



2008
ANNUAL REPORT
APA Committee on Ethnic Minority Affairs

APPROVED

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Personnel/Membership

The APA Committee on Ethnic Minority Affairs (CEMA) convened two meetings during the 2008 calendar year (March 28-30, and September 19-21). CEMA's chairperson-elect, **Karen Y. Chen, PhD**, attended the fall 2008 meeting of CEMA's parent board, the APA Board for the Advancement of Psychology in the Public Interest (BAPPI) to represent CEMA's issues and concerns.

CEMA welcomed the attendance of liaisons at its meetings: **Olivia Moorehead-Slaughter, PhD** (CEMA's parent board, the Board for the Advancement of Psychology in the Public Interest - BAPPI); **Desiree Byrd, PhD** (Division 40); **Usha Tummala, PhD**, (Division 39); **Cheryll Rothery-Jackson, PsyD** (NCSPP liaison to BAPPI and CEMA), as well as other notable guests: **Alan Kazdin, PhD**, 2008 APA President; **James Bray, PhD**, 2008 APA President-elect; APA Board of Directors members **Melba J. T. Vazquez, PhD**, **Barry Anton, PhD** and **Douglas Haldeman, PhD**; **Shannon Ladesmond-Jones, PhD**, APA Committee on Rural Health (CRH); **Cheryl Shigaki, PhD**, APA Committee on Disability Issues in Psychology (CDIP). CEMA was pleased that its guests and liaisons actively participated in meeting deliberations, and each gave suggestions and offered comments on topics under discussion.

CEMA members in 2008 were: **José M. Cervantes, PhD**, (chairperson), **Arthur Blume, PhD**, **Karen Y. Chen, PhD** (chairperson-elect), **Anderson J. Franklin, PhD**, **Josette G. Harris, PhD**, and **Rose L. Weahkee, PhD**.

Dr. Cervantes attended his last CEMA meeting during the Fall 2008 consolidated meetings cycle. **Dr. Franklin** attended his last CEMA meeting during the Spring 2008 consolidated meetings cycle. Their terms of service expired on December 31, 2008. CEMA expressed its great appreciation to both Dr. Cervantes and Dr. Franklin for their dedication, commitment, and demonstrated leadership that contributed significantly to the accomplishment of CEMA's goals and objectives throughout their three year terms.

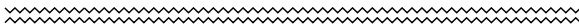
Kevin Cokley, PhD and **Miguel E. Gallardo, PsyD** were appointed to CEMA by BAPPI with terms of service to begin January 1, 2009 and to end December 31, 2011. The APA Board of Directors ratified BAPPI's appointments during its December 2008 meeting in Washington, DC.

The APA Office of Ethnic Minority Affairs (OEMA) continued to staff and support the work of the Committee.

Diversity Representation and Training

CEMA members included three female and three male psychologists of whom one is Asian American/Pacific Islander, one is African American/Black, two are American Indian/Alaska Native, and two are Hispanic/Latina(o). Two members also are early career psychologists. Additionally, the Committee acknowledged its special obligation to ensure that various constituent groups as well as diversity within these groups (e.g., nationality, tribe, sexual orientation, disability) are represented, and its charge to be sensitive to such concerns. To that end, CEMA continued to welcome opportunities to consider candidates for membership who offer an expansion of diversity within the continuing Committee's membership. One day prior to CEMA's spring 2008 meeting, OEMA provided a half day new member orientation training where these and other issues of diversity are traditionally presented and discussed.

Accomplishments



The remainder of this report is organized around CEMA's major goals and objectives as revised and approved on March 1, 2003.

GOAL I: **Increase the numbers of ethnic minority psychologists in the profession, as well as in the membership and leadership of the Association, state psychological associations, and APA divisions, and promote activities that increase recruitment and retention of ethnic minorities in psychology.**

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CEMA nominated approximately 80 ethnic minority APA member psychologists for consideration to serve on APA governance groups.

