with activities including: coordinating the cross-discipline coalition dedicated to MFP issues; providing an advocacy training at APA's MFP Psychology Summer Institute, after which trainees took part in 10 congressional visits; and began an ongoing coordinated advocacy campaign that facilitated APA Committee on Ethnic Minority Affairs members meeting with staff in their congressional district offices.

- PsycAdvocate® Day. Partnered with Education GRO for the inaugural PsycAdvocate® Day, which included a Continuing Education advocacy workshop on effectively communicating with policymakers and over 100 participant meetings with congressional members and staff on Capitol Hill.

- APA Congressional Fellowship Program. Entered its 38th year, with the Program's current Fellows serving in the offices of Senator Jeff Bingaman (D-NM) and Senator Jon Tester (D-MT). Convention activities included a booth in the APA Convention Exhibit Hall and a symposium that featured former Congressional Fellows still working in public policy in Washington, DC.

- The CEMRRAT2 Task Force, with support from the OEMA staff, was able to solicit proposals, review, identify and select projects for funding, and authorize OEMA to disburse funds for the CEMRRAT Implementation Grants Fund (IGF) program. Grants were awarded totaling $45,000 across seven priority areas, with an additional $26,000 awarded to special projects and partnership initiatives, such as the Leadership Development Institute, the Women's Leadership Conference and National Multicultural Conference & Summit (NMCS) Mentoring Workshop.

- The BSSV Program produces a quarterly newsletter (***CBO Focus***) for CBOs across the US and US Territories who have received training and/or capacity building assistance (CBA) from BSSV staff and our BSSVs and/or those who would benefit from the BSSV Program's services. CBO Focus- provides updates on key research topics, offers key information on HIV prevention initiatives spearheaded by the Centers for Disease Control and Prevention (CDC), highlights new CBA resources and tools, features a CBO who has experienced key success as a result of receiving CBA, information on key meetings, conferences, etc. that would be of interest to CBO HIV prevention management and front-line staff.

- The BSSV Program has initiated a **Peer to Peer (P2P) Network** of over 70 different CBOs across the country to date. The P2P Mentorship Initiative was to create an integrated network of peer mentoring and information exchange by connecting community-based organizations (CBOs) with common capacity building assistance (CBA) needs and complementary program strengths. It is our goal that from this program, CBOs receive the support they require and explore the possible collaborations and partnerships. To date, there have been two P2P meetings via webinar covering topics such as the implementation of evidence based interventions (EBIs) such as Healthy Relationships and CLEAR and key lessons learned.

- In July 2012, WPO hosted Lirie Lokaj, a National Albania American Council Fellow. Ms. Lokaj, who is from Kosovo, Balkans is interested in learning more about gender-related materials that she can use in her professional training in family therapy.

- The CWP Network works in partnership with the Committee on Women in Psychology (CWP). The Network serves as a coalition of women's committees within psychology, including representatives from divisions, state, and regional associations without formally-organized committees on women.

- Governance Survey: Representation of Women, Ethnic Minorities, Gay Men, Lesbians and Bisexuals, and Individuals with Disabilities on APA Boards and Committees. The Governance Survey is a Council of Representatives directed effort to better determine where in the governance pipeline diversity issues may need to be more addressed. WPO staff, CWP, and the Center for Workforce Studies (CWS) staff worked to improve the governance survey including options for data collection, especially ideas to increase response rates, and the future of the

survey. The 2012 Governance Survey was distributed to all members of APA governance on September 11, 2012. CWS staff will provide a preliminary report to CWP during its Fall 2012 meeting. The final report was provided to the Boards and Committees on the cross-cutting agenda during the Spring 2013 Consolidated Meetings.

- Seven of the 17 individuals on Recovery to Practice committees are self-identified consumers of mental health services. All consumers have equal access in the decisions rendered by their respective committees.

- Scheduling an open meeting for member of color at every Consolidated Meeting.

- The Presidents or senior officials from 19 organizations in 18 countries attended the 2012 APA convention.

- APA signed a Memorandum of Understanding (MOU) with the Japanese Psychological Association and with Spanish Psychological Association during the 2012 Convention. APA has an MOU with the national psychology associations in ten countries. These formalized interaction and exchange agreements articulate the mutual goals of APA and the psychology association, and agree to regularly communicate and consider the development of joint activities. Activities in 2012 included a symposium at the International Congresses of Psychology in Cape Town, South Africa, APA convention activities and visits at the APA headquarters.

- Officials from national psychology associations received invitations to attend select APA leadership conference activities

- The Office of International Affairs provided Travel Awards for international attendees to attend the APA Convention. This competitive program, supported by a provision of $10,000 by the Board of Convention Affairs from the APA abatement funds provided 20 awards to convention attendees from Azerbaijan, Brazil, China, Egypt, Guatemala, Haiti, India, Israel, Korea, New Zealand, Nigeria, the North Marianas Islands, Palestine, Spain, and the United Kingdom, including 9 students, 2 early career, and 9 senior career psychologists.

- APAGS Committee on Ethnic Minority Affairs met for a two day meeting, June 25-26, 2012. The committee worked on updating its vision and strategic plan, and received training in advocacy from the Public Interest Government Relations Office, culminating in visits with Congressional offices to support the Minority Fellowship Program.

APAGS hosts a number of listservs for different constituent groups. The following listservs representing diverse constituencies are hosted by APAGS:

- APAEMGS – for ethnic minority graduate students

- APAGSABILITIES – for students with disabilities
- APAGSLGBT – for LGBT graduate students
- APAGSINTERNATIONAL – for international students
- APAGSWOMEN – for women graduate students

- As part of APA's policies and procedures, the APA central office established and maintains a system to assist APA staff and governance members who may need and request reasonable accommodation.

In all of our marketing campaigns, whether in support of APA membership or the APA convention, the mix of campaign pieces as well as who is pictured within those pieces is always done with sensitivity to diversity issues. We feature people who are ethnically, racially and physically diverse. We also recognize that there is diversity in the way people like to receive information and what will be important to them about APA membership or an APA event.

In addition, a number of our membership marketing campaigns target student and early career psychologists or psychologists in training. That demographic pool is more diverse than the current membership. The success of these outreach campaigns will add diversity to the APA membership.

In its membership recruitment and retention strategic plan, the Membership Board is incorporating proposals that increase minorities' sense of welcome and membership in APA.

The Committee on Early Career Psychologists (facilitated by the directorate's Membership and Convention Marketing Office) focuses its work on early career psychologists and their interests, for example determining barriers to licensure and career development. The early career cohort within APA is the most diverse segment of the membership.

APA's new member e-newsletter, *APA Access*, features a broad range of APA events and products including many on diversity issues and concerns.

Diversity Training and P&C Board Action Plan on Enhancing Diversity

The P&C Board Action Plan and Updates included the following:

- P&C Board members are reminded to be on the lookout for micro-aggression, specifically in relationship to editor searches and P&C Board slate development.

- The "How to Review a Manuscript" P&C Board-sponsored session at the APA convention is designed to encourage ethnic minority authors and early career authors to join the APA Publications program as reviewers. This session was scheduled during the past six APA conventions, and the P&C Board remains committed to its inclusion going forward.

Two early career psychologists and one graduate student served on the P&C Board's subcommittee, Electronic Resources Advisory Committee (ERAC).

Participation in the APA Peer Review Process

The 2012 P&C Board has nine members, each of whom serves for 6 years. Three members are female (33%) and one member is an ethnic minority (11%).

The peer review process for APA journals is performed by editorial board members (Editors and Associate Editors) and non-board members (Consulting Editors and Ad Hoc Reviewers). In total, 3,798 persons who self-identified as women (40% of total), and 1,034 persons who self-identified as ethnic minorities (11% of total) participated in the peer review process in 2012. Women were 24% of Editors, 46% of Associate Editors, 36% of Consulting Editors, and 41% of Ad Hoc Reviewers. Ethnic minorities were 5% of Editors, 14% of Associate Editors, 10% of Consulting Editors, and 11% of Ad Hoc Reviewers.

The overall rate of participation by women over the last 12 years (i.e., 2001–2012) has increased by 6%. Over the 12-year period, women Editors decreased 2%, Associate Editors increased 5%, Consulting Editors increased 4%, and Ad Hoc Reviewers increased 7%. The overall rate of participation by ethnic minorities over the last 12 years has increased by 6%. Over the 12-year period, ethnic minority Editors increased by 5%, Associate Editors increased by 10%, Consulting Editors increased by 4%, and Ad Hoc Reviewers increased by 6%.

APA Journals central office places a specific call for reviewers of underrepresented groups to identify themselves as potential reviewers. These calls appear in APA Journals in print and on the website at http://www.apa.org/pubs/authors/underrepresented.aspx. Over the last year, these calls for reviewers have generated 46 responses.

Specific instructions are given to the Chairs of Editorial Search Committees (P&C Board members) to promote ethnic minority representation on the search committee and among nominees.

GOAL 4: To expand support for diversity in the training of psychologists

A. Promote diversity in the K-12 pipeline

- TOPSS has posted minority recruiting recommendations on its website at http://www.apa.org/ed/topss/minority_recruit.html for high school psychology teachers. The recommendations aim to expose students to academic and career options in psychology and encourage students to consider pursuing psychology as a career.

- In 2012, TOPSS posted a Resource Manual for New Teachers of High School Psychology to its website at http://www.apa.org/ed/precollege/topss/resource-manual.aspx, which provides resources and helpful advice to new psychology teachers.

- The APA Council of Representatives approved the revised National Standards for High School Psychology Curricula (August, 2011). The National Standards are being promulgated to state boards of education, state psychological associations, social studies supervisors, and members of TOPSS. The second revision of the National Standards includes a preamble on incorporating diversity issues throughout the high school psychology course and includes several overarching themes that focus on multicultural and global perspectives that are important for understanding psychology. The Standards were reviewed for cultural diversity issues consistent with the APA Guidelines on Multicultural Education, Research, Practice, and Organizational Change for Psychologists (APA, 2003). Additionally, the new Standards include a new Domain on Sociocultural Context.

- The APA Council of Representatives approved Guidelines for Preparing High School Psychology Teachers: Course-Based and Standards-Based Approaches (February 2012), which outlines models for teacher preparation and promotes quality teaching. The Guidelines were reviewed for cultural diversity issues consistent with the APA Guidelines on Multicultural Education, Research, Practice, and Organizational Change for Psychologists (APA, 2003).

- TOPSS conducts diversity reviews of all unit lesson plans and has produced a Cross-Cultural Psychology unit lesson plan. A unit lesson plan on the Psychology of Sexual Orientation was published in 2008, developed collaboratively by the APA TOPSS Committee and the APA Committee on Lesbian, Gay, Bisexual, and Transgender Concerns. Recently, unit lesson plans on Emotions and Motivation were produced after diversity reviews were conducted.

- CONA works to promote inclusion of knowledge about adult development and aging in all levels of education and to increase the number of psychologists interested in aging, of which there are very few either in the educational pipeline or working in the field. CONA's *Building the Psychology Workforce to Serve Older Adults Initiative* strives to expose more students to the psychological

dimensions of aging and the multiple opportunities to gain exposure to the rich variety of diverse older adults in our society. For example, CONA developed an article and a PowerPoint presentation, "Preparing Students for Working with Older Adults for the Teachers of Psychology in Secondary Schools".

