

UNAPPROVED

2010 ANNUAL REPORT APA Committee on Ethnic Minority Affairs

OVERVIEW

The **APA Committee on Ethnic Minority Affairs (CEMA)** convened two face-to-face meetings in 2010 (March 28-30 & September 24-26). In addition, CEMA continues to be concerned about the continuing loss of resources to the APA Office of Ethnic Minority Affairs (OEMA) as evidenced by the unexpected July 15, 2010 retirement of OEMA Senior Director, Dr. Bertha G. Holliday; the reallocation of an existing OEMA FTE to fill other human resources needs in the Public Interest Directorate; and other related budget cuts/reductions as a result of APA's continuing budget constraints. CEMA was informed that Mr. Alberto Figueroa-Garcia would be serving as Acting Senior Director until such time that the vacant position is filled.

CEMA welcomed the attendance of monitors/liaisons at its meetings, **Luis Vazquez, PhD** (BAPPI); **Markeda Newell, PhD** (Division 16); **Maria Schultheis, PhD** (Division 40); **Torrey Wilson, PhD** (NCSPP liaison to CEMA), **Cynthia De Las Fuentes, PhD** (CWP monitor to CEMA); **Vic Muñoz, EdD** (CLGBTC monitor to CEMA); **Patricia A. Areán, PhD** (CONA monitor to CEMA); **Mathew Demer, PhD** and **Irene Lopez, PhD** (CSES monitors to CEMA); **Amy Fineburg, PhD** (TOPPS monitor to CEMA); **Innocent Okozi, MA, EdS** (APAGS/CEMA); as well as other notable guests during its 2010 meetings: **Carol Goodheart, EdD**, APA President; **James Bray, PhD**, APA Past-President; APA Board of Directors members — **Melba J. T. Vasquez, PhD** (APA President-elect), **Barry Anton, PhD**, **Rosie Philips Bingham, PhD**, **Jean Carter, PhD**, **Rachel Casas, PhD**, **Nadine Kaslow, PhD**, and **Jennifer Kelly, PhD**; **Paul Craig, PhD**, APA Treasurer. CEMA was pleased that its guests and liaisons actively participated in meeting deliberations, and each gave suggestions and offered comments on the various topics that were discussed. CEMA felt that its guests and liaisons looked (and will continue to look) to CEMA as a leader within APA relative to matters of diversity and ethnic minority psychology.

PERSONNEL/MEMBERSHIP

CEMA members in 2010 were: **Kevin Cokley, PhD** (chairperson), **Miguel E. Gallardo, PsyD** (chairperson-elect), **Josette G. Harris, PhD**, **Rose L. Weahkee, PhD**; **Pratyusha "Usha" Tummala-Narra, PhD**, and **Derald Wing Sue, PhD**.

Dr. Harris and **Dr. Weahkee** attended their last CEMA meeting in September, 2010. Their terms of service expired on December 31, 2010. CEMA expressed its great appreciation to both Dr. Harris and Dr. Weahkee for their dedication, commitment, and demonstrated leadership that contributed significantly to the accomplishment of CEMA's goals and objectives throughout their three year terms.

Iva Greywolf, PhD and **Helen Neville, PhD** were appointed to CEMA by BAPPI with terms of service to begin January 1, 2011 and to end December 31, 2013. The APA Board of Directors ratified BAPPI's appointments during its December 2010 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 African American/Black, two are Asian Americans, one is American Indian, and two are Hispanic/Latina(o). One member is an early career psychologist. Additionally, the Committee acknowledged its special obligation to ensure that various constituent groups as well as diversity within these groups (e.g., nationality, tribe) are represented, and its charge to be sensitive to such concerns. To that end, CEMA continued to welcome opportunities to consider candidates for membership who offer an expansion of diversity within the continuing Committee's membership. One day prior to CEMA's spring 2010 meeting, OEMA provided a half day new member orientation training where these and other issues of diversity are traditionally presented and discussed.

Activities and 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.

CEMA revised and submitted its four initiatives for consideration in the further development of the APA Strategic Plan. Those four initiatives were: (a) immediate reinstatement of CEMRRAT funding to support CEMRRAT projects/activities; (b) establishment/creation of a task force on enhancing the next generation of psychology faculty - "Preparing Multicultural/Ethnic Minority Future Psychology Faculty." The proposed task force would be charged with shaping the vision for how psychology/APA will address the changing make-up of future psychology faculty and its diversity and multicultural competence; (c) implementation of a multicultural media outreach and advocacy plan on psychology for ethnic minority individuals and communities; and (d) implementation of APA's Diversity Implementation Plan. Moreover, CEMA continues to be concerned about the clear absence in the Strategic Plan of diversity centered/focused issues in general and Public Interest Directorate constituencies' issues in particular. CEMA shared its concerns with members of the APA Board of Directors in September, 2010.