CEMA was very pleased to learn that the APA Council of Representatives (C/Rs) during its February 2008 meeting approved action that cleared the way for a second bylaws amendment vote by the membership to extend invitations to the four national ethnic minority psychological associations to receive voting membership seats on the C/Rs. However, the failure again of the proposed amendment to pass by a two-thirds vote of the membership, was extremely disappointing.

CEMA welcomed an opportunity to consult with **Dr. Norman B. Anderson** regarding the proposed APA Chief Diversity Officer position. CEMA discussed and shared information with Dr. Anderson regarding skills sets, expertise, and experience an ideal candidate should possess. However, subsequently, due to APA's financial crisis, recruitment for this position was suspended.

CEMA successfully completed a project proposal in partnership with the CEMRRAT2 Task Force calling for the allocation of \$20,000 in 2009 discretionary funds from either the APA Board of Directors (B/Ds) and/or the APA Council of Representatives (C/Rs) funds to support the formation of a seven member *APA Task Force on Diversity of the Next Generation of Psychology Faculty*. The proposed task force would be charged with exploring the implications of future increased faculty turnover in departments of psychology, and developing recommendations for APA to respond in an organized and proactive manner that would serve to increase ethnic diversity and multiculturalism in psychology. In addition, CEMA/CEMRRAT2 Task Force recommended that task force members be appointed as follows: two (2) members to be appointed by the APA Board of Education Affairs (BEA); two (2) members to be appointed by the APA Board of Scientific Affairs (BSA); and three (3) members to be appointed by BAPPI - one of whom will be a CEMRRAT representative and one of whom will be a public member with broad experience in higher education. BAPPI recommended that the CEMRRAT2 Task Force provide funding from its yearly allocation or secure external funding to support the creation of the proposed task force.

GOAL II: Increase efforts to empower ethnic minority psychologists within the Association as well as increase the recognition of the contributions of ethnic minority psychologists inside and outside of the Association.

CEMA welcomed the opportunity to meet and consult with APA Board of Directors (B/Ds) members on an incident that took place on C/Rs listserv that many considered a backlash on diversity efforts of the Association. As a result of CEMA's meetings with B/Ds members and other members of color in APA governance attending the Fall 2008 meetings, the Committee approved the development of a memorandum by Dr. Chen that reported on CEMA's understanding of the issue, shared those comments, reactions, and feedback gleaned from CEMA's meetings, and offered suggestions/recommendations/strategies for APA governance leadership consideration. CEMA's memorandum was sent to Drs. Kazdin and Bray.

CEMA provided comment/feedback to the APA Membership Board regarding proposals for changing the APA dues structure. CEMA member Dr. Blume attended the conference committee that was called on this item during CEMA's fall 2008 meeting. The Committee approved Dr. Blume's suggestion calling for dues reduction credits for APA members who are also members of ethnic minority psychological associations. CEMA believes that given the goal of APA to increase diversity in its membership, the dual membership credit will be more likely to entice psychologists of color to join APA and retain their APA membership than the current proposals.

CEMA reviewed and provided feedback in response to the Ethics Committee request regarding *Ethical Standard 1.02*. After lengthy discussion and consultation, the Committee approved the crafting of a memorandum by Dr. Cervantes to the APA Ethics Office that would include the following information:

- 1 As CEMA has come to understand this dialogue, the new language has been deemed necessary in order to address any issues related to national security, including the evaluation of the effectiveness of methods of gathering information which minimizes risk to individuals

such as emotional distress to research participants as well as individuals involved in the interrogation process.