- OEMA provided staffing support to CEMA as it reviewed and discussed the proposal developed by its Multicultural Competence Award Working Group (MCC WG), composed of representatives from the CEMRRAT2 Task Force, the APAGS/CEMA, the Committee of Teachers of Psychology in Secondary Schools (TOPSS), the Committee on Psychology in Community Colleges (PT@CC), and CEMA. The MCC WG was tasked with designing an award that would recognize psychology programs/departments across the educational pipeline (e.g. high school curriculum/program/teacher, undergraduate and graduate/department), which best exemplify effective and meaningful implementation of the *APA Multicultural Guidelines on Multicultural Education, Training, Research, Practice and Organizational Change for Psychologists.*

GOAL 4: To expand support for diversity in the training of psychologists

B. Promote diversity in psychology graduate and undergraduate training

- The Science Directorate provides an APA Convention travel grant annually to the recipient of the Jeffrey Tanaka Dissertation Research grant (selected by the Public Interest Directorate). This arrangement between the two directorates has been in place for more than 20 years.

- The Science Directorate, in collaboration with the Public Interest Directorate, provides annual funding to the Society for Multivariate Experimental Psychology to support their summer program in quantitative training for under-represented groups, organized in conjunction with the APA Annual Convention. The Society succeeded in obtaining NSF grant support for this activity, and APA's support for the activity was helpful in winning that outcome.

- The Office of Graduate and Post Graduate Education and Training in collaboration with a work group from the Council of Chairs of Training Councils (CCTC) has developed A Developmental Model for the Defining and Measuring Competence Professional Psychology (ACBWG, 2007). Among one of the foundational competencies within the document is a section regarding Individual-cultural Diversity which is the awareness and sensitivity in working professionally with diverse individuals, groups and communities who represent various cultural and personal background and characteristics.

- The APA Guidelines for the Undergraduate Psychology Majors provides suggested goal and related learning outcomes for the psychology major, which includes sociocultural and international awareness. The student enrolled in the undergraduate program in psychology will recognize, understand, and respect the complexity of sociocultural and international diversity.

- Updated the Graduate Faculty in Psychology Interested in Lesbian, Gay, Bisexual, & Transgender Issues for implementation in 2013.

- Finalizing a revision of the Health Lesbian, Gay, Bisexual, and Transgender Youth in Schools, which targets school-based health care professionals.

- Provided APA publications for workshops conducted by a member in Delaware.

- The Disability Issues Office in Psychology, in collaboration with the Committee on Disability Issues in Psychology (CDIP), developed two Resource Guides for Students with Disabilities which consists of articles developed by both members of CDIP and the Disability Issues Office in Psychology staff. Topics include overview of disability legislation, strategies for students with disabilities to consider in navigating the internship match process, suggestions for honing conflict resolution skills, and important issues to consider for a career in academia.

- Public Interest Government Relations Office staff served as co-chair of the Public Policy Committee of the Eldercare Workforce Alliance to guide federal advocacy efforts in support of key geriatric education and training initiatives and the promotion of interdisciplinary team health care.

- OEMA completed and finalized the evaluation for the **Diversity Project 2000 and Beyond (DP2kB)** initiative. Since 1994, the major element of the initiative has been a four-day Summer Institute for community college honor students of color interested in pursuing a career in psychology. Over the years, DP2kB has enjoyed funding support from APA's OEMA and Education Directorate, the National Institute of Drug Abuse (NIDA), the National Institute of Mental Health, and the Psi Beta Honor Society.

- The Education Directorate supports the Diversity Recruitment Fair at the annual meeting of the Council of University Directors of Clinical Psychology.

- The Board of Educational Affairs (BEA) Task Force on Psychology Major Competencies completed a draft revision of the APA Guidelines for the Undergraduate Psychology Major by the end of 2012. In 2013, the Board of Educational Affairs (BEA) is requesting review and comment on the draft revision of the APA Guidelines, which has been posted on the Education Directorate Public Comment website at http://apaoutside.apa.org/EducCSS/Public/. BEA is specifically requesting guidance regarding how the dimension of diversity should be included in the document. For example, one option is to infuse diversity throughout the document (as is the case with the current draft), a second option is to include diversity as a major goal, and a third option is to include diversity as a major goal as well as infusing diversity throughout the guidelines. BEA has also recommended that the various APA guideline statements regarding diversity be cited and referenced in the Guidelines document. At the conclusion of this review and public comment period in 2013, and following a legal review, the document will be circulated to all APA governance groups with a request that the Council of Representatives approve as governance groups with a request that the Council of Representatives approve as Association policy the revised Guidelines for the Undergraduate Psychology Major. Upon approval by Council, these new Guidelines will replace the earlier Association policy. (APA, 2006)

- Provided stipend, tuition, health insurance, and travel support to approximately 27 predoctoral fellows in psychology through the Mental Health and Substance Abuse Services (MHSAS) fellowship. This program is funded by a grant from SAMHSA and supports individuals whose primary goal is to provide mental health and/or substance abuse services to ethnic minority communities in the public sector.

- Provide dissertation grants to MHSAS fellows and alumni.

- Provide assistance to psychology fellows who are applying for internships.

- Conducted the Psychology Summer Institute (PSI) which included advanced doctoral students. This program is a week-long intensive training that provides mentoring and career development to approximately 25 participants each year as they develop research and services projects focusing on ethnic minority issues.

- Worked with the Government Relations Offices from the Public Interest, Education, and Science Directorates to advance funding for training ethnic minorities in psychology and neuroscience on Capitol Hill and in federal agencies.

- Collaborated with offices within the Public Interest and Education Directorates to develop new, fundable training programs.

- Through the Recovery to Practice initiative, we began piloting a curriculum which integrates culturally competent, recovery-based practices for individuals with serious mental illness.

- CONA, the Division 40 Scientific Advisory Committee, Division 20, and the Committee on Early Career Psychologists sponsored a mentoring event for graduate students and early career investigators, Speed Mentoring Building Careers in Geropsychology and Neuropsychology at the APA 2012 and 2013 Conventions.

- The Office on Aging developed Geropsychology: It's YOUR Future - Discover the answers…Be a part of the solution that discusses career opportunities for education and training, research and practice with older adults as well as other useful information and resources.

- The Office on Aging and Committee on Aging is working to implement the recommendations of the Institute of Medicine's 2012 report: Mental Health and Substance Use Workforce for Older Adults: In Whose Hands? in which the office and Education Directorate successfully secured the representation of psychological practice and research. APA's input noted the role of psychologists at the forefront of research and development of interventions and assessment tools to address the special needs of growing ethnic populations, linguistic minorities, residents of long term care, elders of low socioeconomic status, and lesbian, gay, bisexual and transgender elders.

- CIRP sponsors the Division International Activities Program (DIAG to provide seed money for divisions to promote international activities that are innovative and sustainable. In 2012, an award was given to Division 2 and Division 52 to internationalize Project Syllabus – a web resource for peer-reviewed syllabi.

APAGS held sessions on the following topics of interest to constituents of diverse backgrounds:

- Food for Thought Breakfast, featuring Dr. Cheryl Boyce, Chief of the Behavioral and Brain Development Branch and Associate Director for Child and Adolescent Research within the Division of Clinical Neuroscience and Behavioral Research, National Institute of Drug Abuse (NIDA), National Institutes of Health (NIH), Department of Health and Human Services (DHHS)
- Women of Color in Academic & Professional Settings
- Disclosing LGBT Identity in the Supervisory Relationship: Risks, Challenges, and Rewards
- Psychology Without Borders: A Roundtable Discussion on International Teaching, Research and Service
- Challenging Heteronormativity in the Applied Psychology Classroom
- Women Supporting Women: Mentoring Between APAGS and Eminent Psychologists (4B)
- The OIA publicizes materials on internationalizing the psychology curriculum and promotes study abroad activities, and Fulbright and other academic and professional international activities

GOAL 4: To expand support for diversity in the training of psychologists

C. Promote diversity in post-doctoral training

- As part of the Science Directorate's Advanced Training Institutes (ATI) Program, a new institute on Research Methods with Diverse Racial and Ethnic Groups, held at Michigan State University, was created in 2008 and has been offered every year since then. The institute has become one of the most popular ones offered and the Science Directorate plans to continue to support it in future years.

- The Science Government Relations Office represents APA within the Collaborative for Enhancing Diversity in Science (CEDS), a coalition with the goal of increasing collaboration among associations, societies, federal agencies, and private foundations in creating a more diverse scientific workforce. Most recently, CEDS published the summary report from its March 2012 workshop, "Enhancing Diversity in Science: Working Together to Develop Common Data, Measures and Standards," with funding from the National Institutes of Health (NIH), the National Science Foundation (NSF), and the W. T. Grant Foundation. GRO staff continue to work with CEDS to disseminate the report to policymakers and other stakeholders to implement the workshop recommendations, including encouraging the White House Office of Science Technology Policy to establish an interagency working group to define common data elements for improved tracking of underrepresented trainees and to encourage a National Academy of Sciences' review of current data collection efforts by agencies, universities and colleges and other organizations.

- The Science Government Relations Office is working closely with cognizant program staff across NIH to identify and support minority training opportunities in psychology.

- The Science Directorate continued to address STEM issues and the diversity of the scientific workforce in the 2010 Science Leadership Conference. That conference generated a large set of proposals that are being implemented by governance groups and staff.

- Practice Directorate communications include content relevant to a range of diversity issues.

- Office of Graduate Education & Training does offer the BEA Innovative Awards to graduate programs that has in the past awarded programs that offer best practices related to multicultural perspectives.

- The Education Government Relations Office advocates for the Graduate Psychology Education Program in the US Department of Health & Human Services Health Resources & Service Administration which provides funds for training at the doctoral level and postdoctoral levels including internships and

residencies for a diverse psychology workforce to provide behavioral health services to underserved populations throughout the nation.

- Provided stipend, health insurance, and travel support to 2 post-doctoral fellows in psychology through the Mental Health and Substance Abuse Services (MHSAS) fellowship.

- Monitored and provided technical assistance as the APA and members address "Conscience Clause" legislation cropping up around the country in state legislatures.

- Updated the Graduate Faculty in Psychology Interested in Lesbian, Gay, Bisexual, & Transgender Issues for implementation in 2013.

- Supported CLGBTC participation in development and dissemination of a CE on Sexual Orientation Change Efforts and Affirmative Psychotherapy, which is now available as an online CE. Provided ongoing technical support to the Joint Division 44/CLGBTC Task Force on Guidelines for Psychological Practice with Transgender and Gender Non-Conforming Clients as the Task Force conducts its work. The Task Force was a recommendation of the Report of the 2009 APA Task Force on Gender Identity and Gender Variance.

- At the ICP 2012, Dr. Norman Anderson, CEO made a presentation on the Michigan Project for Informed Public Policy's Know Us Project and one on Sexual Orientation Change Efforts and Affirmative Psychotherapy.

- Worked with the APA Office of General Council on the development of two Amicus briefs: Golinski v. United States Office of Personnel Management (7/12) and Windsor V. United States of America (9/12).

- Briefed APA United Nations team on the work of the LGBTCO.

- Provided technical assistance to a legal team in India arguing in their country's Supreme Court in favor of upholding a lower court ruling that overturned a law criminalizing consensual same-sex relations. The office provided APA amicus briefs and numerous citations requested.

- OEMA solicited applications, coordinated review and selection, and coordinated grant award processes for the three 2012 awardees of OEMA's Promoting Psychological Research and Training on Health Disparities Issues (ProDIGs) grants to early career faculty at minority-serving institutions. Three faculty members were each awarded approximately $6,500 for research activities preliminary to preparation of a major research/training grant, as well as additional funding of approximately $2,500 to support their mandatory attendance at the seven day 2012 MFP/PSI professional development institute from July 8-14, 2012.

