

# **2012 ANNUAL REPORT**

## **APA Committee on Ethnic Minority Affairs**

### **OVERVIEW**

The **APA Committee on Ethnic Minority Affairs (CEMA)** convened two face-to-face meetings in 2012 (March 30 – April 1 & October 5-7). CEMA expressed its appreciation to the staff in the APA Office of Ethnic Minority Affairs (OEMA) for their hard-work and diligence throughout the year. In addition, CEMA welcomed the attendance of monitors/liaisons at its meetings, **J. Doug McDonald, PhD** (BAPPI); **Scott Graves, Jr., PhD** (Division 16 liaison to CEMA); **Maria T. Schultheis, PhD** and **April Thames, PhD** (Division 40 liaison to CEMA); **Torrey Wilson, PhD** and **Hideko Sera, PsyD** (NCSPP liaison to CEMA), **Cynthia De Las Fuentes, PhD** (CWP monitor to CEMA); **Tina Richardson, PhD** (CIRP monitor to CEMA); **Tawa M. Witko, PsyD** and **Jackie Gray, PhD** (CRH monitor to CEMA); **Erlanger Turner, PhD** (Membership Board monitor to CEMA); as well as other notable guests during its 2012 meetings: **Susan Bennett Johnson, PhD** (APA President), **Melba J. T. Vasquez, PhD** (APA Past-President); **Donald Bersoff, PhD, JD**, (APA President-Elect); APA Board of Directors members — **Barry Anton, PhD** (APA Secretary); **Bonnie Markum, PhD** (APA Treasurer); **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 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 regarding those matters related to ethnic/racial diversity and ethnic minority psychology.

### **PERSONNEL/MEMBERSHIP**

CEMA members in 2012 were: **Iva GreyWolf, PhD** (chairperson); **Helen A. Neville, PhD** (chairperson-elect); **Prayusha “Usha” Tummala-Narra, PhD**, **David Acevedo-Polakovich, PhD**; **John Robinson, EdD**; and **Derald Wing Sue, PhD**.

**Dr. Tummala-Narra** and **Dr. Sue** attended their last CEMA meeting in October 2012. Their terms of service expired on December 31, 2012. CEMA expressed its great appreciation to both Dr. Tummala-Narra and Dr. Sue for their dedication, commitment, and exemplary leadership, which contributed significantly to the accomplishment of CEMA’s goals and objectives throughout their three year terms.

**Muninder K. Ahluwalia, PhD** and **Daniel V. Foster, PsyD** were appointed to CEMA by BAPPI with terms of service to begin January 1, 2013 and to end December 31, 2015. The APA Board of Directors ratified BAPPI’s appointments during its December 2012 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 2012 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 met with the 2012 APA Board of Directors' Working Group to review and discuss the bylaws amendment issue related to voting seats on the APA Council of Representatives (COR) for the four national ethnic minority psychological associations. In addition, CEMA was involved in the development, dissemination, and implementation of a public information and education communication/media plan and campaign in an effort to increase voter turnout in support of the bylaws amendment. The bylaws amendment was sent to the APA membership in October for action, which included a pro/con statement. The vote failed to obtain the necessary two-thirds majority.

The Committee welcomed the appointment of three liaisons: **Scott Graves, PhD**, Division 16; **April Thames, PhD**, Division 40; and **Hideko Sera, PsyD**, NCSPP.

CEMA developed and approved two rank-ordered nomination slates to fill membership vacancies in 2013: One Asian American/Pacific Islander female psychologist and one American Indian/Alaska Native male psychologist. The slates were sent to CEMA's parent board, the APA Board for the Advancement of Psychology in the Public Interest (BAPPI) for appointment action. CEMA approved its 2013 Call for Nominations to fill membership vacancies in 2014: One American Indian/Alaska Native female psychologist and one Latina/Hispanic female psychologist.

**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 convened one half day meeting of its five-member Middle Eastern and Northern African (MENA) Working Group, composed of relevant scholars and experts, tasked to explore the implications of assigning and/or affirming “ethnic minority status” by APA to those self-identify APA members of MENA descent. The MENA WG will continue its work via email and conference calls and will plan to provide CEMA with a status report in 2013.

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

CEMA hosted three *Open Meetings* for **Members of Color in APA Governance** during the consolidated meetings cycle (Saturday, March 31<sup>st</sup>; Saturday, October 6<sup>th</sup>; & Saturday, November 4<sup>th</sup>). Topics of discussion included an update on the bylaws amendment vote for establishing voting seats on the COR for the four national ethnic minority psychological associations, an update on the work of its two Working Groups (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 and development of an award for the implementation of APA’s multicultural competency guidelines), follow-up on convention related activities/events, particularly related to those efforts related to the Trayvon Martin case, and solicitation of issues/concerns from those in attendance.

