

2013 ANNUAL REPORT

APA Committee on Ethnic Minority Affairs

OVERVIEW

The **APA Committee on Ethnic Minority Affairs (CEMA)** convened two face-to-face meetings in 2013 (March 15-17 & September 20-23) and four conference calls (February 13th, March 8th, June 11th & September 9th). In addition, the CEMA chairperson, held monthly conference calls (the first Tuesday of every month at 1:00pm Eastern) with OEMA staff throughout the year. The additional conference call meetings were considered essential to CEMA's interest and desire to optimize face-to-face meetings by streamlining the Committee's administrative management processes and practices. To that end, the Committee dedicated time this year on reviewing and revising its information and materials related to its mission, vision, goals and objectives, and purpose. No action was taken to change or modify either the mission statement (i.e., Association Rule 16.0) or its existing goals and objectives, as both seem current and applicable. However, after some discussion regarding its purpose and vision, the Committee approved the following revised *Vision Statement*:

The APA Committee on Ethnic Minority Affairs (CEMA) integrates the representation and participation of ethnic and racial minority psychologists' and communities' interests into psychology to benefit society in general and organized psychology in particular. Moreover, CEMA promotes fairness, inclusion, equity, and empowerment of ethnic and racial constituencies across all levels of the APA as a means to benefit and enhance the discipline. CEMA promotes ethnic and racial minority representation within the organization including governance and membership and, moreover, society as a whole.

CEMA aspires to have its mission pervade the organization to such an extent that its values and goals will radiate into the larger community of organized psychology. CEMA works to ensure that APA's membership and leadership reflect the composition of society and demonstrate multicultural competencies in all aspects of professional life. CEMA works to end oppression of ethnic and racial minority communities while highlighting the strengths of those communities that promote health and well-being. Respecting, valuing, and understanding differences will reduce the ignorance and fear[s] that lead to polarization and interruption of the collective process toward a just and culturally responsive psychology in general and organization in particular.

In addition, CEMA approved the increased use of routine conference calls (quarterly at the very least) involving all Committee members, optional for liaisons, throughout the year to accomplish those issues of limited criticality such as the review and approval of meeting minutes, development and approval of CEMA's annual report, development and planning for CEMA convention related activities, and/or CEMA monitors' reports. Also, such conference calls will be used to welcome new members and/or liaisons if necessary, rather than waiting until CEMA's first meeting. In this way, CEMA's new members orientation session, which liaisons have long been able to attend, may focus more on specific CEMA projects and activities in order to cultivate interest and/or to consider new ideas, which could be accomplished in a timely manner.

In regard to the roles, responsibilities, and privileges of liaisons to CEMA from outside groups/organizations (e.g., involvement with CEMA-sponsored activities, contributing to discussions and supporting accomplishment of CEMA project tasks; voting privileges; participating on conference calls, etc.), the Committee understood that the context of each liaisons' interest and/or willingness to be

involved and/or contribute to CEMA-sponsored activities, initiatives, projects, and/or events is often dependent upon those outside groups/organizations missions' and/or agendas' which sponsor the liaisons' attendance. Therefore, CEMA acknowledged that liaison participation in such CEMA-related activities and/or projects is completely voluntary and not expected or required as a condition of the liaison status.

CEMA requested that relevant information and materials from its face-to-face meetings and/or conference calls be posted to the CEMA Team Site to enable routine access and facilitate timely review throughout the year.

CEMA expressed its appreciation to the staff in the APA Office of Ethnic Minority Affairs (OEMA) for their hard-work and diligence in assisting the Committee in the accomplishment of its work throughout the year.

CEMA was pleased that **Germine H. Award, PhD**, co-chairperson of CEMA's MENA Working Group was able to continue the development and production of a report for CEMA's review.

CEMA welcomed the attendance and participation of monitors and/or liaisons from other APA governance groups at its meetings, **J. Doug McDonald, PhD** (BAPPI liaison to CEMA); **Jasmin Llamas** (APAGS/CEMA monitor to CEMA); **Scott L. Graves, Jr., PhD** (Division 16 liaison to CEMA); **Kris Yi, PhD, Richard Ruth, PhD, & Daniel Gaztambide, PhD** (Division 39 liaisons to CEMA); **Maria T. Schultheis, PhD & April Thames, PhD** (Division 40 liaisons to CEMA); **Hideko Sera, PsyD** (NCSPP liaison to CEMA), as well as other notable guests during its two face-to-face meetings in 2013: **Melba J. T. Vasquez, PhD** (APA Past-President); BOD members **Kurt Geisinger, PhD, Nadine Kaslow, PhD, & Jennifer Kelly, PhD**; **David Dune, PhD** (CDIP); **Norman B. Anderson, PhD** (APA CEO); **Gwendolyn P. Keita, PhD** (Public Interest Directorate); and **Judith M. Glassgold, PsyD, Stefanie Reeves, MA, Benjamin Vonachen, & Steve Miller**, of the Public Interest Directorate's Government Relations Office. CEMA was pleased that its guests and liaisons actively participated in meeting deliberations, and each often offered useful suggestions and meaningful 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 issues and matters related to ethnic/racial diversity in psychology and ethnic minority psychology.

PERSONNEL/MEMBERSHIP

CEMA members in 2013 were: **Helen A. Neville, PhD** (chairperson); **Iva GreyWolf, PhD** (past-chairperson); **Muninder K. Ahluwalia, PhD** (chairperson-elect); **John Robinson, EdD, MPH, FACHP**; **Ignacio David Acevedo-Polakovich, PhD**; and **Daniel V. Foster, PsyD**.

Dr. Neville and **Dr. GreyWolf** attended their last CEMA meeting in September 2013. Their terms of service expired on December 31, 2013. CEMA expressed its great appreciation to both Dr. Neville and GreyWolf for their dedication, commitment, and exemplary leadership, which contributed significantly to the accomplishment of CEMA's goals and objectives throughout their three year terms.