- CONA established a liaison with Council of Professional Geropsychology Training Programs (CoPGTP) to encourage training opportunities for post-licensure psychologists; appointed a representative to the Professional Geropsychology Synarchy; participated in the structuring of a geropsychology resource website, GeroCentral, a CODAPAR-funded initiative; and, supported an application to the American Board of Professional Psychology (ABPP) for geropsychology to become an ABPP specialty.

- The Committee on Aging incorporates diversity issues in its annual CE Workshop, "What Psychologists Should Know about Working with Older Adults."

- CONA always provides comments on petitions for recognition of specialties and proficiencies in professional psychology to assure that needs of older adults are understood and addressed by relevant subfields of psychology.

- *Cyber Mentors: A Training Program for HIV/AIDS Researchers Working on Health Disparities* is an innovative research mentorship program designed to prepare researchers who have not yet received RO1 level funding, and who are either from underrepresented groups and/or are interested in HIV/AIDS research with racial and ethnic groups that are overrepresented with HIV/AIDS. The Cyber Mentors Program, funded through a grant from the National Institute of Mental Health (NIMH), utilizes state-of-the-art distance learning technologies (e.g., webcasts, online classrooms, etc.) to assist mentees achieve three major goals: (1) develop and implement a career development plan focused on building the capacity to conduct independent research in the area of HIV/AIDS and health disparities; (2) conceptualize, draft, and submit a high-quality research application to an appropriate NIH funding mechanism; and, (3) establish a mutually supportive network of professional colleagues with common research interests (see **www.apa.org/pi/aids/programs/cyber** for details). In 2012, the Office on AIDS submitted a renewal application for funding of the program which is still under consideration and hopefully will be funded in 2013.

- Provided stipend, health insurance, and travel support to 1 post-doctoral fellow in psychology through the Mental Health and Substance Abuse Services (MHSAS) fellowship.

- Provided mentoring and professional development opportunities for fellows through workshops, poster sessions, and annual progress report activities.

- Conducted the Psychology Summer Institute (PSI) which included post-doctoral trainees. See above for a full description.

- Worked with the Government Relations Offices from the Public Interest, Education, and Science Directorates to advance funding for training ethnic

minorities in psychology and neuroscience on Capitol Hill and in federal agencies.

- The Office of International Affairs provided supplementary support for international attendees at the APA Advanced Training Institutes organized by the Science Directorate.

GOAL 4: To expand support for diversity in the training of psychologists

D. Promote diversity in psychology faculty

- As part of the Science Directorate's Advanced Training Institutes (ATI) Program, a new institute on Research Methods with Diverse Racial and Ethnic Groups, held at Michigan State University, was created in 2008 and has been offered every year since then. The institute has become one of the most popular ones offered and the Science Directorate plans to continue to support it in future years.

- The Science Government Relations Office is working closely with cognizant program staff across NIH to identify and support minority training opportunities in psychology.

- Commission on Accreditation requires APA accredited graduate programs that their program has and implements a thoughtful and coherent plan to provide students with relevant knowledge and experiences about the role of cultural and individual diversity in psychological phenomena as they relate to the science and practice of professional psychology. The avenues by which these goals are achieved are to be developed by the program.

- Programs accredited by the APA Commission on Accreditation (CoA) are expected to articulate and implement systematic, coherent, and long-term efforts to both recruit and retain faculty from individually and culturally diverse backgrounds. The avenues by which these efforts are achieved are developed by the program relative to its goals and objectives.

- Updated the Graduate Faculty in Psychology Interested in Lesbian, Gay, Bisexual, & Transgender Issues for implementation in 2013.

- Conducted the Psychology Summer Institute (PSI) which included early career faculty. Several small grant recipients of the Promoting Psychological Research and Training on Health Disparities Issues (ProDIGS) program, sponsored by the Office of Ethnic Minority Affairs, attend PSI each year.

- IHAP fact sheet for Graduate Psychology Faculty and Training Directors

- CIRP and the OIA published a brochure on "Going International" for psychologists contemplating academic exchange abroad

GOAL 4: To expand support for diversity in the training of psychologists

E. Promote understanding of the importance of diversity among faculty and trainers of psychologists

- The Science Government Relations Office is working closely with cognizant program staff across NIH to identify and support minority training opportunities in psychology.

- The Advisory Committee on Colleague Assistance (ACCA) affirms culturally relevant application across all aspects of public and professional information, referral practices, and clinical intervention. It is well established that most aspects of health and impairment are influenced by cultural context (i.e. age, race/ethnicity, sexual orientation, able-bodiness, language, religion/spirituality, class). ACCA supports the integration of cultural relevance into all facets of colleague assistance and professional wellness, including but not limited to, issues surrounding confidentiality, stigma in the workplace, and dual relationships. ACCA also makes every effort to ensure consideration of cultural context through national, state, and local levels with regard to colleague assistance.

- The Commission on Accreditation (CoA) of the APA continues to review doctoral, internship and postdoctoral residency training programs in terms of their quality based upon the Guidelines and Principles for Accreditation of Programs in Professional Psychology. Those guidelines call for programs: to respect diverse individuals and have appropriate policies in place that reflect this respect (Domain A and Domain E); to include issues of cultural diversity and individual differences in all aspects of the education and training curriculum (Domain B); to make systematic efforts to recruit and retain students/interns/residents and faculty/staff that represent diversity (Domain D); to provide a systematic and planned education plan that provides students/interns/residents with relevant knowledge about the role of diversity in psychological phenomena and the practice of professional psychology (Domain D); and to provide relevant outcome data on its efforts to ensure competency in these areas among its current and former students/interns/residents (Domain F).

- Programs accredited by the APA Commission on Accreditation (CoA) are expected to articulate and implement systematic, coherent, and long-term efforts to both recruit and retain faculty from individually and culturally diverse backgrounds. The avenues by which these efforts are achieved are developed by the program relative to its goals and objectives.

- The Disability Issues Office in Psychology launched its first module, *Students with Disabilities in the Social and Behavioral Sciences*, as part of the DisABILITIES Resource Toolbox (DART) which provides the tools training

directors and faculty need to increase their knowledge of disability issues. New toolkits will be added continuously.

- In August 2011, worked with the APA Office on AIDS to leverage a grant opportunity it had to implement the training of the workshop developed by Healthy Lesbian, Gay, and Bisexual Students Project in six U.S. cities. Three were ultimately contracted with the HOPE project.

- Through the Recovery to Practice initiative, we began the development of a curriculum which integrates culturally competent, recovery-based practices for individuals with serious mental illness.

- WPO took the lead on preparing a written statement on APA's behalf to the National Academies of Sciences conference "Seeking Solutions: Maximizing American Talent by Advancing Women of Color in Academia." To review the testimony, please visit http://www/apa/org/pi/women/bennet-tyestimony.pdf

- The Violence Prevention Office (VPO) developed and coordinates two programs that reach out mostly to low income, minority families and children as statistics show that racial and ethnic minorities are overrepresented as victims and/or perpetrators of violence:

- The ACT Raising Safe Kids Program launched in 2001 and revised 2011 is designed to educate parents and caregivers to improve parenting skills and practices and create safe, healthy, nurturing environments that protect children and youth from violence, abuse and its consequences. The program achieves its goals by partnering with a variety of community-based, state-level organizations and overseas universities and by training professionals (psychologists and others) to deliver the 8-module program to parents and caregivers. Annually the ACT Program reaches thousands of parents with low socio-economic status and diverse racial and ethnic backgrounds in the US and in some Latin American countries. Program training and educational materials are available in English and Spanish.

- The Effective Providers for Child Victims of Violence Program funded by a cooperative agreement with US DOJ/Office for Victims of Crime, was launched in 2012 to increase mental health professionals' capacity and effectiveness to treat children and adolescents victimized by violence. The program curriculum is organized in five modules addressing the best available science on the impact of violence and trauma on children and adolescents, trauma-focused assessments tools and evidence-based trauma focus treatment models. The national training program is delivered in two levels: Level I involves regional train-the-trainer 2-day workshops to prepare mental health professionals (EP Trainers) to take the program messages and curriculum to local professionals that provide mental health services or referrals to services and Level II involves community-based 1-day workshops conducted by EP Trainers. Since the program was launched in

spring 2012 almost 1,000 mental health professionals and others have attended the program local workshops.

GOAL 5: To promote diversity in psychological research and practice

A. Increase diversity in psychological research topics and methodologies

- The Science and Education Directorates jointly staffed a 2009 APA Presidential Task Force on "The Future of Psychology as a STEM Discipline." A major topic addressed by the task force is the diversity of the scientific workforce and training pipeline across subfields of psychological science.

- The Science Government Relations Office is working closely with cognizant program staff across NIH to identify and support minority training opportunities in psychology.

- The Science Government Relations Office represents APA within the Collaborative for Enhancing Diversity in Science (CEDS), a coalition with the goal of increasing collaboration among associations, societies, federal agencies, and private foundations in creating a more diverse scientific workforce. Most recently, CEDS published the summary report from its March 2012 workshop, "Enhancing Diversity in Science: Working Together to Develop Common Data, Measures and Standards," with funding from the National Institutes of Health (NIH), the National Science Foundation (NSF), and the W. T. Grant Foundation. GRO staff continue to work with CEDS to disseminate the report to policymakers and other stakeholders to implement the workshop recommendations, including encouraging the White House Office of Science Technology Policy to establish an interagency working group to define common data elements for improved tracking of underrepresented trainees and to encourage a National Academy of Sciences' review of current data collection efforts by agencies, universities and colleges and other organizations.

- The Science Directorate sponsors an annual Executive Branch Science Fellowship program, directed by staff in Science and Science Government Relations. This is a companion program to the APA-wide Congressional Fellowship program. Both programs pursue both broad and targeted advertising to enhance the diversity of applicants and eventual fellows.

- The APA Steering Committee on Health Disparities has identified key areas of interest on which to focus its efforts including obesity and women, health disparities in boys and men, implementation science's role in health disparities intervention, and the relationship between stress and health disparities. The Steering Committee's first project is to bring together researchers and practitioners to determine evidence-based interventions to eliminate or reduce health disparities and to develop best practices in this area as well.

- The CAPP Task Force on Serious Mental Illness and Severe Emotional Disturbance (TFSMI/SED) has a dedicated position on the committee for a consumer of mental health services who is also a psychologist. Also, to assure

that the needs of children are not overlooked, two positions on the Task Force are reserved for psychologists with backgrounds in Severe Emotional Disturbances of childhood.

- The Practice Research and Policy Department routinely gathers information from members. Data are analyzed in terms of multiple aspects of diversity including disability status and race and ethnicity of participants and their clients. Staff looks at data from internal surveys and published reports to understand practice patterns and trends.

- The Advisory Steering Committee for Clinical Treatment Guideline Development members and staff also carefully consider a wide range of diversity issues (e.g. cultural factors influence on the effectiveness of treatment and health disparities) when delineating procedures for guideline development.

- The Center for Psychology in Schools and Education office research efforts always include demographic and cultural factors that play a role in school and domain success and recently staffed a task force on diversity in educational outcomes.

- Worked with the Public Interest Government Relations Office, in coordination with LGBT health care advocacy organizations, to meet with NIH and SAMSHA, and continues to develop advocacy plans related to LGBT health, especially with regard to monitoring NIH, CDC, and other federal agencies' implementation of recommendations in the Institute of Medicine's groundbreaking report released in March 2011 entitled The Health of Lesbian, Gay, Bisexual, and Transgender People: Building a Foundation for Better Understanding. Five APA members served on the committee that wrote the report, as well as one more as a consultant and three others as reviewers.