2. Possible implications of concern derived from the insertion of the statement *“in keeping with basic principles of human rights,”* at the end of Ethical Standard 1.02:
 - A. When APA defines Human Rights, how will that definition coincide with a language and conceptualization that is relevant for psychologists?
 - B. Psychologists are involved in high risk situations particularly researchers and practitioners who either collect data or provide services to communities where there is the increase probability of police raids, various forms of violence, and difficult and potentially threatening situations. Consequently, the possibility that these high risk situations may elicit increased ethical violations is high. As a result, there likely may be increased reports of ethical violations requiring more specific guidance (e.g., a casebook) about how psychologists should handle various scenarios given this language change.
 - C. There might be psychological implications with regard to the reporting or failure to report when human rights are violated. As a result, malpractice insurance may be impacted by this situation.
 - D. Change in language to reflect “human rights dialogue” may mean the increase need for APA to develop workshops that will attend to this shift in language and the implication it will have for our Association members.
 - E. Training and education also may be deemed necessary as a result of this language change as psychologists may be called on to provide an assessment of human rights violations. What this assessment would look like, the necessary data gathered, any relevant testing deemed appropriate, may be a likely outcome as a result of the language change.
 - F. Ethnic minority communities and social justice issues are frequently intertwined in dialogue that occurs in our scholarship, our training and education modules, and in community practice. Consequently, what relevance may this language change have for

these communities and how should those professionals who work in these areas incorporate an understanding of human rights relative to practice?

CEMA re-submitted the following four questions for president-elect candidates:

1. *Your predecessors have worked to make the organization of APA more welcoming by focusing on multiculturalism/diversity related to education, practice, research, public policy, and training. During your term, how do you propose to work with the new Chief Diversity Officer in order to implement the new Diversity Plan?*
2. *What is your vision related to the “globalization” of psychology and/or its role/involvement in areas of international psychology (i.e., exporting Western psychology) – translating Western psychology mind-set into a global context?*
3. *In order to increase the relevance and applicability of psychology for communities of color, how would you promote communication and outreach to communities of color about the work of APA and the role of psychology?*
4. *Do you have a vision for a more enhanced collaboration between public health and psychology?*

CEMA convened one conference committee meeting (March 28th) during the 2008 consolidated meetings cycles to gather feedback/input from APA governance groups on its proposed seven member *APA Task Force on Diversity of the Next Generation of Psychology Faculty*.

CEMA reviewed, explained its concerns, and provided substantive recommendations to **Dr. Norman B. Anderson**, regarding the development process associated with the *APA Strategic Plan*.

CEMA reviewed BAPPI's operating policies and procedures, and recommended the following:

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1. The full implementation of the committee chairpersons' advisory group to the BAPPI executive committee.
2. Clarification regarding the existence of written APA policy that prohibits the departure of a BAPPI liaison to BAPPI's committees during committees' executive/closed sessions.
3. Clarification regarding the status of the development of a "collaborative public interest message."

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

1. **Saturday, March 29th** – The agenda included discussion of the following issues: (a) Acknowledged the passing of Dr. A. Toy Caldwell-Colbert. Information about related planned activities for the APA convention in Boston was shared; (b) CEMA's proposal to establish a Task Force on Multiculturalism and Diversity of the next Generation of Psychology Faculty may need to be mindful that psychologists of color might be in departments other than departments of psychology; (c) members of color were encouraged to be involved with the APA's strategic planning process; and, (d) in regard to the APA Chief Diversity Officer position. CEMA was encouraged to meet with the CEO to discuss the position and make themselves available as a resource for consultation, as deemed necessary and appropriate.
2. **Saturday, September 20th** – The agenda included discussion of the following issues: (a) The diversity backlash incident that involve the C/Rs listserv; (b) a brief report on the status of bylaws amendment vote that if approved would offer voting seats on the C/Rs to the four national ethnic minority psychological associations, and (c) an update on the CEMA/CEMRRAT2 Task Force request for discretionary funds to support the establishment of a Task Force on Future Psychology Faculty.

However, much of the meeting was dominated by reaction to and discussion of the diversity backlash incident that involved the C/Rs listserv. Meeting participants familiar with the issue shared details and requested ideas and suggestions about how best to proceed in dealing

with these incidents. After a lengthy discussion, meeting participants requested the CEMA compile the comments and feedback raised during this meeting and share them with the APA leadership in general, and the president and president-elect, in particular.

3. **Saturday, October 25th:** The agenda and discussion focused primarily on CEMA's response to APA leadership regarding the C/Rs' listserv incident, as well as other issues raised in previous open meetings.