CEMA met with members of the 2010 APA President's Working Group addressing the bylaws amendment vote issue related to voting seats on the APA Council of Representatives (COR) for the four national ethnic minority psychological associations. According to the Working Group leadership, an important common message emerging from several of the planning meetings that have been convened is that a concerted, focused effort will be required to achieve successful passage of the

bylaws amendment vote. Moreover, success will require a targeted “get out the vote” public education and information media campaign intended to garner votes from those eligible APA voting members who may not necessarily be members of either an APA division or state, provincial, or territorial psychological associations (SPTAs). Such APA members may not be familiar with the histories of and/or benefits the four ethnic minority psychological associations contribute to organized psychology in general and APA in particular. Therefore, a public education and information media campaign could involve the development of *Monitor* article(s) that tell a compelling story, and that includes personal testimonials about why securing voting seats on the COR for the four national ethnic minority psychological associations is an important issue that benefits APA and psychology. CEMA agreed to develop and submit an initial draft of a public education and information media campaign plan for the Working Group’s consideration and comment. Moreover, CEMA coordinated conference calls with members of the APA Committee on the Structure and Function of Council (CSFC) and the APA Policy and Planning Board (P&P) on this issue.

CEMA met with **Dr. Norman B. Anderson** and **Dr. Michael Honaker** to review and discuss the ongoing development of APA’s Strategic Plan and other issues of concern.

CEMA expressed its interest in receiving regular updates on the ongoing recruitment efforts associated with the hiring of a new OEMA Senior Director to **Dr. Norman B. Anderson**, APA CEO, **Dr. Gwendolyn P. Keita**, Executive Director of the Public Interest Directorate, and to its parent board, the APA Board for the Advancement of Psychology in the Public Interest (BAPPI). To the extent possible, CEMA would like to be involved in the review of candidates and/or the selection of finalists.

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, in a memorandum to the **APA Board of Directors (BOD)**, requested immediate reinstatement of CEMRRAT annual funding in the amount of \$100,000 beginning in 2011. Moreover, CEMA explained its strong belief that CEMRRAT-related projects and activities are integral and important components of APA’s membership growth initiatives and therefore, continued financial support is critical to developing and expanding that aspect of APA’s Strategic Plan.

CEMA continued its development of an APA multicultural communications and media agenda.

CEMA hosted three *Open Meetings* for **Members of Color in APA Governance** during the consolidated meetings cycle (Saturday, March 20th; Saturday, September 25th; & Saturday, October 23rd). Topics of discussion, as raised by attendees, included the continuing APA budget crisis in general, and the cuts/losses associated with OEMA’s CEMRRAT program in particular, as well as the bylaws amendment vote for establishing voting seats on the APA COR for the four national ethnic minority psychological associations, and the recruitment search related to the hiring of a new OEMA Senior Director.

CEMA hosted an **invitational breakfast meeting**, attended by over 50 persons, during the APA 118th annual convention in San Diego, California. Invited guests included presidents of state, territorial and provincial psychological associations (SPTAs), divisions, and the chairpersons of SPTAs and division committees on ethnic minority affairs, and ethnic minority persons involved in APA governance. For the 16th year, this breakfast has enjoyed co-sponsorship from the APA Practice Directorate and the APA Office of Divisions' Services. This year CEMA also enjoyed co-sponsorship from APA Divisions 18 and 55. The breakfast provides a forum for invitees to meet, discuss, and network on relevant issues of concern. This year's breakfast theme was: *A Celebration of American Indian/Alaska Well-being*. The keynote speaker was **Rose L. Weahkee, PhD, Director, Division of Behavioral Health, Indian Health Service**.

CEMA sponsored a social hour celebrating the presentation of the **2010 Jeffrey S. Tanaka Memorial Dissertation Award in Psychology** plaque during the APA 118th annual convention in San Diego, California. The social hour was chaired by Dr. Cokley. Dr. Harris presented the Tanaka award plaque to **Dr. Arpana Gupta**.

CEMA reviewed and provided comments/feedback on the following Cross-Cutting agenda items:

Spring 2010

CC-03 BEA Task Force on Classroom Violence Directed Against K-12 Teachers

CC-13 Guidelines for Psychological Practice with Lesbian, Gay, and Bisexual Clients

CC-14 The Report of the Task Force on the Psychological Effects of War on Children and Families who are Refugees from Armed Conflict Residing in the U.S.