- The report of the Presidential Task Force on Immigration continually emphasizes the need for culturally competent and developmentally appropriate research and practice with the immigrant population that adheres to APA's Multicultural Guidelines. With regard to research, in particular, the report recommends increased methodological rigor in sampling, cultural validity and reliability of constructs, and use of mixed methods.

- In August, met with staff of the National Institutes of Health (NIH) Office of Extramural Research to advocate for NIH to expand and enhance its research focus on LGBT populations;

- This year, OEMA recruited three early career faculty members into ProDIGs, which seeks to increase the capacity of the ethnic-minority serving institutions and faculty to engage in health disparities research.

- The mission of The Committee on Aging (CONA) is to advance psychology as a science and profession and as a means of promoting health and human welfare by ensuring that older adults, especially the growing numbers of older women and members of minority groups, receive the attention of the Association.

- In 2012, the Office on AIDS submitted a renewal application for funding of *Cyber Mentors: A Sustainable Model for Developing Minority HIV Researchers*. This renewal application which is still under consideration and hopefully will be funded in 2013. The *Cyber Mentors: A Sustainable Model for Developing Minority HIV Researchers* is designed to prepare behavioral scientists for successful independent research careers in area of HIV/AIDS and health disparities. The mentoring of diverse researchers who are successful will ultimately impact the diversity of psychological research topics.

- COPA is hosting the first HIV/AIDS mentoring and networking session at the APA Convention which will include a panel of early career and senior psychologists and networking opportunities. Panelists will be investigators with NIH R01 funding. Cyber mentors will be invited to participate.

- Task Force on Trafficking of Women and Girls will review the state of the literature of theory, research, and practice relevant to the trafficking of women and girls. This review will include definitions, prevalence, nature, psychological, physical, and social effects, prevention, identification, intervention, and recommendations for future research, training, practice, and policy. The Task Force will produce a report summarizing its findings. A call for nominations was disseminated in November; generating more than 70 nominations. The 10-member task force consists of 9 women, two of whom are women of color and one member with a disability, and one man. The Task Force convened its first meeting December 2-4, 2011 at APA headquarters in Washington, DC.

- WPO received a grant from the National Science Foundation which will allow APA to create a research agenda that cultivates an emerging body of scholarly work on women with disabilities in STEM education. This will lead to broadening the participation and achievement of women with disabilities in all fields of STEM education. Former CDIP member Dr. Dolores Cimini serves as WWDSE project Co-chair. CWP member Dr. Julie Williams served as a panel chair during the workshop which convened October 16-17, 2012 at the Kellogg Conference Hotel, Gallaudet University in Washington, DC.

- Post-Partum Depression Consumer Brochure.

- One of the curriculum modules for the Recovery to Practice initiative focuses on scientific foundations from a recovery-based perspective.

- Through the Recovery to Practice initiative, we began piloting a curriculum which integrates culturally competent, recovery-based practices for individuals with serious mental illness.

- April 2012, Dr. Miles-Cohen attended an awards presentation at the White House honoring Dr. Cimini as a "Champion of Change" for her work in enhancing access to the STEM disciplines by students with disabilities through her research, leadership, and mentoring efforts.

- Dr. Miles-Cohen was also invited to present WWDSE preliminary results on the Broadening Research Participation Panels at the recent NSF 2012 Joint Annual Meeting of awardees funded by the Directorate for Education and Human Resources Division of the Academy for Human Resource Development, held in Washington, DC in June 2012.

APAGS awarded the following grants and awards in diversity and research:

- The APAGS Diversity Dissertation Grant was awarded to Marissa Corona, University of Washington, and Arti Sarma, Arizona State University

- The APAGS LGBT Dissertation Grant was awarded to Kimberly Michelle Nelson, University of Washington

- The Carol Williams-Nickelson Award for Women's Leadership and Scholarship in Women's Issues was awarded to Michelle Vella, Lehigh University

This goal is central to the mission of APA's Office of International Affairs and to APA's Committee on International Relations in Psychology (CIRP).

- The Office of International Affairs promoted diversity in the following ways not already mentioned:
    - The OIA regularly includes articles with examples of international research in its quarterly newsletter.
    - The Senior Director's column in the APA Newsletter *Psychology International* regularly calls readers' attention to issues in indigenous psychology worldwide
    - In 2012, the OIA worked with Professionals Abroad to develop an APA-endorsed visit to Cuba for professional meetings and exchange. The APA International Learning Partner Program (AILPP) will offer future trips to China and Cuba.

- APA's Committee on International Relations in Psychology (CIRP) promoted this goal in the following ways not already noted:
    - In 2012, 28 awards were given for US psychologists to attend conferences in the Canada, Germany, Great Britain, Ireland, the Netherlands, South Africa, Spain, and Turkey. The majority of the

applicants attended the International Congress of Psychology in South Africa.

GOAL 5: To promote diversity in psychological research and practice

B. Promote sensitivity and understanding of diversity in psychological practice

- The Board of Professional Affairs oversees professional practice guideline development. Existing APA professional practice guidelines address an array of diversity issues including older adults, GLBT individuals and multicultural. Practice Directorate staff actively promulgates these guidelines and ensures that these policies are represented in policy development. PD staff also uses these guidelines as a foundation for additional communications with members.

- The Practice Directorate's department of Legal and Regulatory Affairs is examining strategies that will assist psychologists in overcoming barriers to providing services to underserved, diverse Medicaid populations. Additionally, LRA is engaging with states to determine ways to promote psychologists' involvement with Medicaid and the provision of psychological services in rural areas and/or areas with significant minority populations, where access to behavioral health services is limited.

- Promotion of psychological services using telehealth technologies can help to improve patient access, particularly to specialized services such as neuropsychology, forensic psychology or child psychology that might not otherwise be widely available in underserved areas. While APA does not yet have guidelines for psychologists using telehealth technologies in providing psychological services, the joint APA-ASPPB-APAIT Telepsychology Task Force (charged with developing such guidelines) does recognize that psychologists must be both technologically competent in using relevant technologies as well as culturally competent (e.g., development across the lifespan, health status, gender and ethnicity) in addressing the diversity needs of the patients they serve.

- Allowing doctoral-level, licensed psychologists with additional training in psychopharmacology to prescribe can improve patient access to comprehensive care for their mental health needs, particularly those patients in rural or underserved areas. In developing guidelines for postdoctoral education and training in psychopharmacology, APA has emphasized that training programs provide didactic and supervised clinical training "that encourage sensitivity to the interactions between pharmacological interventions with development across the lifespan, gender, health status, and ethnicity of patients." Existing prescribing psychologists are practicing in very rural and underserved areas as evidenced by the distribution of those authorized to prescribe in the U.S. Public Health Service, U.S. Indian Health Service and in New Mexico.

- One of the Practice Directorate's Government Relations key advocacy objectives centers on Medicare. Adequate support for Medicare ensures that older adults have access to psychological services.

- APA has partnered with the YMCA since 2008 to reach out to diverse families with resources for healthy living. The collaboration includes national and local efforts, some with a particular emphasis on communities with the highest burden of disease. Numerous APA members, including Josephine Johnson, PhD and Jennifer Kelly, PhD have brought their expertise to this project.

- Provided ongoing technical support to the Joint Division 44/CLGBTC Task Force on Guidelines for Psychological Practice with Transgender and Gender Non-Conforming Clients as the Task Force conducts its work. The Task Force was a recommendation of the Report of the 2009 APA Task Force on Gender Identity and Gender Variance.

- Webpages under development for publication in 2013 include one on LGBT aging and one on helping to make psychologists aware of and sensitive to the unique needs of "straight spouses" from marriages where one member comes out as LGBT.

- Supported CLGBTC participation in development and dissemination of the CE workshop *APA Task Force on Appropriate Therapeutic Responses to Sexual Orientation—Affirmative Practices*, **which** was presented at the 2012 Convention and recorded and now available as an online CE. (noted in 4C).

- At the ICP 2012, Dr. Anderson made a presentation on Sexual Orientation Change Efforts and Affirmative Psychotherapy.

- Participated in submission proposal for the APA Convention 2013 symposium *Responding to Sexual Orientation Change Efforts: Affirmative Policy and Treatment*, which was accepted.

- In July, the LGBTCO was awarded a two-year $150,000 grant from the Arcus Foundation to enhance its secretariat support for The International Network for Lesbian, Gay, and Bisexual Concerns and Transgender Issues in Psychology (the Network) and to form partnerships with the Psychological Society of South Africa and the Psychological Association of the Philippines to build their capacity to support the human rights of LGBT people in Africa and Southeast Asia. Activities are going well. The office requested and received a no-cost extension through November, 2013.

- Continued to provide technical assistance to the Psychological Society of South Africa and the Psychological Association of the Philippines on their Arcus funded projects.

- In its secretariat role with the Network, the LGBTCO solicited LGBT-related programming for the 2012 International Congress of Psychology, which included developing and distributing promotional brochures in English and French. The LGBTCO submitted one symposium, three individual papers, and worked with an

APA International Network Representative on another paper, all of which were accepted. The office produced a Quick Reference Guide of LGBT related programs and meetings, and distributed 300 of them on site.

- BAPPI approved CYF's submission for the 2013 APA Convention program on "Culture and Health Disparities among Asian Americans and native Hawaiians: Indigenous Theory, Research, and Practice." This symposium will address the value of an indigenous world view of relational well-being embedded in Hawaiian culture as a critical perspective in ameliorating health disparities for Hawaiians across the lifespan. This symposium builds on a major research program conducted by CYF member, Dr. Laurie McCubbin.

- CYFO is working with OGC to plan and conduct the APA/ABA Joint National Conference, *addressing the Unspeakable: Confronting Family and Community Violence – the Intersection of Law and Psychology*. This 3-day continuing education conference, to be held in DC march 2-5, 2013, will feature more than 40 plenary and invited sessions addressing the broad range of issues related to the exposure of children, youth, and families to violence in and around the home, community and society. Subject matter will be addressed from the perspectives of prevention, intervention, and policy & advocacy. Topics have been chosen to specifically include a range of experiences and needs, including but not limited to: juvenile justice, racial and ethnic disparities, domestic violence, LGBT concerns, protecting persons with disabilities, elder abuse, and helping families/access to care and services.

- In 2011, APA's Council of Representatives adopted the Guidelines for Assessment of and Intervention with Persons with Disabilities, which help psychologists conceptualize and implement more effective, fair and ethical psychological assessments and interventions with people who have disabilities. This set of 22 guidelines was developed by APA's Task Force on Guidelines for Assessment and Treatment of Persons with Disabilities, and recently published in the American Psychologist, February 2012.

- Cohosted three September events with the University of Utah's National Center for Veterans Studies focused on suicide prevention in military and veteran populations, including a dinner honoring Medal of Honor recipient Sal Giunta, a day-long best practices working group meeting, and two congressional briefings.

- Collaborated with Rep. Ann Marie Buerkle to host a workshop on the mental health of military service members, veterans, and their families.

- Worked with the Public Interest Government Relations Office, in coordination with LGBT health care advocacy organizations, to meet with NIH and SAMSHA, and continues to develop advocacy plans related to LGBT health, especially with regard to monitoring NIH, CDC, and other federal agencies' implementation of recommendations in the Institute of Medicine's groundbreaking report released in

March 2011 entitled *The Health of Lesbian, Gay, Bisexual, and Transgender People: Building a Foundation for Better Understanding*. Five APA members served on the committee that wrote the report, as well as one more as a consultant and three others as reviewers.

- Provided technical assistance to the Psychological Association of the Philippines on non-discrimination policy development.

