

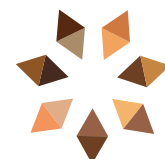


AMERICAN
PSYCHOLOGICAL
ASSOCIATION

2024 APA REPORT

Summation of Key Efforts to Strengthen Relationships with the Ethnic Psychological Associations

NOVEMBER 2024



**ACHIEVING
RACIAL EQUITY**

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OVERVIEW OF APA'S COMMITMENT TO STRENGTHENING RELATIONSHIPS WITH THE ETHNIC PSYCHOLOGICAL ASSOCIATIONS

Since American Psychological Association's (APA) historic apology issued in 2021 there has been a concerted effort to improve and strengthen its relationships with the Ethnic Psychological Associations (EPAs). These include:

- Association of Black Psychologists (ABPsi)
- Society of Indian Psychologists (SIP)
- National Latinx Psychological Association (NLPA)
- Asian American Psychological Association (AAPA)
- American Arab, Middle Eastern, and North African Psychological Association (AMENA-Psy)

These efforts are grounded in APA's broader goal of repair and reconciliation by addressing systemic inequities and promoting equity, diversity, and inclusion between APA and the sovereign Ethnic Psychological Associations.

In October 2021, APA issued a formal apology to communities of color for its role in promoting, perpetuating, and failing to challenge racism, racial discrimination, and human hierarchy in the United States. The apology acknowledged that APA, as an organization, failed in its role to lead the discipline of psychology and was complicit in contributing to systemic inequities, causing harm to people of color.

The apology marked a critical moment of reflection for APA, recognizing that it had not fully lived up to its mission to benefit society and improve lives. APA accepted responsibility for harms done by the organization, the discipline of psychology, and the individual psychologists who held leadership roles.

"Therefore, be it resolved that APA acknowledges that an apology absent ameliorative action is without impact, and thus commits to the following immediate actions of remedy and repair, in addition to long-term actions specified above. These actions are anchored in creating immediate and real structural change for the organization"

In February 2023, the APA Council of Representatives approved the [Report on an Offer of Apology, on behalf of the American Psychological Association, to First Peoples in the United States](#).

APA leadership attended the Society of Indian Psychologists' (SIP) annual meeting to deliver a formal apology for psychology's role in contributing to the harms experienced by Native peoples. This event marked the culmination of a multi-year effort to reshape the APA's approach to acknowledging and taking responsibility for its impact on Indigenous individuals and communities.

COMMITMENT TO RECONCILIATION AND REPAIR

Building on the apology, APA has worked to operationalize this commitment through its Racial Equity Action Plan, which outlines strategies to dismantle systemic racism and promote racial equity. APA's resolutions on dismantling racism and advancing equity underscore the need to acknowledge our relationship stance, honor sovereignty, operate in full transparency, and shape the extent of the relationship between APA and each individual EPA now and into the future.

Through these efforts, APA aims not only to address historical wrongs but to create a foundation for long-term, sustainable collaboration that harnesses the expertise of both APA and the EPAs to advance shared goals that positively impact the field of psychology and society. One of the key actions APA has taken in response to its apology is making ourselves more open and available to partnerships; and communicating more frequently and in person.



2023 SIP Annual Convention



2023 ABPsi Annual Convention



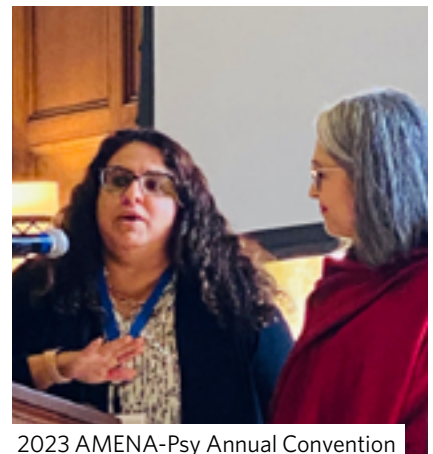
2023 ABPsi Annual Convention



2023 NLPA Annual Convention



2023 AMENA-Psy Annual Convention



2023 AMENA-Psy Annual Convention

KEY EFFORTS TO STRENGTHEN RELATIONSHIPS WITH EPAS

Since the formal apology to communities of color, APA has undertaken several sustained efforts to enhance transparency and strengthen its relationship with the EPAs. These activities include:

Sustained EPA Engagement within APA's Governance

Structure: Each EPA has had a seat on the Council of Representatives embedded in the APA governance structure since the enactment of a bylaw amendment prior to the apology. This ensures their voices are central in the development of APA's policy and in key decision-making processes.

