

## **UNAPPROVED**

### **2011 ANNUAL REPORT APA Committee on Ethnic Minority Affairs**

#### **OVERVIEW**

The **APA Committee on Ethnic Minority Affairs (CEMA)** convened two face-to-face meetings in 2011 (March 25-27 & September 16-18). In addition, CEMA was very pleased to learn that a Senior Director, Tiffany G. Townsend, PhD, had been hired and arrived in OEMA on July 5, 2011. CEMA extended its appreciation to **Sherry T. Wynn** and **Alberto Figueroa-Garcia** for their hard-work and diligence during the OEMA leadership transition period. Mr. Figueroa-Garcia also was acknowledged for his management and leadership of OEMA throughout the year as Acting Senior Director.

CEMA welcomed the attendance of monitors/liaisons at its meetings, **J. Doug McDonald, 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); **Patricia A. Areán, PhD** (CONA monitor to CEMA); **Tawa M. Witko, PsyD** (CRH monitor to CEMA); **Suzie Williams, PhD** (CDIP monitor to CEMA); as well as other notable guests during its 2011 meetings: **Melba J. T. Vasquez, PhD** (APA President); **Carol Goodheart, EdD**, APA Past-President; APA Board of Directors members — **Susan Bennett Johnson, PhD** (APA President-elect), **Barry Anton, PhD** (APA Secretary); **Bonnie Markum, PhD** (APA Treasurer); **Rosie Philips Bingham, PhD**, **Jean Carter, PhD**, **Kurt Geisinger, PhD**, **Nadine Kaslow, PhD**, and **Jennifer Kelly, PhD**. 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 2011 were: **Miguel E. Gallardo, PsyD** (chairperson); **Iva GreyWolf, PhD** (chairperson-elect); **Kevin O. Cokley, PhD** (past-chairperson); **Helen A. Neville, PhD**; **P. “Usha” Tummala-Narra, PhD**, and **Derald Wing Sue, PhD**.

**Dr. Gallardo** and **Dr. Cokley** attended their last CEMA meeting in September, 2011. Their terms of service expired on December 31, 2011. CEMA expressed its great appreciation to both Dr. Gallardo and Dr. Cokley for their dedication, commitment, and exemplary leadership, which contributed significantly to the accomplishment of CEMA’s goals and objectives throughout their three year terms.

**I. David Acevedo-Polakovich, PhD** and **John Robinson, EdD** were appointed to CEMA by BAPPI with terms of service to begin January 1, 2012 and to end December 31, 2014. The APA Board of Directors ratified BAPPI’s appointments during its December 2011 meeting in Washington, DC.

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

## **DIVERSITY REPRESENTATION AND TRAINING**

CEMA members included three female and three male psychologists of whom two are African American/Black, two are Asian Americans, one is American Indian, and one is 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 2011 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 September 18, 2011.

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**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 expressed its sincere appreciation to **Dr. Norman B. Anderson** and **Dr. Gwendolyn P. Keita** regarding the hiring of OEMA's new Senior Director, **Tiffany G. Townsend, PhD.**

CEMA met with the 2011 APA President's Working Group to review and discuss the bylaws amendment issue related to voting seats on the APA Council of Representatives (COR) for the four ethnic minority psychological associations. In addition, CEMA took part in conference calls and meetings involving the COR Delegates/Observer from the four ethnic minority psychological associations, the APA Board of Directors (BOD), and the Council of National Psychological Associations for the Advancement of Ethnic Minority Interests (CNPAAEMI). Most agree that there are several different levels of engagement for all Associations on this issue and many shared an understanding of what might be possible and/or solutions that might be considered. Additional meetings are planned in the near future to enable further discussion of possible creative strategies and meaningful solutions. CEMA requested that they remain involved as this issue continues to evolve.

**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 acknowledged and applauded the APA BOD and the COR for their actions that resulted in the restoration of funding for OEMA's CEMRRAT Initiative.

CEMA requested that resources be identified, in collaboration with OEMA, to support a retreat for the Committee in 2012.

CEMA continued to review and discuss potential future opportunities for the implementation of a multicultural communications and media agenda plan.

CEMA met with members of the APA Committee on Psychological Tests and Assessments (CPTA), Dr. Beverly Vandervier, Dr. Samuel Ortiz, and Dr. Jerard K. Marcia, as well as CPTA's staff liaison, Ms. Marianne Ernesto to review and discuss issues of mutual concern regarding APA's proposed revised *National Standards for High School Psychology Curricula*.

CEMA hosted three *Open Meetings* for **Members of Color in APA Governance** during the consolidated meetings cycle (Saturday, March 26<sup>th</sup>; Saturday, September 17<sup>th</sup>; & Saturday, October 25<sup>th</sup>). Topics of discussion included the introduction of OEMA's new Senior Director; thanks and appreciation to the BOD and COR for their actions re-instating funding for OEMA's CEMRRAT Initiatives; an update on the bylaws amendment vote for establishing voting seats on the COR for the four national ethnic minority psychological associations, and a potentially new project intended to examine and explore the possible ethnic minority designation or status in APA of people in the United States of Middle Eastern/North African descent.