CEMA hosted its annual convention Invitational Breakfast for Presidents of State, Provincial, and Territorial Psychological Associations (SPTAs) and Divisions, and chairpersons of SPTAs’ and Divisions’ CEMAs, and members of color in APA governance. Approximately 30 individuals attended. For the 18<sup>th</sup> year, this convention event enjoys co-sponsorship from the APA Practice Directorate and the APA Divisions Services Office. The theme this year was: *Racial/Ethnic Profiling and Other Racial/Ethnic Disparities in Law and Security Enforcement Activities*. The keynote speaker was **Mr. Gilbert Moore**, Deputy Director of the U.S. Department of Justice Community Relations Service (CRS). CEMA extends its heartfelt appreciation to **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 a success

CEMA awarded its **2012 Jeffrey S. Tanaka Memorial Dissertation Award in Psychology** to **Dr. Le Ondra Clark**, for her dissertation: *Seeing through our clients’ eyes: An assessment of cultural competence in a community mental health agency* (The University of Wisconsin-Madison, 2010). Members of the CEMA Dissertation Award Selection Subcommittee were Drs. Neville (chairperson), Sue, and Acevedo-Polakovich. 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 120<sup>th</sup> annual convention in Orlando, Florida. The social hour was chaired by Dr. GreyWolf. Dr. Clark was unable to attend the ceremony. However, Dr. James Jones received the award for Dr. Clark, which was presented by Dr. Sue.

CEMA reviewed and provided comments/feedback on the following Cross-Cutting agenda items in 2012:

**Spring 2012**

- CC-01 APA Data Collection Activities*
- CC-02 Proposed Resolution on Interrogations of Criminal Suspects (NBI 27A)*
- CC-03 Core Competencies for Inter-professional Collaborative Practice*
- CC-04 BEA Statement on Accreditation*
- CC-05 Education and Training of Psychology Doctoral Trainees to Provide Healthcare Services*
- CC-08 Endorsement of NBI 23(B). Structure and Function of an Interdisciplinary Team for Persons with Acquired Brain Injury*
- CC-09 Recognition of Psychotherapy Effectiveness (NBI 26D)*
- CC-10 Strategies for Education and Training of Psychologists in the Use of ICD-10-CM (NBI 26J)*
- CC-11 APA Guidelines Terminology and Process*
- CC-12 Endorsement of Guidelines by APA*
- CC-13 Revisions of APA Guidelines for Ethical Conduct of Behavioral Projects Involving Human Participants by High School Students*
- CC-14 Proposed Resolution on Alternatives to Physical Punishment of Children by Parents*

#### **Fall 2012**

- CC-01 Call for Questions to the APA President-Elect Candidates*
- CC-02 Call for Comments on Data Sharing Draft Principles and Policy Language for APA Journals*
- CC-03 Draft Guidelines for the Practice of Telepsychology*
- CC-04 Revised Standards for Educational and Psychological Testing*
- CC-05 APA Guidelines for the Use of Non-Human Animals in Behavioral Projects in Schools (K-12)*
- CC-06 Task Force on the Trafficking of Women and Girls Reviewers for Preliminary*
- CC-07 Human Rights Initiative by the Board for the Advancement of Psychology in the Public Interest*
- CC-08 Raymond D. Fowler Award for Outstanding Contributions to APA – Member*  
CEMA to re-nominate Dr. Henry Tomes
- CC-09 2013 CWP Leadership Awards*  
CEMA to nominate: Dr. Rosie Philips Bingham (Distinguished); and Dr. Michael Contreras (Emerging/Early Career)
- CC-10 2013 APA Award for Distinguished Contributions to the International Advancement of Psychology.*  
CEMA to nominate: Dr. Corann Okorodudu and Dr. Edil Torres
- CC-11 2013 APA International Humanitarian Award*  
CEMA to nominate: Dr. Ricardo C. Ainslie

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

CEMA met with **Dr. Wayne Camara, Dr. Lauress 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 would make explicit reference to issues of cultural fairness and the need to address fairness issues in order to ensure the cultural validity of tests. 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 submitted CEMA's recommendations via the on-line portal.

CEMA effectively collaborated with the Committee on Socioeconomic Status (CSES), the Committee on Disabilities in Psychology (CDIP), the Committee on Lesbian, Gay, Bi-sexual and Transgendered Concerns (CLBGTC), the Committee on Children, Youth, and Families (CYF), the ad hoc Committee on Psychology and AIDS (COPA) and the Committee on Women in Psychology (CWP), in the presentation of a symposium during the 120th APA annual convention in Orlando, Florida: Friday, August 3 – *Immigration, Race, & Disparities: Health Care, Education, Employment*. In addition, CEMA successfully secured one convention program hour from BAPPI, and participated on a session proposed by the Committee on Rural Health (CRH), with support from CONA and CDIP in support of a CAPP/BAPPI session titled: *Assisting Members of Vulnerable/Underserved Populations Affected by Natural Disasters*. CONA, CDIP, CRH, and CEMA were co-listed on this session. CEMA also supported BAPPI sponsorship of the following sessions: CYF session, *Addressing Obesity and Health Disparities in the Nation's Children*; CWP session, *Women under siege: Disparities and despair*; and a CDIP session, *Expanding the application of telehealth service models to underserved populations with chronic illnesses and disability*.