- Disseminated the International Council for Science (ICSU) Principal of Universality, revised in September, 2011, to include gender identity and sexual orientation; worked with the APA International Affairs Office advocating for the revision.

- The Office on Aging continues to disseminate Assessment of Older Adults with Diminished Capacity: A Handbook for Psychologists Assessment of Older Adults with Diminished Capacity: A Handbook for Psychologists to prepare psychologists with competency in addressing the growing number of older adults and the accompanying increase in individuals with cognitive impairment. A 2012 survey found that 73% of psychologists who received the handbook used it to assist with clinical evaluations, 42% for student/intern training, and 41% for legal or forensic evaluations. 84% of respondents recommended the handbook to colleagues or students. The series of handbooks for psychologists, lawyers, and judges continues to be popular with 27,104 web hits in the first four months of 2012 and over 20,000 hard copies distributed by APA and ABA to date.

- Wave II of the *Survey of Professional Geropsychology Training and Experiences* conducted by the Office and the Education Directorate collected data regarding diversity of the geriatric populations that psychologists serve and of the psychologists who provide these services.

- The Office regularly updates the online APA *Family Caregivers Briefcase for Psychologists* including its pages on cultural diversity and caregiving and variations of practice for culturally diverse groups.

- The Office on Aging and the Committee on Aging incorporate diversity components in its annual CE Workshop, "What Psychologists Should Know about Working with Older Adults."

- CWP members Drs. Cynthia de las Fuentes, Ramani Durvasula, Joan Chrisler, and Nancy Sidun, members submitted a proposal and presented on a symposium entitled, "The facets and faces of human trafficking: The psychological and public health crisis of the 21st Century" at the 2012 International Congress of Psychology on July 22-27, 2012 in Cape Town, South Africa. *Due to scheduling conflicts, Dr. de las Fuentes was unable to attend.

- A conference title "Inequity to Equity: Promoting Health and Wellness of Women with Disabilities" was co-sponsored by APA entities and other organizations.

- Selected Meetings/Briefings attended by WPO Staff:

    - *Measuring the underlying drivers of gender inequalities, Dr. Gabe Twose* (http://www.oecd.org/document/19/0,3746,en_2649_33935_50239507_1_1_1_1,00.html)

    - *Commercial Sexual Exploitation and Sex Trafficking of Minors in the United States, Dr. Gabe Twose* (http://iom.edu/Activities/Children/SexualExploitationSexTrafficking/2012-FEB-29.aspx)

    - *Homeland Security Secretary Janet Napolitano on DHS Efforts to Combat Human Trafficking, Dr. Gabe Twose* (http://www.americanprogress.org/events/2012/05/napolitano.html)

    - *Champions of Change: STEM Equality For Americans with Disabilities, Dr. Shari Miles-Cohen* (http://www.whitehouse.gov/champions/STEM-equality-for-Americans-with-disabilities)

    - *Clearinghouse for Women's Issues: Title IX at 40, Ms. Tanya L. Burrwell* (http://www.womensclearinghouse.org)

    - *Agenda-setting 2012 Nationally and Globally - Leveraging Women's Voices, Dr. Shari Miles-Cohen* (http://www.ncrw.org/events/2012/06/20/ncrw-annual-conference-2012-strengthening-womens-economic-security-and-leadership)

    - *NSF 2012 JAM Broadening Participation Research, Dr. Shari Miles-Cohen* (http://www.cvent.com/events/nsf-jam12-broadening-participation-research-/event-summary-824cd52f3312454c88f37de48dc9d7e1.aspx?i=724a13bd-d860-4c4d-a8d1-c58d917ee057)

    - *National Academies of Sciences Seeking Solutions: Maximizing American Talent by Advancing Women of Color in Academia, Dr. Shari Miles-Cohen* (http://sites.nas.edu/wocconference/)

    - *Women's Leadership as an Academic Discipline, Dr. Shari Miles-Cohen* (http://athenacenter.barnard.edu/events/athenarutgersspelman-academic-conference)

    - *Improving Preventive Health Care Services for Women with Disabilities: A Toolbox, Dr. Shari Miles-Cohen*

(http://www.apa.org/pi/women/resources/newsletter/2012/04-06/announcements.aspx)

- *APA Leadership Institute for Women in Psychology (LIWP), Dr. Shari Miles-Cohen, Ms. Tanya Burrwell, and Ms. Kari Hill* (http://www.apa.org/pi/women/programs/leadership/index.aspx)

- Many of the curriculum modules for the Recovery to Practice initiative have been developed to focus on psychological practice from a recovery-based perspective.

Bersoff Presidential Cultural Award

The PI Executive Office provided support for one of 2013 APA President Donald N. Bersoff's, PhD, JD presidential initiatives, the 2013 Bersoff Presidental Cultural Awards, which recognize graduate departments that successfully recruit and graduate doctoral students who are U. S.-born ethnic minorities, as well as ethnic minorities/U.S.-residents born outside of the U. S. from regions such as the Middle East, Asia, Africa, the Caribbean, and Latin America.

A total of 19 nominations were received, from which three were chosen to receive the award. These programs will each receive $2,500 and be recognized during a special ceremony to be held at the APA's 2013 Convention in Hawaii immediately following the Presidential Address.

APAGS awarded the following training grants:

- APAGS-CEMA Training Grant – Kiara Alvarez, University of Texas, Austin, "Multicultural School Psychology: Enhancing Practice, Promoting Research"
- APAGS-CEMA Training Grant – Quiera Lige, University of Cincinnati, "Ethnic Minority Enrichment in Research and Graduate Education (E.M.E.R.G.E.)"
- APAGS-CEMA Training Grant – Nayra del Carmen Rodriguez Soto, University of Puerto Rico, "A Workshop Series in Mixed Methods Research: A Training Experience for Puerto Rican Psychology Graduate Students"
- Shraddha Sundaram, University of Florida, "Building Strength Through Mentorship"
- APAGS-LGBT Training Grant – Engin Ege, "Unmasking Power and Privilege in Graduate Training: Spotlight on the LGBTQ Population"
- APAGS Disabilities Grant – Megan Cobb, Auburn University, "Conversations about Mental Health and Disability: Breakout Sessions at the Annual Alabama Transition Conference"

APA BOOKS CONCERNED WITH DIVERSITY **Appendix A**

Copyright Year	Title	Authors / Editors	Release Month	Release Year
1996	Answering Your Questions About AIDS	Seth C. Kalichman	January	1996
1996	Religion and the Clinical Practice of Psychology	Edward Shafranske	May	1996
1996	Guide to Psychotherapy and Aging	Steven H. Zarit, and Bob G. Knight	October	1998
1996	Ethnocultural Aspects of Posttraumatic Stress Disorder	Anthony J.Marsella, Matthew J.Friedman, Ellen T.Gerrity, Raymond Scurfield	February	1996
1996	Understanding Violence Against Women	Nancy A. Crowell, and Ann W. Burgess	June	1996
1997	Bridging Separate Gender Worlds	Carol L. Philpot, Gary R. Brooks, Don-David Lusterman, and Roberta L. Nutt	January	1997
1997	Learning to Slow It Down and Pay Attention	Kathleen Nadeau and Ellen Dixon	July	1997
1998	Violence Against Children in the Family and the Community	Penelope K. Trickett, and Cynthia D. Schellenbach	March	1998
1998	Children Exposed to Marital Violence	George W. Holden, PhD, Robert A. Geffner, PhD, and Ernest N. Jouriles, PhD	January	1998
1998	Understanding AIDS, Second Edition	Seth C. Kalichman	July	1998
1999	Integrating Spirituality into Treatment	William R. Miller, PhD	June	1999
1999	Emotion and Culture: Empirical Studies of (s)	Shinobu Kitayama, and Hazel Rose Markus	December	1997
1999	Tibby Tried It	Sharon and Ernie Useman	December	1998
2000	Best of Brakes	Patricia O. Quinn, M.D. and Judith M. Stern, M.A	January	2000
2000	Handbook of Psychotherapy and Religious Diversity	P. Scott Richards, and Allen E. Bergin	December	1999
2000	Handbook of Counseling and Psychotherapy With Lesbian, Gay, and Bisexual Clients	Ruperto M. Perez, Kurt A. Debord, and Kathleen J. Bieschke	October	1999
2000	Psychology and the Aging Revolution: How We Adapt to Longer Life	Sara Honn Qualls, PhD, and Norman Abeles, PhD	July	2000
2000	Hidden Prejudice	Michael L. Perlin	March	2000
2000	Relationships Among Asian American Women	Jean Lau Chin	June	2000
2000	Sparky's Excellent Misadventures: My ADD Journal, by Me	Phyllis Carpenter	December	1999
2000	Elana's Big Ears, Or How I Became the Best Big Sister in the World	Gloria Roth Lowell	January	2000
2001	ADD and the College Student, Rev. Ed.	Patricia O. Quinn, MD	February	2001
2001	Addressing Cultural Complexities in Practice	Pamela A. Hays, PhD	May	2001

2001	Putting on the Brakes, Rev. Ed.	Patricia O. Quinn, MD, and Judith M. Stern	June	2001
2001	Otto Learns About His Medicine, 3rd Ed.	Matthew Galvin, M.D.	July	2001
2001	Body Image, Eating Disorders, and Obesity in Youth	J. Kevin Thompson, PhD, and Linda Smolak, PhD	April	2001
2001	Unequal Rights: Discrimination Against People With Mental Disabilities and the Americans With Disabilities Act	Susan Stefan, JD	October	2000
2001	Culture and Family Violence: Fostering Change Through Human Rights Law	Roger J. R. Levesque, PhD, JD	October	2000
2001	Mom, Dad. I'm Gay. How Families Negotiate Coming Out	Ritch C. Savin-Williams, PhD	December	2000
2001	Ethnopolitical Warfare: Causes, Consequences, and Possible Solutions	Daniel Chirot, PhD, and Martin E.P. Seligman, PhD	December	2000
2001	Ethics in HIV-Related Psychotherapy: Clinical Decision Making in Complex Cases	John R. Anderson, PhD, and Bob Barret, PhD	February	2001
2001	Domestic Violence in the Lives of Children	Sandra A. Graham-Bermann, PhD, and Jeffrey L. Edleson, PhD	May	2001
2001	Luna and the Big Blur	Shirley Day	December	2000
2001	ADD and the College Student, Rev. Ed.	Pat Quinn	February	2001
2002	Living With Childhood Cancer (H) [LifeTools]	Leigh A. Woznick, and Carol D. Goodheart, EdD	September	2001
2002	Assistive Technology	Marcia J. Scherer, PhD	November	2001
2002	Hollow Promises	Susan Stefan, JD	November	2001
2002	Violence and Gender Reexamined	Richard B. Felson, PhD	March	2002
2002	Assessing Individuals With Disabilities (S)	Ruth B. Ekstrom, EdD, and Douglas K. Smith, PhD	March	2002
2002	Inside Story on Teen Girls (S) [LifeTools]	Karen Zager, PhD, and Alice Rubenstein, EdD	April	2002
2002	Gender, Work Stress, and Health	Debra L. Nelson, PhD, and Ronald J. Burke, PhD	July	2002
2003	Asian American Psychology	Gordon C. Nagayama Hall, PhD and Sumie Okazaki, PhD	August	2002
2003	Acculturation (H)	Kevin M. Chun, PhD, Pamela Balls Organista, PhD, and Gerardo Marin, PhD	September	2002
2003	Assessment of Family Violence (H)	Eva L. Feindler, PhD, Jill H. Rathus, PhD, and Laura Beth Silver, PsyD	September	2002
2003	Breast Cancer Notebook	Ava Louise Stanton, LCSW, and Geoffrey M. Reed, PhD	October	2002
2003	Group Psychotherapy for Women With Breast Cancer	James L. Spira, PhD, MPH, ABPP, and Geoffrey M. Reed, PhD	October	2002