Annual Leadership Engagement: APA's presidential trio annually invites the trios of each EPA to meet to discuss progress, challenges, and shared goals. Although not all EPAs choose to attend yearly, these meetings help to strengthen the relationship between the organizations and invites collaboration.

Collaborative Input on Key Issues Impacting the Field: APA engages with EPAs on critical initiatives through communications that gather feedback and invite participation in public comment processes.

Increased Financial Support: APA provides ongoing funding for EPA initiatives and conferences. Additionally, APA supports the Coalition's (formerly known as the Council of National Psychological Associations for the Advancement of Ethnic Minority Interests (CNPAAEMI) leadership development efforts and equity initiatives through the Commission on Ethnic Minority Recruitment, Retention and Training in Psychology Task Force (CEMRRAT) grant program.

Centralized Communication: APA's EDI Executive Office centralizes communications and requests from APA staff

with EPAs, reducing administrative burdens and ensuring clear, coordinated engagement.

Participation in Conferences: APA actively participates in EPA conferences and provides the collective of EPAs a dedicated programming hour at APA's annual convention.

Media Training: APA has extended an invitation to the EPAs for media training for scientists, offering practical advice and tips to help them work with journalists to produce accurate, compelling stories.

Sustained EPA Engagement within APA's Governance Structure

1. APA Governance and Role of EPAs on Council

Beginning January 1, 2021, APA enacted a bylaw ensuring each EPA has a voting member on its Council of Representatives, as a result of a vote in late fall 2020. The inclusion embeds the interests of EPAs into APA's governance at the highest level. EPAs may send non-voting delegates when they choose not to send a voting representative. This integration strengthens APA's commitment to equity, diversity, and inclusion across its governance structure.

2. The Role of the Racial and Ethnic Diversity (RED) Task Force

The Racial and Ethnic Diversity (RED) Task Force ensures ongoing EPA engagement within APA's governance. Composed of representatives from AAPA, AMENA-Psy, NLPA, and SIP, the Task Force provides consultation to the Council Leadership Team. It meets frequently to address emerging issues and quarterly with APA's Chief Diversity Officer, or their designee to align on broader diversity initiatives. The RED Task Force members in 2024 include:

- AAPA: Michi Fu, PhD
- AMENA-Psy: Sawssan Ahmed, PhD
- NLPA: Oscar Rojas Perez, PhD
- SIP: Joanna Shadlow, PhD
- ABPsi: No delegate designated



August 2023 APA Council of Representatives Meeting

Annual Leadership Engagement Between APA and EPA Leaders

APA's Presidential Trio holds annual meetings with the leadership of each EPA to discuss progress, identify challenges, and explore future collaborations. While all EPAs were invited, the acceptance to meet vary depending on the needs of the EPA. These meetings help build mutual goals and foster stronger partnerships that promote culturally competent practices across diverse communities within and outside of the field of psychology. The table below outlines meetings that took place from 2021 – 2024.

Association	Meeting Date(s)
2024	
Society of Indian Psychologists	June 11
American Arab, Middle Eastern, and North African Psychological Association	September 9
National Latinx Psychological Association	September 10
Asian American Psychological Association	September 16
Association of Black Psychologists	TBD
2023	
Society of Indian Psychologists	March 29
National Latinx Psychological Association	October 11
American Arab, Middle Eastern, and North African Psychological Association	October 12
Association of Black Psychologists	November 15
Asian American Psychological Association	November 29
2022	
Society of Indian Psychologists	April 4
American Arab, Middle Eastern, and North African Psychological Association	April 25
Asian American Psychological Association	May 4
Association of Black Psychologists	June 29
National Latinx Psychological Association	June 30
2021	
National Latinx Psychological Association	August 5
Asian American Psychological Association	August 23
Society of Indian Psychologists	September 2
American Arab, Middle Eastern, and North African Psychological Association	September 16
Association of Black Psychologists	November 30

Collaborative Input on Key Initiatives

1. Presentations

February 2023: A webinar titled “*Psychology’s Role in Harming People of Color: Understanding the History and Taking Action*” presented to the Rhode Island Psychological Association. Presenters included:

- Dr. Cathy Faye: *A Historical Review of Psychology’s Harms to People of Color*
- Dr. Benson Cooke: *The Historical Legacy of the Association of Black Psychologists*
- Dr. Donell Barnett: *ABPsi Response to the APA Apology to People of Color*
- Dr. Maysa Akbar: *Next Steps: APAs Commitments to Repair and Reconciliation*

October 2022: “Expanding Our Reach: Leveraging Mental Health Technologies for Communities of Color,” invited keynote presented by Dr. Maysa Akbar at the NLPA Annual Conference.