CEMA hosted an invitational breakfast meeting, attended by over 50 persons, during the APA 116th annual convention in Boston, Massachusetts. Invited guests included presidents of state and territorial psychological associations (SPTAs) and the chairpersons of SPTAs and division committees on ethnic minority affairs, and ethnic minority persons involved in APA governance. For the 14th year, this breakfast has enjoyed co-sponsorship from the APA Practice Directorate and the Office of Division Services. The breakfast provides a forum for invitees to meet, discuss, and network on relevant issues of concern. This year's breakfast theme was: *"Diversifying Healthcare Professions."* The breakfast's keynote speaker was the Honorable **Dr. Louis W. Sullivan**, Former Secretary, U.S. Department of Health and Human Services, and current President Emeritus Morehouse School of Medicine, Atlanta, Georgia. Other invited speakers included **Ms. Annie Toro**, APA Public Interest Directorate's Government Relations Office, **Mr. Troy Booker**, APA Division's Services Office and **Dr. Daniel J. Abrahamson**, of the APA Practice Directorate.

CEMA sponsored a social hour celebrating the presentation of the ***Jeffrey S. Tanaka Memorial Dissertation Award in Psychology*** plaque during the APA 116th annual convention in Boston, Massachusetts. The social hour was chaired by Dr. Cervantes. Dr. Blume presented the Tanaka award plaque to **Dr. Christiane Blanco-Oilar**.

CEMA reviewed and provided comment/feedback to **Dr. Sheri Turner** on the Public Interest Directorate's (PID) Strategic Plan materials. Although the Committee was pleased to learn that the Directorate had engaged in strategic planning efforts, concerns were raised regarding a seemingly

incongruent link between the proposed PID mission statement and the key result areas as it relates to the infusion of ethnic/cultural diversity. CEMA felt that the value, importance, and relevance of diversity are not clearly stated in the PID Plan. Moreover, the conceptual idea of diversity as being incorporated throughout the Directorate's mission, projects, programs, and initiatives is also not clearly evident. CEMA feels that diversity is not only an independent item but also an issue that is encouraged to be integrated, clearly, throughout the mission and function of the offices and program areas of the Directorate.

CEMA welcomed an opportunity to meet with **Dr. Kathryn Nordal** and **Dr. Gilbert Newman** about the APA Practice Directorate's State Leadership Conference and its Committee of State Leaders' Diversity Delegates Initiative. According to Drs. Nordal and Newman there had been an incident during the 2008 SLC that had negatively affected several diversity delegates' learning/training experiences at that annual event. Consequently, many steps have been taken to address the concerns raised by the diversity delegates.

CEMA member **Dr. Blume** together with **Dr. Bertha G. Holliday** met with the APA Committee for the Teachers of Psychology in Secondary Schools (TOPSS) to discuss and establish possible collaboration and information exchange efforts relevant to the TOPSS Task Force on Diversity Education Resources.

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

CEMA continued to monitor the ongoing development of the proposed *APA Task Force on Alleviating Psychological Risk Factors for Immigrants - APA Council of Representatives (C/Rs) New Business Item (NBI) #32D*. In 2007, CEMA had conveyed its strong support for the charge and purpose of the proposed task force and recommended that BAPPI recommend to the C/Rs approval of the revised main motion.

CEMA continued to monitor its recommendation to BAPPI regarding the proposed *APA Resolution in Support of Ethnic Minority Training in*

Psychology - APA Council of Representatives (C/Rs) New Business Item (NBI) #32B. In 2007, CEMA conveyed its strong support for the proposed APA policy statement and recommend that BAPPI present three suggested minor modifications as “***friendly amendments***” to the movers of the C/Rs item for consideration.

CEMA continued to pursue collaboration efforts with the APA Committee on Legal Issues (COLI) and the APA Committee on International Relations in Psychology (CIRP).

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

CEMA awarded the Jeffrey S. Tanaka, Memorial Dissertation Award in Psychology to **Dr. Christiane Blanco-Oilar** for her dissertation research titled: *Ethnic minority adolescents’ substance use and risky sexual behavior: The influence of child problem behavior, peer relations, and acculturation-related factors* (University of Oregon, 2008). Members of the CEMA Dissertation Award Selection Subcommittee were Drs. Blume (chairperson), Weahkee and Harris. The Selection Subcommittee reviewed a record 44 abstract submissions from which three were selected as semi-finalists, who were required to submit their complete dissertation for review. The winner was selected from the three semi-finalist submissions.