CEMA hosted an **invitational breakfast meeting**, attended by over 50 persons, during the APA 119th annual convention in Washington, DC. 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 17<sup>th</sup> year, this breakfast has enjoyed co-sponsorship from the APA Practice Directorate and the APA Office of Divisions' Services. The theme this year was: *Psychology and Racial/Ethnic Mental Health Disparities: Engaging the Public Policy Debate*. The keynote speaker was **The Honorable Grace Napolitano (D-CA)**. In addition, CEMA was very pleased that **Ms. Krystal Ka'ai**, representing the Congressional Asian-Pacific Caucus and the Congressional Tri-Caucus also was able to attend and provide remarks. CEMA extends its heartfelt appreciation to OEMA staff, **Ms. Stefanie Reeves** and **Mr. Ben Vonachen**, staff in the APA Public Interest Directorate's Government Relations Office (PI-GRO) for their hard work and coordination that made this event such an outstanding success.

CEMA awarded the **2011 Jeffrey S. Tanaka Memorial Dissertation Award in Psychology** to **Dr. Aurelia Mok**, for her dissertation: *Cultural Identify Integration and Frame Switching: Evidence for a Nonconscious Motivated Process* (Columbia University, 2010). Members of the CEMA Dissertation

Award Selection Subcommittee were Drs. Sue (chairperson), Cokley, Gallardo, and Neville. The Selection Subcommittee reviewed abstract submissions from which four were selected as semi-finalists; who were required to submit their complete dissertation for review. The winner was selected from the four semi-finalist submissions. In addition, CEMA sponsored a social hour celebrating the presentation of the award plaque during the APA 119<sup>th</sup> annual convention in Washington, DC. The social hour was chaired by Dr. Gallardo. Dr. Sue presented the Tanaka award plaque to **Dr. Mok**.

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

Spring 2011

- CC-02 Report of the Presidential Task Force on Immigration*
- CC-03 Proposed Resolution on Family Caregivers*
- CC-04 Report of the APA Convention Task Force*
- CC-06 Revised National Standards for High School Psychology Curricula*
- CC-07 Guidelines for Preparing High School Psychology Teachers: Course-Based and Standards-Based Approaches*
- CC-08 Proposed Revisions to the CRSPPP Principles for Specialty Recognition*
- CC-11 Recommendation to Increase the Size and Composition of the APA Committee on Professional Practice and Standards (COPPS)*
- CC-13 Structure and Function of an Interdisciplinary Team for Persons with Acquired Brain Injury*
- CC-15 Proposed Revised Prevention Science and Practice Guidelines*
- CC-17 Proposed Resolution on Advocacy for Psychology as a STEM Discipline*
- CC-26 Focus Group on Clarifying the Meaning of the Human Right to Benefit from Scientific Progress*

Fall 2011

- CC-01 Call for Questions to the President-elect Candidates*
- CC-02 Guidelines for Preparing High School Psychology Teachers: Course-Based and Standards-Based Approaches*
- CC-03 Performance indicators for the National Standards for High School Psychology Curricula*
- CC-04 APA Continuing Education Sponsor Approval System Policies and Procedures Manual*
- CC-05 Education and Training Guidelines: A Taxonomy for Education and Training in Professional Psychology*
- CC-07 APA Contribution to the AAAS Science and Human Rights Coalition 2012-2014 Plan of Action*
- CC-08 Resolution on Combination Biomedical and Behavioral Approaches to Optimize HIV Prevention*
- CC-09 The Report of the Presidential Task Force on Immigration*

*CC-10 Final Report of the Presidential Task Force on Reducing and Preventing  
Discrimination Against and Enhancing Benefits of Inclusion of People Whose  
Social Identities are Marginalized in U.S. Society*

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

CEMA met with **Dr. Wayne Camara, Dr. Laureess Wise, and Dr. Frank Worrell**, members of and representatives for APA to the *Standards for Educational and Psychological Testing* Management Committee. CEMA's Dr. Neville suggested language that could be included in the Standards' introduction that might provide meaningful examples of cultural experiences to help explain validity and/or cultural validity. In addition, CEMA shared additional aspects and examples that it felt would enhance the Standards' attention to and influence of culture and ethnicity. Working Group members encouraged CEMA to submit its examples and recommendations using the on-line portal. Dr. Neville agreed to take the lead on this task.

At CEMA's request, Dr. Neville attended and provided comments during the Open Meeting on Science and Human Rights that was convened during the spring consolidated meetings. At Dr. Neville's request, CEMA tasked OEMA staff to express CEMA's appreciation to the organizers for the invitation to participate and its continued interest in being informed as this initiative evolves.

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 effectively collaborated with the APA Committee on Disability Issues in Psychology (CDIP), APA Committee on Socioeconomic Status, (CSES), 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) in the presentation of a symposium during the 119th APA annual convention in Washington, DC: Friday, August 5 – *Microaggressions and social identities: Race, gender, sexual orientation, and disability*. This session appeared in the October 2011 issue of the *APA Monitor*.