Collaboration on Advocacy Initiatives

APA has actively partnered with the Ethnic Psychological Associations (EPAs) on a range of advocacy efforts aimed at ensuring that the voices of racially and ethnically marginalized communities are represented in key policy discussions. These collaborations have helped shape national initiatives around mental health, immigrant rights, and the well-being of Indigenous populations. By working together, APA and the EPAs are amplifying the concerns of underrepresented groups, advancing policies that support equity, and driving systemic change at the highest levels of government. Some of the notable collaborative efforts include:

- **Society of Indian Psychologists:** SIP leaders coordinated with APA advocacy staff to engage with Sen. Lankford (R-OK) on including psychologists in “food as medicine” studies, focusing on indigenous populations in Oklahoma. Additionally, SIP members advocated in Congressional visits on children’s mental health issues and worked closely with APA advocacy staff to review Interior Department appropriations testimony.
- **National Latinx Psychological Association:** NLPA members have been integral to APA’s immigration working

group, contributing to advocacy efforts around immigrant health and well-being. APA advocacy staff collaborated with the NLPA president to develop materials for the 2024 annual conference, provided advocacy training to NLPA’s early career professionals, and supported the development of APA’s Presidential Task Force report on immigration.

- **Asian American Psychological Association:** APA advocacy staff prepared comments for AAPA member Dr. Debra Kawahara’s presentation before the White House Initiative on Asian Americans, Native Hawaiians, and Pacific Islanders. AAPA member, Shirley Ann Higuchi, JD, also represented APA at this meeting in addition to Dr. Cynthia de las Fuentes, and APA’s Chief Advocacy Officer Katherine McGuire. This collaboration has bolstered psychology’s contributions to national-level advocacy focused on the mental health needs of Asian American and Pacific Islander communities.

2. Amicus Curiae Brief Program

APA and SIP collaborated on an amicus brief in the *Haaland v. Brackeen* Supreme Court case, supporting the Indian Child Welfare Act (ICWA). On June 15, 2023, the U.S. Supreme Court upheld ICWA, and Justice Neil Gorsuch cited the APA-SIP brief in his opinion, acknowledging research affirming that “it is generally in the best interests of Indian children to be raised in Indian homes.” The brief was also joined by the Indiana, Louisiana, and Texas Psychological Associations, demonstrating a partnership with state associations alongside our EPA colleagues.

3. Ongoing Communications and Thought Partnership

APA maintained ongoing communications with the EPAs from 2022 to 2024, fostering collaboration and gathering feedback on key initiatives related to equity, diversity, and inclusion. Below is an overview of these communications, by type:

CALLS FOR NOMINATIONS

2024

- **July 16:** Task Force on Guidelines for Psychological Practice with Transgender and Gender Diverse Adults
- **September 5:** Clinical Practice Guideline Update Panel for the Treatment of Depression

2023

- **October 23:** Four positions on APA's Advisory Steering Committee for Development of Clinical Practice Guidelines
- **April 5:** Guideline Update Panel for the Behavioral Treatment of Obesity and Overweight in Children and Adolescents
- **March 10:** Request sent to SIP and Dr. Teresa LaFromboise for nominations
- **January 11:** AHRQ/PCORI Draft Key Questions on Interventions for Disruptive Behavior in Children and Adolescents

2022

- **December 9:** Working Group for the Revision of the Professional Practice Guidelines for Telepsychology
- **November 15:** APA Board and Committee Nominations

OPPORTUNITIES FOR PUBLIC COMMENT

2024

- **June 18:** Public Comment on the Revised APA Diversity Matrix
- **August 28:** Competency Framework for Master's and Doctoral Degree Education and Training in Health Service Psychology

2023

- **December 15:** USPSTF Draft Recommendation—Intervention for High BMI in Children and Adolescents
- **October 11:** APA Draft Clinical Practice Guideline for the Treatment of Chronic Musculoskeletal Pain in Adults
- **September 1:** USPSTF Draft Recommendation—Interventions to Prevent Child Maltreatment
- **March 22:** APA's initial decisions in updating the 2017 clinical practice guideline for treatment of PTSD in adults
- **March 1:** USPSTF Draft Research Plan—Interventions to Prevent Perinatal Depression