CC-16 Proposed Revisions to APA Resolution on Homelessness

Fall 2010

CC-01 Facilitating APA/ABA Relations

CC-02 National Standards for High School Psychology Curricula

CC-06 Revised Guidelines for Psychological Practice in Health Care Delivery Systems

CC-09 Proposed Guidelines for Prevention Practice, Research, Education, and Social Advocacy for Psychologists

CC-17 APA 2010 Presidential Initiative on Caregivers

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

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 **2010 Jeffrey S. Tanaka Memorial Dissertation Award in Psychology** to **Dr. Arpana Gupta**, for her dissertation: *Acculturation and Asian Values as Moderators of the Relationship between Endorsement of Positive Asian Stereotypes and Asian's Subjective Overachievement, Psychological Distress, Well-being, and Attitudes Toward Help Seeking: An Analysis of the "Model Minority Myth"* (The University of Tennessee, Knoxville, 2009). Members of the CEMA Dissertation Award Selection Subcommittee were Drs. Harris (chairperson), Cokley and Sue. The Selection Subcommittee reviewed 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 successfully garnered two hours of 2011 APA convention program time from its parent board, BAPPI, to support CEMA's co-sponsored session proposal, titled, ***Microaggressions and Social Identities: Race, Gender, Sexual Orientation, and Disability***. This proposed CEMA session, which responded to BAPPI's convention theme, *Living the Vision: Collaborating for the Public Interest*, was a collaboration effort involving the APA Committee on Disability Issues in Psychology (CDIP), the APA Committee on Socioeconomic Status, (CSES), the APA Committee on Children, Youth and Families (CYF), the APA Committee on Aging (CONA), the APA Committee on Lesbian, Gay, Bisexual, and Transgender Concerns (CLBGTC), and the APA Committee on Women in Psychology (CWP). CEMA, as a designated co-sponsor, also strongly recommended the allocation of BAPPI convention hours to support the presentation of CONA's co-sponsored symposium proposal, *Successful Models of Integrated Care: Psychological Programs that Address Health Care Disparities*; CYF's proposed session, *Mental health and youth in foster care: Systems of care in need of review*; and both of CSES' session proposals - *University-Community Collaborations to Promote Socio-emotional Well-Being of Children in Poverty and Reduce Educational Inequities* **and** *The new American portrait: Census 2010, the lifecourse and the future of psychology*.

CEMA effectively collaborated with **APA Divisions 1, 8, 18, 27, 45 and the Minority Fellowship Program** in the presentation of symposia during the 118th APA annual convention in San Diego, California:

Thursday, August 12 (8:00-9:50am) - CEMA Symposium: *Research, education, and prevention on health disparities: Exemplary roles and best practices*.

Friday, August 13 (12:00-1:50pm) - CEMA Town Hall: The State of Ethnic Minority Affairs in Psychology.

(4:00-5:50pm) - CEMA Symposium: *The many faces of racial profiling: Psychology's contributions to the debate*.

Sunday, August 15 (10:00-10:50am) - Conversation Hour with CNPAAEMI & CEMA: *Psychology education and training from a culture-specific and multiracial perspectives: Critical issues and recommendations*.

GOAL IV: Promote increased multicultural competence in psychology

CEMA hosted the presentation of the **APA 2010 Richard M. Suinn Minority Achievement Award in Psychology** during its convention social hour event. CEMRRAT2 Task Force member **James Freeman, PhD**, presented the award statue to the winning program: **The Clinical Psychology Program at the California School of Professional Psychology, Los Angeles/Alliant International University**.

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 Interest and Practice Directorates' Government Affairs Offices 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.

CEMA continued to support the development and implementation of an APA Multicultural Diversity Leadership Plan that would include: (a) the establishment of an APA Office of Diversity Enhancement as recommended by the 2005 APA Presidential Task Force on Enhancing Diversity report; and (b) the development of an independent resource such as a Cultural Ombudsman or mediator within the APA organizational structure. The ombudsman would be an independent resource who would serve as a facilitator or mediator in situations when there is a grievance or conflict rooted in competing interests of diverse groups.

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

CEMA continued the further development of its collaboration efforts with the **APA Committee on International Affairs in Psychology (CIRP)** focusing on the following: (1) addressing psychology's/psychologists' role in the promotion of psychological issues related to human rights and social justice; (2) educating APA members about the processes and programs of the United Nations, and the potential role psychology/psychologists can play; and (3) developing strategic follow-up in support of the United Nations' WCAR Declaration. CEMA appointed Dr. Gallardo and Dr. Cokley as its representatives to a CEMA/CIRP subcommittee.

CEMA continued formalizing efforts to engage the 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).

CEMA discussed possible collaboration efforts with APA Division 45 in the revision and/or updating of the current APA *Resolution on Racial/Ethnic Profiling and Other Racial/Ethnic Disparities in Law and Security Enforcement Activities* (adopted February 2001).

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)** and provided comments/input to the proposed APA Legislative Advocacy Goals. In addition, CEMA requested that the Coordinated Advocacy Campaign, which would involve scheduled visits with Congressional leadership in their respective home districts, be reinstated.

DISSEMINATION OF INFORMATION

The 2009 CEMA annual report was prepared in a pamphlet-style publication for distribution during the 118th APA annual convention and uploaded onto CEMA's website <<http://www.apa.org/pi/oema/committee/index.aspx>>. Updates on CEMA efforts were provided in semi-annual issues of the OEMA newsjournal, *Communique*.