2003	Integrating Aging Topics Into Psychology (S)	Susan Krauss Whitbourne, PhD, and John C. Cavanaugh, PhD	October	2002
2003	Year My Mother Was Bald	Ann Speltz	November	2002
2003	Stress Management Intervention for Women With Breast Cancer (combo)	Michael H. Antoni, PhD	November	2002
2003	Breathe Easy, Second Edition	Jonathan H. Weiss, PhD	December	2002
2003	Inside Story on AIDS (S) [LifeTools]	Seth C. Kalichman, PhD	March	2003
2003	Little Tree: A Story for Children With Serious Medical Problems	Joyce Mills	June	2003
2003	Teaching Gender and Multicultural Awareness (S)	Phyllis Bronstein, and Kathryn Quina	May	2003
2004	Defining Difference (H)	Andrew S. Winston, PhD	August	2003
2004	Casebook for a Spiritual Strategy (H)	P. Scott Richards, PhD, and Allen E. Bergin, PhD	September	2003
2004	From Child Sexual Abuse to Adult Sexual Risk (H)	Linda J. Koenig, PhD, Lynda S. Doll, PhD, Ann O'Leary, PhD, and Willo Pequegnat, PhD	October	2003
2004	Health Consequences of Abuse in the Family	Kathleen Kendall-Tackett, PhD	November	2003
2004	Culture and Competence (H)	Robert J. Sternberg, PhD, and Elena L. Grigorenko, PhD	February	2004
2004	Assessment of Partner Violence (H)	Jill H. Rathus, PhD, and Eva L. Feindler, PhD	February	2004
2004	110 Experiences for Multicultural Learning (S)	Paul B. Pedersen	March	2004
2004	Racial Identity in Context: The Legacy of Kenneth B. Clark	Gina Philogene, PhD	May	2004
2004	Gentle Willow, 2nd Ed.	Joyce Mills	November	2003
2004	Oh Brother! Growing Up With a Special Needs Sibling	Kathleen Nadeau and Ellen Dixon	August	2004
2005	Learning to Slow Down, 3rd Ed.	Kathleen G. Nadeau, PhD, and Ellen B. Dixon, PhD	August	2004
2005	Parenting Children With ADHD (S) [LifeTools]	Vincent J. Monastra, PhD	September	2004
2005	Judeo-Christian Perspectives on Psychology (H)	William R. Miller, PhD and Harold D. Delaney, PhD	September	2004
2005	Spiritually Oriented Psychotherapy (H)	Len Sperry, MD, PhD, and Edward P. Sharfranske, PhD	November	2004
2005	On the Stigma of Mental Illness (H)	Patrick W. Corrigan, PsyD	November	2004
2005	Recovery in Mental Illness (H)	Ruth O. Ralph, PhD, and Patrick W. Corrigan, PsyD	August	2004
2005	Evaluating Sexual Harassment (H)	William E. Foote, PhD, and Jane Goodman-Delahunty, JD, PhD	July	2004
2005	Schizophrenia in Late Life (H)	Philip D. Harvey, PhD	October	2004
2005	Genetic Testing for Cancer (H)	Andrea Farkas Patenaude, PhD	July	2004
2005	Preventing Sexual Violence (H)	John Q. La Fond, JD	January	2005

2005	Causes of Rape (H)	Martin L. Lalumiere, PhD, Grant T. Harris, PhD, Vernon L. Quinsey, PhD, and Marnie E. Rice, PhD	January	2005
2005	Homophobia and the Law (H)	Amy D. Ronner, JD, PhD	March	2005
2005	HIV+ Sex (H)	Perry N. Halkitis, PhD, Cynthia A. Gomez, PhD, and Richard J. Wolitski, PhD	March	2005
2005	Spiritual Strategy for Counseling and Psychotherapy, 2nd Ed.	P. Scott Richards, PhD, and Allen E. Bergin, PhD	June	2005
2005	Featuring Females	Ellen Cole, PhD; Jessica Henderson Daniel, PhD, ABBP	June	2005
2005	Cory Stories: A Kid's Book About Living	Jeanne Kraus	August	2004
2005	Sammy the Elephant and Mr. Camel, 2nd Ed.	Joyce Mills and Richard Crowley	March	2005
2006	Sexual Orientation and Mental Health	Allen Omoto and Howard Kurtzman	August	2005
2006	Psychosocial Issues Near the End of Life	James Werth and Dean Blevins	August	2005
2006	The Aging Workforce: Realities, Myths, and Implications for Organizs.	Jerry Hedge, Walter Borman, S. Lammlein	September	2005
2006	Constructive Divorce: Procedural Justice and Sociolegal Reform	Penelope Eileen Bryan	September	2005
2006	Always My Grandpa: A Story for Children About Alzheimer's Disease	Linda Scacco	October	2005
2006	Women and Victimization: Contributing Factors, Interventions, and	TK Logan et al.	October	2005
2006	Ethical Practice in Small Communities	Janet Schank and Thomas Skovholt	December	2005
2006	Preventing Youth Violence in a Multicultural Society	Nancy Guerra and Emilie Phillips Smith	December	2005
2006	Survival Guide for College Students With ADD or LD, Second Edition	Kathleen G. Nadeau	January	2006
2006	Mental Health Care for Urban Indians	Tawa Witko	March	2006
2006	Culturally-Responsive Cognitive-Behavioral Therapy	Pamela Hays and Gayle Iwamasa	April	2006
2006	50 Activities and Games for Kids With ADHD	Patricia O. Quinn and Judith M. Stern	May	2006
2006	Imagine a Rainbow: A Child's Guide for Soothing Pain	Brenda Miles	February	2006
2006	Manual de Estilo de Publicaciones de la APA. Guia de Entrenamiento Para el Estudiante		June	2006
2006	Manual de Estilo de Publicaciones de la APA, Version Abreviado		June	2006
2006	Manual de Estilo de Publicaciones de la APA. Guida Para el Maestro		June	2006
2007	Handbook of Counseling and Psychotherapy with Lesbian, Gay, Bisexual, and Transgender Clients, 2nd Edition	Bieschke, Perez, and DeBord	August	2006

2007	Spiritual Approaches in the Treatment of Women With Eating Disorders	P. Scott Richards	August	2006
2007	Becoming Culturally Oriented: Practical Advice for Psychologists and Educators	Nadya Fouad and Patricia Arredondo	August	2006
2007	Child Development and Social Policy: Knowledge for Action	J. Lawrence Aber et al.	August	2006
2007	Recompensas Para Niños Por Buen Comportamiento	Virginia Shiller	August	2006
2007	Annie's Plan: Taking Charge of Schoolwork and Homework	Jeanne Kraus	September	2006
	Striped Shirts and Flowered Pants: A Story About Alzheimer's Disease For Young Children	Barbara Schnurbush	September	2006
2007	Bereavement in Late Life	Robert O Hansson	September	2006
2007	Dialogues on Difference: Studies of Diversity in the Therapeutic Relationship	Christopher Muran	September	2006
2007	Psychology and Economic Injustice: Personal, Professional, and Political Intersections	Bernice Lott and Heather Bullock	September	2006
2007	Why Aren't More Women in Science?	Stephen Ceci and Wendy Williams	November	2006
2007	Medical Adherence and Aging	Denise Park and Linda Liu	January	2007
2007	My Grandpa Had a Stroke	Dori Hillestad Butler	April	2007
2007	It Hurts When I Poop!	Howard Bennett	May	2007
2007	Clouds and Clocks, 2nd Ed.	Matthew Galvin, M.D.	April	2007
2007	The Muscular Ideal	J. Kevin Thompson	April	2007
2007	Assessing Hispanic Clients Using the MMPI-2 and MMPI-A	James Butcher	May	2007
2008	Full Mouse, Empty Mouse [on Eating Disorders]	Dina Zekhausen	August	2007
2008	Harry Goes to the Hospital	Howard Bennett	March	2008
2008	Listening to Battered Women: A Survivor-Centered Approach	Lisa Goodman and Deborah Epstein	October	2007
2008	Unlocking the Potential of Patients With ADHD	Vincent Monastra	November	2007
2008	Commemorating Brown Vs. Board of Education	Glenn Adams	December	2007
2008	Multiculturalism and Intergroup Relations	Fathali Moghaddam	December	2007
2008	Women Street Hustlers	Barbara Rockell	March	2008
2008	Studying Psychology in the United States	Williams-Nicholson, Hassan, & Fouad	April	2008
2008	How Caregiving Affects Development	Kim Shifren	September	2008
2009	Attention Girls! A Guide to Learn All About Your AD/HD	Pat Quinn	February	2009
2009	Becoming a Calm Mom	Deborah Roth Ledley	October	2008
2009	Body Image, Eating Disorders, and Obesity in Youth	Linda Smolak	November	2008
2009	The Glass Ceiling in the 21st Century	Manuela Barreto	November	2008
2009	Trauma Services for Women in Substance Abuse Treatment	Denise Hien	December	2008
2009	Realizing Social Justice	Maureen Kenny	December	2008
2009	Revitalizing Retirement	Nancy Schlossberg	February	2009
2009	Preventing Partner Violence	Daniel Whitaker	March	2009
2009	Psychological and Physical Aggression in Couples	K. Daniel O'Leary	May	2009
2009	Aging and Cognition	Hayden Bosworth	May	2009
2009	Poverty and Brain Development During Childhood	Sebastian Lipina	June	2009

2009	Studying Ethnic Minority and Economically Disadvantaged Pops	George Knight	June	2009
2009	Treatment of Posttraumatic Stress in Special Populations	Kim Mueser	June	2009
2009	Putting on the Brakes, 2nd E. Ed.	Pat Quinn and Judy Stern	October	2008
2009	Putting on the Brakes Activity Book, 2nd Ed.	Pat Quinn and Judy Stern	February	2009
2009	Luna and the Big Blur: A Story for Children Who Wear Glasses	Shirley Day	September	2008
2010	Risk Assessment for Domestically Violent Men	Zoe Hilton	August	2009
2010	Feminist Therapy	Laura Brown	September	2009
2010	Handbook of Rehabilitation Psychology, 2nd Edition	Robert Frank	September	2009
2010	Helping Families and Communities Recover From Disaster	Ryan Kilmer	September	2009
2010	Lesbian and Gay Parents and Their Children	Abbie Goldberg	September	2009
2010	Nonmedication Treatments for Adult ADHD	J Russell Ramsay	September	2009
2010	Relational-Cultural Therapy	Judith Jordan	September	2009
2010	Chaos and Its Influence on Children's Development	Gary Evans	October	2009
2010	Family Therapy	William J. Doherty and Susan H. McDaniel	October	2009
2010	Strengthening Couple Relationships for Optimal Child Development:	Marc S. Schulz, Marsha Kline Pruett, Patricia K	October	2009
2010	Child Development at the Intersection of Emotion and Cognition	Susan D. Calkins and Marth Ann Bell	November	2009
2010	Male, Female, Second Edition	David Geary	November	2009
2010	Play Therapy for Preschool Children	Charles E. Schaefer	November	2009
2010	Beyond the Crisis of Masculinity	Gary Brooks	December	2009
2010	Emotion-Focused Therapy for Complex Trauma: An Integrative Appro	Sandra C. Paivio and Antonio Pascual-Leone	January	2010
2010	Methodologies for Conducting Research on Giftedness	Rena Subotnik	February	2010
2010	Ethical Dilemmas in Fertility Counseling	Judith Horowitz	March	2010
2010	Police Interrogations and False Confessions: Current Research, Pra	G. Daniel Lassiter and Christian A. Meissner	March	2010
2010	Talking About Sexual Assault	Sarah Ullman	March	2010
2010	APA Handbook of Intercultural Communication	David Matsumoto	April	2010
2010	Emotions, Aggression, and Morality in Children: Bridging Developme	William F. Arsenio and Elizabeth A. Lemerise	April	2010
2010	Grief in Childhood (H)	Michelle Y. Pearlman, Karen D'Angelo Schwal	April	2010
2010	Elusive Alliance (H)	David Castro-Blanco and Marc S. Karver.	May	2010
2010	Insider's Guide to the Psychology Major	Amira A. Rezec, William Kuskist, PhD	June	2010
2010	My Big Fat Secret: How Jenna Controls Her Emotions and Eating	Lynn Schechter	September	2009
2010	Kate, the Ghost Dog	Wayne L. Wilson	November	2009
2010	Black Jack Jetty	Michael A. Carestio	April	2010
2010	The Bald-Headed Princess: Cancer, Chemo, and Courage	Maribeth Ditmars	April	2010
2010	Type 1 Teens: A Guide to Managing Your Diabetes	Korey Hood	June	2010
2011	Many Ways to Learn, 2nd Ed.	Judith Stern and Uzi Ben-Ami	August	2010
2011	College, Is Your Teen Ready? A Guide for Teens With ADD or LD	Theresa Maitland and Pat Quinn	October	2010
2011	Applying to College With ADD or LD	Bythe Grossberg	September	2010
2011	Moving Beyond Prejudice Reduction	Linda Tropp and Robyn Mallett	January	2011
2011	The Psychology of Prejudice	Lynne Jackson	January	2011
2011	How Intimate Partner Violence Affects Children	Sandrah Graham-Berman and Alytia Levendos	February	2011