2022

- **December 16:** AAN Management of Functional Seizures Guideline Protocol
- **November 15:** APA Specialty Guidelines in Forensic Psychology

A SNAPSHOT OF CONGRESSIONAL AND REGULATORY ACTIVITIES RELATED TO EPA PRIORITIES

- The Mental Health for Latinos Act (H.R. 4884/S. 2476) which would develop a behavioral and mental health outreach and education strategy aimed at reducing the stigma associated with mental health among the Hispanic and Latino populations.
- The Black Maternal health “Mominibus” Act (H.R. 3305/S. 1606) which seeks to address maternal mortality, morbidity, and disparities among communities of color especially African Americans.
- The ACCESS in Mental Health Act (H.R. 7924) which seeks to reduce mental and behavioral health care provider shortages by increasing access to graduate degrees in mental health fields, including psychology, at all minority-serving academic institutions.
- The African American History Act (H.R. 765/S. 233) which seeks to invest \$10 million over five years and authorize a program through the National Museum of African American History and Culture to support African American history education programs.
- Pursuing Equity in Mental Health (H.R. 3548/S. 2700) which addresses disparities in access to mental health resources to underserved communities.
- NIH Clinical Trials Diversity Act (H.R. 3503) which seeks to diversify participation in clinical trials by race, ethnicity, age, and sex.
- Preventing Adverse Childhood Experiences (PACE) Act (S. 3085) which seeks research to address adverse childhood experiences “including consideration of the impact of historical trauma in communities disproportionately impacted, such as American Indians and Alaska Natives.”
- Supports the Deferred Action for Childhood Arrivals (DACA) program which would grant permanent resident status to certain non-U.S. nationals who initially arrived in the US as minors. APA has advocated for legislation

including The Development, Relief and Education for Alien Minors Act (S. 365) and provided comments in support of DACA to the Department of Homeland Security.

- Substance Use Disorder Treatment and Recovery (star) Plus Scholarship Act, seeks to grow the mental and behavioral health workforce by creating a scholarship program for students pursuing a degree in mental and behavioral health or substance use disorder treatment fields.
- Kids Online Safety Act (KOSA) (H.R. 7891/S.1409 which seeks to curb the harms associated with youth social media use.

COMMENT LETTERS TO FEDERAL AGENCIES

- Responded to proposed rules issued by the Centers for Medicare and Medicaid asking to increase access to mental health services for Medicaid beneficiaries citing disparities in access among communities of color.
- Responded to a proposal updating the Office of Management and Budget statistical standards on race and ethnicity citing that accurate collection of ethnicity and race data is the first step in identifying and addressing health disparities.
- Responded to a request for information from the National Institutes of Health on innovative approaches to addressing mental health disparities citing law enforcement interactions with communities of color, escalation of hate crimes, immigration status as factors challenging mental health.
- Submitted federal comments to the Department of Education on its new student debt cancellation plan, which would benefit many psychologists with student loan debt. Over 2500 psychologists voice their support for APA's comments and the proposed rule.
- Responded to comments on the White House Initiative on Women's Health Research which highlighted the need for:
 - » Promotion of research on sex, gender, racial/ethnic, age and other differences in the symptoms, diagnosis, treatment options and outcomes, and prevention interventions for chronic and life-threatening physical conditions in diverse populations of women and advance the translation and dissemination of findings to women's health care across disciplines, settings, and communities.
 - » Advance research on racial and ethnic disparities among women

- » Promote research on causal factors associated with Black women's maternal morbidity and mortality and population-based interventions to eliminate disparities and prevent maternal mortality.

- Responded on proposed rules issued by the Office of Head Start (Administration of Children and Families) on Head Start with a focus on the Head Start workforce. Included in our comments were:
 - » The need to address disparities in school discipline.
 - » The need to strengthen access to mental health services.
 - » The need to address adverse childhood experiences (ACEs)