CEMA, in collaboration with the APA Committee on Socioeconomic Status (CSES), the APA Committee on Children, Youth, and Families (CYF), and the APA Committee on Women and Psychology (CWP), requested that BAPPI allocate two hours of 2009 convention time for a collaborative symposium on innovative strategies for reducing incarceration and recidivism. During the fall consolidated meeting, these groups discussed BAPPI’s convention theme *Psychology and U.S. Correctional Systems* and developed a symposium proposal that builds on that focus.

CEMA approved the development of a future CEMA two hour symposium that would focus on social justice issues and ethnic minority children,

youth, and families. CEMA felt that this would be an ideal topic for collaboration with BAPPI, CYF, CLGBTC, CSES, and Divisions 27 and 39. The session could address issues such as teaching tolerance, conflict resolution, community interventions and/or promoting “best practices.”

CEMA expressed continued interest in collaboration with APA Committee on Legal Issues (COLI). One possible opportunity might be the development of a joint CEMA/COLI convention session in 2009 or 2010 related to human rights issues associated with psychological hardship assessment, asylum and hate crimes.

GOAL IV: Promote increased multicultural competence in psychology

CEMA hosted the presentation of the APA *Richard M. Suinn Minority Achievement Award in Psychology* during its convention social hour event. CEMRRAT2 Task Force member **Frederick T. L. Leong, PhD**, presented the award statue to the award winner: **Western Michigan University’s Counseling Psychology Doctoral Program**.

CEMA provided feedback to the APA Committee for the Advancement of Professional Practice (CAPP) and the APA Board of Educational Affairs (BEA) regarding the proposed APA designation process for postdoctoral psychopharmacology education and training program.

CEMA provided feedback to **Ms. Sarah Jordan**, APA Governance Affairs, regarding the proposed *Guidelines Regarding Psychologists’ Involvement in Pharmacological Issues*.

CEMA reviewed and provided substantive feedback to the APA Committee on Children, Youth, and Families (CYF) on the proposed *Draft APA Resolution on Prevention of Youth Obesity and Disordered Eating and Promotion of Healthy Active Lifestyles for Youth and Their Families*.

CEMA continues to support the need for an *APA Disaster Preparedness and Response Plan* and therefore endorsed the APA Policy and Planning Board (P&P) presentation of a discretionary funds request to the APA

Board of Directors (B/Ds) to establish a task force charged to develop a plan.

CEMA approved continued collaboration with the APA Committee for the Advancement of Professional Practice (CAPP). CEMA remains committed to the collaborative activities mutually agreed to by CEMA and CAPP, namely:

- Priority 1 Linking the needs of communities of color more directly with the interests and activities of state psychological associations.
- Priority 2 Establishment of a more systematic communication effort between the constituencies that CEMA and CAPP represent.
- Priority 3 Encouraging greater coordination between the Public Policy Office and the Government Affairs Office on advocacy efforts and issues of mutual concern.
- Priority 4 Development of a resolution encouraging state psychological associations to seek inclusion of multicultural training in continuing education and state licensure requirements.

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

CEMA approved collaboration efforts with Teachers of Psychology in Secondary Schools (TOPSS) on the proposed “Teaching Tolerance” project. In addition, CEMA planned to explore the possible development of an article addressing peace, tolerance, and trauma for submission to the *American Psychologist*. These two activities would use information/reports from the 2001 United Nation’s *World Conference Against Racism, Racial Discrimination, Xenophobia, and Related Intolerance (WCAR)* as reference materials and assist CEMA engage the Delegation’s proposed implementation plan by addressing priority items #4 and #11 of the plan.