2011	Social Anxiety in Adolescents and Young Adults	Candice Alfano and Deborah Beidel	March	2011
2011	Spiritually Oriented Interventions for Counseling and Psychotherapy	Jamie Aten, et al.	March	2011
2011	Young Children With ADHD: Early Identification and Intervention	George DuPaul and Lee Kern	April	2011
2011	Bilingualism and Cognition	Eugene Garcia and Jose Nanez	May	2011
2011	Coparenting: A Conceptual and Clinical Examination of Family Syste	James McHale and Kristin Lindahl	June	2011
2011	Couples Therapy for Domestic Violence: Finding Safe Solutions	Sandra Stith et al.	June	2011
2012	Conviction of the Innocent: Lessons From Psychological Research	Brian Cutler	August	2011
2012	Stepfamily Therapy: A 10-Step Clinical Approach	Scott Browning and Elise Artelt	August	2011
2012	Gender Differences in Prenatal Substance Exposure	Michael Lewis and Lisa Kestler	October	2011
2012	The Immigrant Paradox in Children and Adolescents	Cynthia Garcia-Coll and Amy Kerivan-Marks	October	2011
2012	Multicultural Care: A Clinician's Guide to Cultural Competence	Lillian Comas-Diaz	December	2011
2012	The Adolescent Brain: Learning, Reasoning, and Decision-Making	Valerie Reyna et al.	December	2011
2012	Social Categories in Everyday Experience	Shaun Wiley et al.	December	2011
2011	Russell's World: A Story for Kids About Autism	Charles Amenta	March	2011
2011	On Your Own: A College Readiness Guide for Teens s ADHD/LD	Patricia Quinn and Theresa Maitland	May	2011
2012	Why Are You So Scared? A Child's Book About Parents With PTSD	Beth Andrews	August	2011
2012	Mighty Mike Bounces Back: A Boy's Life With Epilepsy	Richard Skead and Mike Simmell	September	2011
2012	My Life By Me: A Kid's Forever Book	Beth Barber	October	2011
2012	Methodological Approaches to Community-Based Research	Leonard Jason and David Glenwick	February	2012
2012	Succeeding With Adult ADHD	Abigail Levrini and Frances Prevatt	February	2012
2012	Qualitative Strategies for Ethnocultural Research	Donna Nagata et al.	March	2012
2012	Conducting Multinational Research	Anne Marie Ryan et al.	April	2012
2012	AD/HD and the College Student	Patricia Quinn and Theresa Maitland	May	2012
2012	Asperger's Rules! How to Make Sense of School and Friends	Blythe Grossberg	May	2012
2012	Cultural Adaptations: Tools for Evidence-Based Practice	Guillermo Bernal and Melanie Rodriguez	May	2012
2012	Making Evidence-Based Treatments Work w Older Adults	Forrest Scogin and Avani Shah	June	2012
2013	Autism, the Invisible Cord: A Sibling's Diary	Barbara Cain	August	2012
2013	Caregiver Family Therapy	Sara Honn Qualls and Ashley Williams	October	2012
2013	Spiritual Interventions in Child and Adolescent Psychotherapy	Donald Walker and William Hathaway	November	2012
2013	Controversy in the Psychology Classroom: Using Hot Topics	Dana Dunn et al.	December	2012

APA VIDEOS CONCERNED WITH DIVERSITY **Appendix B**

Copyright Year	Title	Authors / Editors	Release Month	Release Year
2010	Counseling Latina/o Clients Using a Family Systems Perspective	Joseph M. Cervantes	October	2009
2010	Personality-Guided Therapy Over Time	Jeffrey Magnavita	September	2009
2009	Feminist Therapy Over Time	Laura Brown	May	2009
2009	Positive Psychology With Male Clients	Mark S. Kiselica	November	2008
2009	Family Therapy Over Time	Susan H. McDaniel	February	2009
2009	Working With Immigrants	Rita Chi-Ying Chung	October	2008
2009	Adapting Psychotherapy for Working With Older Adults	Bob G. Knight	September	2008
2009	Adolescents With Bipolar Disorder	David J. Miklowitz	September	2008
2009	Treatment With Defiant and Aggressive Adolescents	Fred J. Hanna	August	2008
2009	Culturally Oriented Career Counseling	Nadya Fouad	August	2008
2008	Constructivist Therapy Over Time	Robert A. Neimeyer	June	2008
2008	Coming Out in Adulthood	Ritch C. Savin-Williams	May	2008
2008	Working With Arab Americans	Naji Abi-Hashem	March	2008
2008	Working With Veterans	Gary R. Brooks	March	2008
2008	Inclusive Cultural Empathy	Paul B. Pedersen and Jon Carlson	January	2008

APA VIDEOS CONCERNED WITH DIVERSITY **Appendix B**

Copyright Year	Title	Authors / Editors	Release Month	Release Year
2008	Counseling Clients Who Have Difficulty Getting Pregnant Again	Susan H. McDaniel	December	2007
2008	Counseling Clients Who Have Trouble Conceiving	Susan H. McDaniel	December	2007
2008	Hypnosis for Pain Control	David R. Patterson	November	2007
2008	Teenage Eating Disorders	Raine Weiner	October	2007
2008	Dialectical Behavior Therapy With Adolescents W/ Multiple Problems	Alec L. Miller	August	2007
2008	Adolescent Boys Who Are Suicidal	David A. Jobes	August	2007
2008	Adolescent Girls Who Are Suicidal	David A. Jobes	August	2007

Appendix C

Thesaurus Terms for Diversity

In 2013, the *Thesaurus of Psychological Index Terms* contains more than 8,947 controlled terms and references. The following terms are used for records that are related to under-served or diverse populations. Every new record in the database is indexed with terms from the Thesaurus. Staff assign major and minor terms with a maximum of 15 terms per record. The numbers in parentheses indicate the number of records for which the term has been used in the six databases as of January 25, 2013. These numbers are updated regularly, and as of January 25th these databases collectively contained more than 4.0 million records.

	PsycINFO	PsycARTICLES	PsycBOOKS	PsycCRITIQUES	PsycEXTRA	PsycTESTS
Aging						
Aged (Attitudes Toward)	1561	46	5	5	27	1
Age Differences	60203	4638	395	95	2157	26
Age Discrimination	254	16	4	4	60	0
Ageism	399	13	4	12	28	0
Aging	29506	1528	361	580	3652	48
Aging (Attitudes Toward)	1072	29	6	7	89	10
Aging in Place	50	0	0	0	9	0
Alzheimer's Disease	28178	446	32	58	1269	35
Elder Abuse	1116	6	7	10	194	12
Elder Care	2903	26	19	37	306	9
Geriatric Assessment	710	10	2	1	22	27
Geriatric Patients	10171	102	21	35	366	11
Geriatric Psychiatry	1093	9	0	23	11	1
Geriatric Psychotherapy	443	28	13	8	11	0
Geriatrics	6294	43	15	71	253	12
Gerontology	6935	136	130	218	461	9
Geropsychology	343	45	14	17	107	8
Physiological Aging	4422	120	41	19	102	3

Retirement	2944	81	26	25	401	11
Retirement Communities	232	1	2	2	23	0
Social Security	597	16	8	2	152	1
Disabilities						
Accommodation (Disabilities)	200	5	2	1	81	5
Albinism	103	4	1	0	2	0
Alienation	2010	58	18	26	58	17
Anencephaly	21	0	1	0	4	0
Aspergers Syndrome	2081	16	3	19	125	15
At Risk Population	27305	909	247	128	3306	39
Autism	18379	182	24	153	859	37
Blind	4159	168	31	26	221	6
Braille	273	11	0	1	14	0
Braille Instruction	70	1	0	0	3	0
Cerebral Palsy	3089	34	11	15	58	4
Cochlear Implants	1410	10	0	1	38	0
Cognitive Impairment	18808	454	111	62	790	73
Cornelia De Lange Syndrome	26	0	1	0	0	0
Crying Cat Syndrome	61	0	1	0	0	0
Deaf	8495	216	32	55	440	16
Deaf Blind	203	3	4	3	14	1
Developmental Disabilities	9489	86	35	120	682	20
Disabilities	11355	321	99	191	2044	31
Disability Discrimination	298	12	14	2	88	1
Disability Evaluation	349	12	3	1	95	11
Disability Laws	1126	28	42	12	336	2
Disability Management	296	8	3	1	48	2
Disabled (Attitudes Toward)	2349	83	10	13	107	11
Disabled Personnel	585	16	3	1	148	0
Dyskinesia	1275	12	0	0	1	1

Dyslexia	4938	79	7	57	119	3
Eye Disorders	810	10	6	1	50	2
Genetic Counseling	1219	25	8	14	35	1
Genetic Disorders	2914	32	32	10	125	0
Hearing Disorders	5468	56	32	17	204	1
Intellectual Development Disorder	33292	705	419	304	781	26
Intellectual Development Disorder (Attitudes Toward)	719	7	6	3	22	1
Learning Disabilities	18379	252	34	176	517	13
Learning Disorders	2033	51	12	36	68	4
Lipreading	433	6	0	3	15	1
Mental Illness (Attitudes Toward)	2788	143	47	19	313	73
Multiple Disabilities	1404	4	1	2	11	0
Muscular Disorders	2318	10	5	0	18	0
Muscular Dystrophy	745	5	3	3	12	0
Paralysis	1104	34	46	1	46	0
Paraplegia	386	15	1	0	10	1
Pervasive Developmental Disorders	5814	38	6	21	424	39
Physical Disabilities (Attitudes Toward)	921	56	19	9	65	12
Physical Illness (Attitudes Toward)	2202	67	20	3	75	20
Prader Willi Syndrome	373	3	1	2	9	0
Reading Disabilities	4733	187	21	43	70	4
Remedial Education	786	22	15	8	44	0
Sensory Disabilities (Attitudes Toward)	159	4	2	1	4	1
Special Education	20405	229	202	199	942	12
Special Education Students	5866	52	22	11	346	1
Special Education Teachers	3061	15	5	8	58	3
Special Needs	2615	26	118	41	411	6
Supported Employment	894	70	0	2	98	1
Tourette Syndrome	2264	22	5	12	61	2
Vision Disorders	5338	78	38	14	163	13
Workers' Compensation Insurance	400	10	6	0	52	0