OTHER FEDERAL/STATE ADVOCACY ACTIVITIES RELATED TO THE EPAS PRIORITIES

- Provided congressional testimony before the House Appropriations Labor, Health and Human Service, and Education subcommittee in support of increased funding for such initiatives as the Graduate Psychology Education Program, the Behavioral Health Workforce Education and Training Program, Centers for Disease Control and Prevention's (CDC) Social Determinants of Health effort and the Minority Fellowship Program.
- Led grassroots campaign in support of various proposals outlined in the Medicare Physician Fee Schedule proposed rule that have major implications for health equity.
- Joined letters to the White House and Congressional leadership calling for a two-year extension of current DEA tele-prescribing flexibilities, which has major implications for health equity.
- Responded to a proposed rule from the Department of Education on student loan relief, noting the disproportionate impact of student debt on students of color.
- Responded to an RFI from the Department of Education on mental health and substance use disorder needs in postsecondary education, noting the higher rates and greater severity of mental health symptoms among students of color.
- Facilitated APA President-elect Debra Kawahara's attendance and testimony for White House Initiative on Asian Americans, Native Hawaiians, and Pacific Islanders (WHIAANHPI) Community Engagement Event in Las Vegas, NV.

- Along with members of APA's Coalition for Psychology in Schools and Education met with senior education and healthcare staff on the White House Domestic Policy Council and the Chief of Staff at the Department of Education's Office of Elementary and Secondary Education.
- Cosponsored a Friends of the National Institute on Alcohol Abuse and Alcoholism (NIAAA) congressional briefing which included a presentation from the Cherokee Nation Prevention Trial Team. NIAAA research funds can be used to build impactful and long-lasting community partnerships that lead to sustained prevention activities that are successful in reducing and delaying alcohol use among American Indians and other youth living in rural communities.
- Led coalition efforts to introduce the bipartisan EARLY Minds Act (H.R. 7808), which would allow the Community Mental Health Services Block Grant funding to be used for prevention and early intervention services.
- Welcomed the updated Title IX rule on sexual harassment and other sex discrimination, which would, for the first time, explicitly extend Title IX protections based on sexual orientation and gender identity. APA Services submitted public comments in summer of 2022, when the proposed rule was initially issued, and worked with coalition colleagues to urge the Biden administration to release this finalized version.
- In collaboration with the Michigan Psychological Association and Michigan Congressional Delegation, successfully advocated for the Centers for Medicare and Medicaid Services (CMS) to re-evaluate its policy on Allied Health Reimbursement for hospital-based post-doctoral training programs based in Flint. With the city grappling with the ongoing water crisis, the potential loss of training programs would negatively impact minority communities.
- To celebrate Minority Mental Health Awareness Month, Psychology PAC hosted an event with Congresswoman Sharice Davids (D-KS-03) to discuss access to mental and behavioral health care for underserved populations.
- Gained introduction of House version of the Increasing Mental Health Options Act, to let psychologists practice independently, without physician referral, in skilled nursing facilities, inpatient psychiatric hospitals, partial hospitalization programs, outpatient rehabilitation facilities, and home health agencies.

- Submitted a response to Ways & Means RFI on the next iteration of 21st Century Cures, including policies extending access in underserved communities.

GRANTS AND AWARD ANNOUNCEMENTS

2024

- **July 23:** BEA Conference Grant Announcement for EPAs

2023

- **August 25:** BEA Conference and Workshops Grant
- **July 17:** Extended Distinguished Awards Deadline
- **June 14:** Call for Nominations for 2024 Distinguished Professional Practice and Student Awards
- **April 13:** BEA Child Award Nominations

2022

- **August 15:** BEA Conferences and Workshops Grant Call
- **August 12:** CECP Early Career Service Grant

KEY DISCUSSIONS AND SPECIAL INVITATIONS

2024

- **September 5:** Call for Comments on Clinical Practice Guidelines for the Treatment of Depression

2023

- **October 27:** Practice Community Discussion on Shifting the Conversation on Guns, Lethal Means Risk, and Firearm Safe Storage
- **September 22:** Update to Practice Community Discussion—Impact of Anti-EDI Legislation & Regulations
- **August 11:** Practice Community Discussion—Impact of Anti-EDI Legislation & Regulations
- **February 10:** BAPPI and Public Interest Committees invite NLPA to submit nominations to serve for 2024-2026.

APA Convention Engagement & APA Participation in EPA Conferences

1. EPA Convention Hour at APA's Annual Meeting

Beginning 2022, APA's Board of Conventional Affairs dedicates a programming hour at its annual meeting specifically for the EPAs, by direction of the APA Board of Directors. This programming hour gives EPA leaders dedicated time to showcase their work and engage with the broader APA community. Designated EPA programming was held in 2022, 2023, and 2024.

2. Financial Support for EPA Conferences

In 2023 and 2024, APA contributed \$15,000 in total to support the annual conferences of the EPAs.