CEMA successfully garnered two hours of 2012 APA convention program time from its parent board, BAPPI, to support CEMA's co-sponsored session proposal, titled, *Immigration, Race, & Disparities: Health Care, Education, Employment*. This session is a CEMA collaboration effort that enjoys involvement by the APA Committee on Disability Issues in Psychology (CDIP), APA Committee on Socioeconomic Status, (CSES), 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), the APA Committee on Psychology and AIDS (COPA), and the APA Committee on Women in Psychology (CWP). CEMA discussed BAPPI's 2012 convention theme, *Health Disparities* and believed that this joint Committees-sponsored symposium proposal addresses that focus. In addition, CEMA strongly recommended the allocation of BAPPI convention hours to support the presentation of: (a) the proposed co-sponsored, BAPPI and CAPP session, *Assisting Members of Vulnerable / Underserved Populations Affected by Natural Disasters*, that enjoys interest

and support from CEMA, CONA, CDIP and the APA Committee on Rural Health (CRH); (b) the proposed co-sponsored CYF session, *Addressing Obesity and Health Disparities in the Nation's Children*, that is supported by CEMA, CDIP, CSES, CRH, and Division 54; (c) the proposed co-sponsored CWP session, *Women under siege: Disparities and despair*, that is supported by CEMA, CDIP, COPA, CONA, CSES, and CYF; and (d) the proposed CDIP session, *Expanding the application of telehealth service models to underserved populations with chronic illnesses and disability*, that is supported by CEMA and Division 22.

#### **GOAL IV: Promote increased multicultural competence in psychology**

CEMA established a Working Group that included representatives from the CEMRRAT2 Task Force and the APAGS/CEMA for the purpose of collaborating on the development, design, and implementation of criteria and processes for an award (e.g., Multicultural Competence Award) to a psychology program/department that best exemplifies implementation of the *APA Multicultural Guidelines on Multicultural Education, Training, Research, Practice and Organizational Change for Psychologists*, as outlined in Guideline 3 - "*Psychologists Are Encouraged to Employ the Constructs of Multiculturalism and Diversity in Psychological Education.*" Specifically, outlined in recommendation 3.2.3.

CEMA hosted the presentation of the **APA 2011 Richard M. Suinn Minority Achievement Award in Psychology** during its convention social hour event. CEMRRAT2 Task Force member **Dr. Beth Boyd**, presented the award statue to the APA Society for the Psychological Study of Ethnic Minority Issues (Division 45) for its annual convention mentorship and leadership development session: ***Links and Shoulders.***

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.**

As a component of a CEMA initiative to address racially charged stereotypes among ethnic minority groups, CEMA recommend that resources be made available to support the development and production of a web-based educational tool. As a first step in establishing the initiative, CEMA proposed to begin with the implementation efforts identified in CEMA's tool kit associated with the APA resolution *Recommending the Immediate Retirement of American Indian Mascots, Symbols, Images and Personalities by Schools, Colleges, Universities, Athletic Teams, and Organizations Resolution* (adopted by the COR on August 21, 2005). Modules for other ethnic minority groups were to follow.

CEMA reviewed and discussed a preliminary report and request regarding the possible recognition and/or affirmation of "ethnic minority status" for Arab Americans by APA. Moreover, CEMA received the report and approved a motion affirming the main thesis of the report, which posits that the experiences of Arab Americans are in many ways similar to those experiences of ethnic minority communities in the United States. CEMA developed and submitted a funding request to BAPPI for the establishment of a task force/working group that would be charged to explore this issue in greater detail and possibly propose recommendations for APA policy consideration. Although BAPPI did not approve funding, CEMA was encouraged to explore whether resources could be available through OEMA to develop this proposal further. In response to BAPPI's recommendation, CEMA established a working group to begin to think and develop this initiative further. It was decided the resulting working group, should be titled the MENA (Middle Easterners and Northern Africans) working group. Potential members of the MENA working group were identified and five scholars were invited to attend an initial working group session at the Spring Consolidated Meetings in March 2012.

**GOAL VI: Promote and monitor an effective legislative advocacy agenda addressing ethnic minority concerns and their public policy implications — particularly, in the following domains: Ethnic/racial health disparities, mental health in schools, immigration, racial profiling/police-based bias, anti-affirmative action initiatives, English-only legislation, bilingual education, re-authorization of the Indian Child Welfare Act, and increased ethnic minority psychology 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.

**GOAL VII: Promote efforts that ensure the inclusion of ethnic/racial issues throughout the APA Strategic Plan**

CEMA reviewed and provided comments/input on the Good Governance Project Team survey.

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

**DISSEMINATION OF INFORMATION**

The 2010 CEMA annual report was prepared in a pamphlet-style publication for distribution during the 119th APA annual convention and uploaded onto CEMA's website <<http://www.apa.org/pi/oema/committee/index.aspx>>..