Diversity (General)						
Disadvantaged	5718	190	45	51	677	0
Diversity	3431	170	76	29	687	17
Diversity in the Workplace	1395	54	20	12	283	11
Employment Discrimination	905	48	22	8	344	16
Equal Education	959	24	16	9	207	1
Group Differences	790	53	21	4	101	6
Hate Crimes	291	7	3	7	210	0
Human Rights	3581	92	133	49	723	3
Independent Living Programs	350	15	0	3	57	2
Individual Differences	20210	1989	875	344	1408	70
Labeling	2062	101	11	19	146	4
Mainstreaming	528	1	0	8	36	0
Mainstreaming (Educational)	4954	27	5	20	120	3
Prejudice	4674	467	119	106	602	34
Social Acceptance	4269	290	46	21	367	40
Social Equality	3569	83	70	37	618	16
Social Integration	2877	83	28	38	281	10
Social Justice	2310	66	30	18	488	13
Social Movements	2812	98	65	45	234	1
Sociocultural Factors	32012	907	642	608	1766	73
Stereotyped Attitudes	9693	796	78	71	880	69
Stigma	5002	207	40	32	815	66
Ethnicity/Race/Culture						
Acculturation	6791	287	49	30	637	103
Affirmative Action	751	77	8	8	236	14
African Cultural Groups	966	11	4	2	155	3
Alaska Natives	476	26	19	5	611	0
American Indians	5182	205	65	26	1491	5
Arabs	1912	62	16	15	193	5

Asians	7883	479	75	35	905	39
Bilingual Education	1232	18	3	17	67	2
Bilingualism	6327	268	15	58	301	6
Blacks	38061	1725	155	298	2956	80
Black Power Movement	67	1	0	3	8	0
Civil Rights	3051	143	107	46	1092	4
Civil Rights Movement	280	11	3	8	47	1
Cross Cultural Communication	1514	33	12	31	205	3
Cross Cultural Counseling	749	62	12	40	103	7
Cross Cultural Differences	37584	1526	438	489	1901	68
Cross Cultural Psychology	2219	138	40	158	401	8
Cross Cultural Treatment	1819	65	50	20	251	6
Culture	16698	561	483	379	1654	3
Culture Bound Syndromes	187	6	4	3	13	1
Cultural Deprivation	278	5	0	8	24	2
Cultural Sensitivity	4743	214	111	88	824	21
English as Second Language	4115	57	5	15	375	9
Ethnic Identity	10438	403	49	89	1199	82
Ethnic Values	961	52	7	6	83	15
Ethnocentrism	707	56	5	24	43	5
Ethnography	5290	37	54	64	472	1
Ethnolinguistics	398	10	0	3	4	0
Ethnology	1894	144	64	11	56	0
Foreign Language Education	2640	48	3	16	149	1
Foreign Language Learning	5755	99	9	33	162	9
Foreign Language Translation	6502	242	15	6	155	279
Foreign Languages	2409	85	9	14	101	4
Hawaii Natives	134	11	1	1	61	1
Indigenous Populations	2745	77	74	14	492	3
Interethnic Family	48	1	0	1	2	0
International Organizations	1944	73	15	19	835	0
International Psychology	153	34	2	3	460	2

International Relations	2666	165	95	60	829	3
International Students	1792	33	1	7	236	5
Interracial Adoption	311	4	0	12	40	1
Interracial Family	96	5	1	3	14	3
Interracial Marriage	341	8	4	11	37	2
Interracial Offspring	392	18	10	5	36	3
Inuit	442	9	54	2	18	0
Japanese Americans	148	5	1	1	35	2
Japanese Cultural Groups	836	22	18	4	85	10
Korean Cultural Groups	962	31	2	0	114	10
Latinos/Latinas	14517	573	89	65	1805	64
Mexican Americans	4877	206	10	19	180	22
Minority Groups	9611	541	159	140	2507	25
Multicultural Education	1436	46	23	14	178	7
Multiculturism	4727	298	73	109	929	30
Native Language	1048	25	3	11	103	2
Pacific Islanders	370	12	6	2	162	2
Race (Anthropological)	2448	143	144	48	403	2
Race and Ethnic Discrimination	2872	183	26	40	589	47
Racial and Ethnic Attitudes	5976	453	55	50	633	115
Racial and Ethnic Differences	25625	1409	314	172	2444	36
Racial and Ethnic Groups	9442	497	196	90	1487	20
Racial and Ethnic Relations	2819	153	65	76	524	30
Racism	4867	219	49	108	777	42
Romanies	189	0	2	1	11	0
School Integration	996	49	7	15	97	2
Southeast Asian Cultural Groups	1856	47	2	5	101	3
Transcultural Psychiatry	792	7	3	14	15	0
Vietnamese Cultural Groups	363	5	1	1	26	1
Whites	16093	1042	45	88	897	22

Gender

Androgyny	835	47	2	4	16	8
Battered Females	2765	72	38	36	347	13
Femininity	3730	190	31	36	161	38
Feminism	8756	187	106	243	992	4
Feminist Psychology	408	29	20	8	104	1
Feminist Therapy	635	28	23	32	62	0
Gender Identity	5261	131	23	99	612	26
Gender Identity Disorder	558	5	2	8	32	3
Human Sex Differences	84163	4415	523	376	4269	80
Masculinity	6034	436	67	88	659	47
Same Sex Education	117	3	2	0	23	0
Sex Discrimination	1896	137	20	16	228	10
Sex Linked Developmental Differences	1384	99	1	4	8	0
Sex Role Attitudes	8950	429	72	72	536	110
Sex Roles	14730	815	151	239	826	42
Sexism	1414	86	22	51	245	21
Transgender	834	24	1	3	310	11
Transsexualism	2352	29	16	42	296	6
Transvestism	385	5	5	8	11	3
Womens Liberation Movement	646	15	7	19	60	0
Poverty						
Homeless	4402	109	7	30	682	8
Homeless Mentally Ill	484	7	3	9	94	1
Lower Class	1124	76	20	11	27	1
Lower Class Attitudes	80	0	0	0	9	1
Lower Income Level	5647	196	18	18	849	1
Poverty	5349	110	109	101	909	2
Poverty Areas	376	4	5	14	140	0
Social Class	5431	211	119	102	222	4
Social Discrimination	2338	131	21	18	279	29
Socioeconomic Class Attitudes	576	8	6	2	67	3

Religion/Spirituality						
Agnosticism	50	3	18	0	5	0
AntiSemitism	556	29	5	11	38	0
Asceticism	81	6	8	1	4	0
Atheism	231	8	73	5	21	1
Bible	1224	10	223	17	35	2
Buddhism	1111	18	25	37	85	1
Buddhists	271	6	7	7	30	1
Catholics	987	29	41	25	109	0
Chaplains	176	4	0	0	20	0
Christianity	4846	80	863	66	130	13
Christians	1733	27	137	15	131	5
Clergy	1195	26	38	10	108	1
Confession (Religion)	39	2	3	0	1	0
Evangelists	178	0	9	2	17	0
Faith	1466	15	110	11	157	9
Faith Based Organizations	162	0	1	1	56	0
Faith Healing	1048	19	41	27	112	0
God Concepts	3264	57	1418	41	177	24
Hinduism	482	6	16	4	22	1
Hindus	260	7	12	8	19	3
Holocaust	970	29	12	57	76	1
Holocaust Survivors	950	25	14	25	66	2
Islam	1614	21	17	15	185	4
Jews	1879	95	56	53	261	9
Judaism	2234	52	72	27	50	2
Lay Religious Personnel	105	0	1	0	7	0
Meditation	2623	90	33	51	213	2
Ministers (Religion)	940	9	85	10	38	0
Missionaries	318	2	18	2	19	1
Muslims	1687	30	7	20	344	4

Mysticism	1042	52	113	24	29	5
Nuns	220	5	2	1	17	0
Occultism	225	10	23	8	8	2
Peace	2008	322	80	51	448	1
Prayer	682	25	59	9	55	10
Priests	480	8	10	8	75	0
Protestantism	670	30	37	3	13	4
Protestants	677	15	32	7	32	1
Rabbis	108	0	1	2	9	0
Religion	12874	535	1554	373	1059	23
Religiosity	5183	170	65	23	428	83
Religious Affiliation	1919	46	28	8	105	11
Religious Beliefs	9185	310	1148	100	750	106
Religious Buildings	1085	18	42	13	93	5
Religious Conversion	183	6	32	1	29	2
Religious Education	930	21	62	1	37	0
Religious Experiences	920	37	120	37	59	8
Religious Fundamentalism	550	12	2	12	106	9
Religious Groups	707	30	46	5	142	5
Religious Literature	381	4	71	1	13	0
Religious Organizations	643	6	23	4	89	2
Religious Personnel	622	12	48	9	69	0
Religious Practices	3334	81	230	27	306	20
Religious Prejudices	118	3	3	3	41	1
Roman Catholicism	1103	25	39	10	96	1
Seminarians	243	5	0	1	6	0
Seminaries	85	1	3	0	3	0
Shamanism	412	4	1	7	44	0
Sikhism	19	0	0	0	6	0
Sikhs	40	1	0	0	10	0
Sin	365	13	144	12	20	1
Spirit Possession	184	7	31	5	40	1

Spirituality	11164	260	570	187	1110	80
Taboos	379	15	22	11	41	0
Theology	1747	42	591	43	59	1
Witchcraft	257	8	36	6	14	2
Zen Buddhism	291	10	0	12	20	0
Sexuality						
AIDS	11878	276	48	91	2360	25
AIDS (Attitudes Toward)	806	11	1	5	150	10
AIDS Dementia Complex	120	2	0	1	2	0
AIDS Prevention	6064	115	23	28	1131	9
Bisexuality	4144	166	69	32	1041	27
Condoms	2733	67	3	1	158	16
Heterosexuality	3794	133	45	21	216	19
HIV	23059	426	100	64	3838	41
HIV Testing	1208	11	4	0	302	0
Homosexual Liberation Movement	160	8	0	2	35	0
Homosexual Parents	571	23	9	6	108	1
Homosexuality	5294	224	74	117	1050	31
Homosexuality (Attitudes Toward)	3134	120	24	23	523	54
Lesbianism	7297	238	108	91	1346	49
Psychosexual Behavior	18847	658	313	265	1380	124
Same Sex Intercourse	942	18	1	0	99	1
Same Sex Marriage	287	8	0	2	306	2
Sexual Abstinence	461	3	23	3	98	1
Sexual Abuse	15462	511	146	232	1668	68
Sexual Addiction	551	1	7	12	28	0
Sexual Arousal	2022	103	21	11	71	13
Sexual Attitudes	4731	147	58	29	246	104
Sexual Attraction	481	24	28	14	52	3
Sexual Development	1371	52	52	26	69	5
Sexual Fantasy	307	5	1	4	17	4

Sexual Intercourse (Human)	2187	60	64	22	174	14
Sexual Orientation	3260	187	38	61	779	35
Sexual Partners	2747	53	13	20	140	16
Sexual Satisfaction	798	20	17	9	64	7
Sexuality	10133	166	152	400	706	27