3. APA Attendance at EPA Conferences

In 2021 -2024, APA staff actively attended and participated in the conferences of the EPAs to foster relationships and support their initiatives. Below is the most recent APA representation at these events:

2024		
Conference	Dates	APA Representative
NLPA Conference	October 17-19, 2024	Dr. Arthur Evans, Drs. Cynthia de las Fuentes, Debra Kawahara, Arlene Noriega and Luz Maria Garcini
AAPA Conference	October 4-5, 2024	Drs. Cynthia de las Fuentes, Debra Kawahara and Maysa Akbar
AMENA-Psy Conference	September 27-28, 2024	Drs. Debra Kawahara and Maysa Akbar
ABPsi Conference	July 17-20, 2024	Dr. Janice Haskins
SIP Conference	June 21-25, 2024	Drs. Thema Bryant, Debra Kawahara, and Kelley Haynes Mendez
2023		
Conference	Dates	APA Representative
NLPA Conference	October 26-28, 2023	Drs. Thema Bryant, Arthur Evans, Cynthia de las Fuentes and Maysa Akbar
AMENA-Psy Conference	September 29-October 1, 2023	Drs. Cynthia de las Fuentes and Maysa Akbar
ABPsi Conference	July 18-22, 2023	Drs. Thema Bryant and Maysa Akbar
SIP Conference	June 24-27, 2023	APA Presidential Trio, Drs. Sandra Shullman, Rose Phillips Davis, Arthur Evans, and Maysa Akbar

CNPAAEMI Transition and Ongoing Support

CNPAAEMI was established to address the professional development of psychologists of color and to promote multicultural competence within the field of psychology. As part of APA's 2022 restructuring, APA withdrew from its role as an ex officio member of CNPAAEMI to streamline operations and consolidate resources. APA continues to support CNPAAEMI through staffing and financial contributions during the transition period, including a final financial disbursement of **\$6,035** to support CNPAAEMI's fall 2022 convening.

CEMRRAT Funding

APA continues to provide financial support to CNPAAEMI through the CEMRRAT grant program. This funding supports

leadership development initiatives aimed at advancing equity and promoting multicultural competence within psychology. Through the CEMRRAT program, APA has remained committed to providing resources that help sustain CNPAAEMI's mission and contributions to the field.

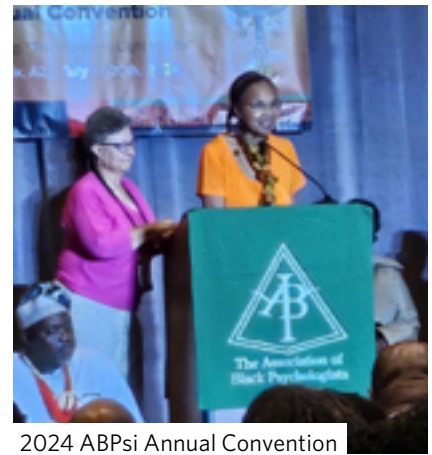
- In 2021/2022, CNPAAEMI Leadership Development Institute (LDI) was awarded **\$5,060** through the CEMRRAT program.
- **No funds** No submissions were received in the 2022/2023 cycle.
- For the 2023/2024 cycle, **\$5,000** was awarded to AAPA on January 30, 2024, with a progress report due on December 1, 2024.



2024 AAPA Annual Convention



2024 AAPA Annual Convention



2024 ABPsi Annual Convention



2024 NLPA Annual Convention



2024 SIP Annual Convention

LOOKING AHEAD

As APA continues its work in collaboration with the Ethnic Psychological Associations, our commitment to racial equity, diversity, and inclusion remains stronger than ever. The initiatives we have undertaken—strengthening our governance and communications structures, fostering true leadership partnerships, and continued financial support—are only the beginning. Together with the EPAs, we are committed to building an APA and a field that is truly reflective of the diverse communities we serve.

The path forward will be one of sustained engagement, where the insights and contributions of the EPAs will inform APA's policies, shape the future of psychological science, and advance culturally responsive practices. This ongoing partnership is key to dismantling systemic inequities and creating a field where all voices are valued and uplifted.

APA is committed to ensuring a continued partnership with the EPAs. Our work will go beyond promises, turning intention into action. We hope together we can make lasting, transformative change.



**AMERICAN
PSYCHOLOGICAL
ASSOCIATION**

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**ACHIEVING
RACIAL EQUITY**