CEMA engaged in collaboration with the APA Committee on Women in Psychology (CWP), APA Committee on Rural Health (CRH), APA Committee on Early Career Psychologists (CECP) and BAPPI in the development of a symposium for the 121<sup>st</sup> APA annual convention in Honolulu, Hawaii. A request for two hours of 2013 convention time for the presentation of this collaborative/co-sponsored symposium titled, *Indigenous Healing among Native Hawaiians and Pacific Islanders: Lessons for Western Approaches to Mental Health, Counseling and Psychotherapy*, was sent to BAPPI. CEMA discussed BAPPI's convention theme, *Health Disparities* and believed this joint Committees-sponsored symposium proposal addresses that focus. BAPPI did not approve CEMA's request.

CEMA recommended the allocation of BAPPI convention hours to support the presentation of:

- A. The one-hour co-sponsored, CWP, CONA, CEMA, CLGBTC, and CSES, collaborative symposium entitled, *"Older women and health disparities."* BAPPI allocated one hour.
- B. The two-hour co-sponsored CONA, CDIP, CEMA, CLGBTC, COPA, CSES, and CWP, collaborative symposium entitled *"Health disparities: Emerging biopsychosocial challenges of older adults living with HIV."* BAPPI allocated two hour.

- C. The one-hour co-sponsored CDIP, CWP, CEMA, and CSES collaborative symposium entitled, *Can psychology accommodate divergent views on size? Barriers to a nuanced understanding of obesity*. BAPPI allocated one hour.
- D. The one-hour co-sponsored CYF, CDIP, CEMA, CONA, and CSES collaborative symposium entitled: *Culture and health disparities among Asian Americans and Native Hawaiians: Indigenous theory, research, and practice*. BAPPI allocated one hour.

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

CEMA reviewed and discussed the proposal developed by its Multicultural Competence Award Working Group (MCC WG), which is composed of representatives from the CEMRRAT2 Task Force, the APAGS/CEMA, the Committee of Teachers of Psychology in Secondary Schools (TOPSS), the Committee on Psychology Teachers in Community Colleges (PT@CC), and CEMA. The MCC WG was tasked with for the development, design, and implementation of criteria and processes for an award to a psychology program/department across the educational pipeline (e.g., high school curriculum/program/teacher, undergraduate and graduate program/department), that best exemplifies effective and meaningful 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). It was recommended that the award be named the *Martha E. Bernal and A. Toy Caldwell-Colbert Memorial Multicultural Competence Education and Training Awards*. Final action on the award's implementation criteria and processes were not taken as a result of a request for review by BAPPI and the APA Board of Educational Affairs (BEA).

CEMA hosted the presentation of the **APA 2012 Richard M. Suinn Minority Achievement Award in Psychology** during its convention social hour event. CEMRRAT2 Task Force member **Dr. Frederick Leong** presented the award statue to the APA Minority Fellowship Program for its more than 30 years of significant contributions to the education, training, mentorship, leadership development and production of psychologists of color.

CEMA continued to support the development and implementation of an APA Multicultural Diversity Leadership Plan.

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

CEMA continued to express interest in the development, production, and future implementation of a web-based educational tool to address racially charged stereotypes. As a component of CEMA's initiative to address racially charged stereotypes among ethnic minority groups, as well as potential meaningful implementation of two relevant APA resolutions - 2001 *Resolution on Racial/Ethnic Profiling and Other Racial/Ethnic Disparities in Law and Security Enforcement Activities* (February) and the 2005 *APA Resolution Recommending the Immediate Retirement of American Indian Mascots, Symbols, Images and Personalities by Schools, Colleges, Universities, Athletic Teams, and Organizations Resolution* (August), CEMA proposes to begin with those efforts identified in CEMA's tool kit associated with the 2005 resolution. Modules for other ethnic minority groups would follow.

**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 members successfully implemented the Committee's Coordinated Advocacy Campaign, which took place in local congressional member's districts during the months of November and December, 2011 and January 2012.

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.

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

CEMA expressed interest in and support of the Health Disparities Strategic Initiative of the APA Strategic Plan that is being developed and managed by the Public Interest Directorate. In addition, CEMA appointed **Dr. Iva GreyWolf** as its representative/contact person on this initiative.

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

**DISSEMINATION OF INFORMATION**

The 2011 CEMA annual report was prepared in a pamphlet-style publication for distribution during the 120th APA annual convention and uploaded onto [CEMA's website](http://www.apa.org/pi/oema/committee/index.aspx) (<http://www.apa.org/pi/oema/committee/index.aspx>).