CEMA continued the development of its collaboration efforts with the APA Committee on International Affairs in Psychology (CIRP) related to the

implementation of the Final Report of the APA Delegation to the 2001 United Nation's *WCAR*, CEMA appointed **Dr. Art Blume, Dr. Karen Y. Chen, and Dr. Anderson J. Franklin**, to a CEMA/CIRP subcommittee to collaborate in the development of an implementation plan for the APA delegation's report and the report of the APA Task Force on the *WCAR* Report.

CEMA, in collaboration with the APA Committee on Children, Youth, and Families (CYF) presented a two-hour symposium at the 116th APA annual convention in Boston, Massachusetts, titled *Psychological Implications of Immigration and Customs Enforcement (ICE) Raids: Strategies to address mental health issues of immigrant children, youth, and families.*" This session was chaired by **Dr. Lydia Buki**, University of Illinois, Urbana-Champaign, and included the following participants: (1) **Dr. Melanie Domenech-Rodriguez**, Utah State University, addressing the psychological fallout of U.S. Immigration and Customs Enforcement (ICE) raids and the trauma that can occur in families of deported persons; (2) **Dr. José M. Cervantes**, California State University, Fullerton, and **Dr. Amaro J. Laria**, Massachusetts School of Professional Psychology addressing the way in which psychologists can contribute to the legal response to ICE raids; (3) **Dr. Carola Suarez-Orozco**, New York University, a researcher-clinician whose expertise is immigration-related trauma in families; and (4) **Ms. Deehan "Day" Williams Al-Mohamed**, who addressed the public policy implications. CEMA successfully acquired the donation of the necessary convention programming hours from APA Division 45 and BAPPI. CEMA and CYF were co-listed in the official APA program.

CEMA, in collaboration with the APA Committees on Aging (CONA), Disability Issues in Psychology (CDIP), and Psychology and AIDS (COPA), presented a one-hour symposium titled, *Best Practices of Integrated Care: Opportunities and Challenges*, during the 2008 116th APA annual convention in Boston, Massachusetts. This session was sponsored by BAPPI as part of its theme, *Empowering Psychology's Contributions to Public Health through Policy and Practice*. CEMA, CONA, CDIP, and COPA were co-listed in the official APA convention program.

CEMA developed a draft “Tool Kit” outline as part of its formal implementation plan for the APA *Resolution Requesting the Immediate Retirement of American Indian Mascots, Symbols, Images, and Personalities by Schools, Colleges, Universities, Athletic Teams, and Organizations*, (adopted by the APA Council of Representatives on August 21, 2005).

GOAL VI: Promote and monitor an effective legislative advocacy agenda addressing ethnic minority concerns and their public policy implications -- particularly, in the following domains: Managed care, welfare reform, immigration, anti-affirmative action initiatives, English-only legislation, bilingual education, re-authorization of the Indian Child Welfare Act, and increased ethnic minority training funds.

CEMA received legislative updates from the APA Public Interest Directorate Government Relations Office (PID/GRO) staff members, **Day Al-Mohammad, JD, David Dawes, JD, and Annie Toro, JD, MPH**. The Committee was encouraged to consider legislative advocacy efforts that could include scheduled visits with Congressional leadership in their respective home districts.

CEMA reviewed and offered substantive changes to the proposed ethnic minority advocacy goals and objectives outlined in the PID/GRO legislative advocacy plan.

CEMA continues to pursue efforts to secure funding for InPsych training programs, and to increase the involvement of American Indian/Alaska Native psychologists - especially those involved with InPsych training programs - in future ethnic minority training funding advocacy efforts.

CEMA thanked **Dr. Diane Elmore** for her assistance in the development of the following list of CEMA’s priority issues for the Health People 2020 conference report:

1. Extent to which the document plan will address health disparities in mental health;
2. PTSD is not only restricted to war trauma; victims of urban violence also may warrant attention and consideration;
3. Expand the definition of care-givers to include grandparents of color;
4. Behavioral interventions for lifestyles, changes to disease;
5. Multicultural competency is important and critical to the delivery of effective health and mental health services.

Dissemination of Information

The 2007 CEMA annual report was prepared in a pamphlet-style publication for distribution during the 116th APA annual convention and uploaded onto CEMA's website.



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