Wendy M. K. Peters, PhD and **Sandra Mattar, PsyD** were appointed to CEMA by BAPPI with terms of service to begin January 1, 2014 and to end December 31, 2016. The APA Board of Directors ratified BAPPI's appointments during its December 2013 meeting in Washington, DC.

DIVERSITY REPRESENTATION AND TRAINING

CEMA members included three female and three male psychologists of whom two are African American/Black, one is Asian Americans, two are 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 2013 meeting, OEMA provided a half day new member orientation training session 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.

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 suggested, to BOD members Drs. Kelly and Kaslow, strategies to enhance the ability of APA's ethnic and racial diversity agenda to increase participation and representation of psychologists and students of color in the organization. These strategies included: (a) creating a history/story telling initiative to acknowledge and value the significance of the long history that ethnic minority psychology and psychologists have had on the discipline in general and the Association in particular, (b) strengthening the existing diversity training project, and (c) garnering greater commitment by APA leadership to sustainable long-range planning and continuity in the ethnic and racial diversity agenda.

CEMA recommended to CSFC that the COR renew the reimbursement policy for ethnic minority representatives serving on COR. In addition, CEMA suggested that interested groups gather together to review this issue in greater detail in order to consider, develop, and/or propose additional activities and/or strategies that might prove more viable and/or increase incentive for divisions and SPTAs to elect representatives of color to COR.

CEMA welcomed the opportunity to receive update reports on the development and establishment of the *Alliance of National Psychological Associations for Racial and Ethnic Equity*. According to Drs. Kelly and Kaslow, the Alliance is composed of the presidents of the four national ethnic minority psychological associations and APA's president. The development and approval of mission and/or purpose statements continues. Moreover, it was agreed that CEMA will be kept informed on the Alliance's work and activities as information becomes available. CEMA applauded Drs. Kelly and Kaslow for their hard-work and commitment to this work on APA's behalf.

CEMA provided input and comments to the *Self-Guided Activity for Boards and Committees: APA Governance Changes*, presented by the COR Implementation Working Group (IMG). CEMA explained that the nature of the work performed the Committee addresses all aspects of the multiple interests and priorities of organized psychology through the lens of issues and concerns of psychologists of color. CEMA promotes, advocates, and advances ethnic minority psychology across, within, and throughout all areas of the discipline and the organization. Moreover, CEMA believes that it would be most effective for it to communicate, engage, and/or collaborate directly with both the COR and the BOD. Keeping in mind that should the Assembly be established, CEMA feels that it should have a primary and sustained presence within that Assembly. CEMA strongly believes that it should be reconstituted as BEMA. In its final comments to the IWG survey form, CEMA shared the following:

- Incentives should be included as well as official representation of the four ethnic minority psychological associations.
- CEMA will commit to developing a leadership curriculum and training experience for new members of color joining the leadership structure/entity that is ultimately decided upon by COR. This CEMA sponsored effort could also include the creation or establishment of a mentorship project/initiative.
- Ensure that membership slates for all APA boards include two seats designated specifically for one female and one male ethnic minority psychologist.
- Create a more detailed and structured recruitment advertising/marketing plan that targets psychologists of color that attend the annual/biennial meetings of the respective ethnic minority psychological associations as well as other conferences and events where psychologists of color attend/gather, those working at or conducting research with the many ethnic minority serving institutions, and consider a more extensive partnership effort with the APA's Minority Fellowship Program's fellows and leaders.
- CEMA should be allowed to regularly meet and collaborate with the IWG and/or the proposed COR leadership vetting group.

The Committee welcomed the appointment of three liaisons: **April Thames, PhD**, (Division 40); **Kris Yi, PhD** (one meeting), **Richard Ruth, PhD**, and **Daniel Gaztambide, PhD** (Division 39); and **Hideko Sera, PsyD** (NCSPP).

CEMA developed and approved two rank-ordered nomination slates to fill membership vacancies in 2014: One American Indian/Alaska Native female psychologist and one Latina/Hispanic female 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 2014 Call for Nominations to fill membership vacancies in 2015: One African American/Black male psychologist and one Latino/Hispanic male 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 approved the development of a new project/initiative to develop a plan/process for APA's timely response to social justice issues. CEMA believes that a lack of response by APA on issues that impact communities of color is not only a missed opportunity but may also inadvertently communicate a statement through silence.

CEMA received a report on Division 45. The Committee was informed of the recent name change of Division to: *The Society for the Psychological Study of Culture, Race and Ethnicity*. In addition, the Division's biennial research conference will be held in 2014 at the University of Oregon in Eugene and the 2015 National Multicultural Conference and Summit will be held in Atlanta, Georgia. The new editor of the Division's journal, **Dr. Richard Lee**, has been selected and approved.

CEMA held a conference call meeting with **Dr. Germiné Awad**, co-chairperson of CEMA's Middle Eastern and Northern African (MENA) Working Group (WG). CEMA's MENA WG is 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. CEMA agreed that the MENA WG will continue its work via email and conference calls, with the objective of providing CEMA with an update of its work at the earliest possible time. Dr. Acevedo will continue to serve as CEMA's liaison to the WG.

CEMA hosted three *Open Meetings* for **Members of Color in APA Governance** during the consolidated meetings cycle (Friday, March 15th; Saturday, September 21st; & Friday, November 1st). Topics of discussion included: an update on other projects and/or activities being pursued by APA and others to address the issues and concerns raised as a result of the 2012 failed APA bylaws amendment vote for establishing voting seats on the COR for the four national ethnic minority psychological associations; an update on the work of CEMA's two Working Groups (to examine and explore the possible ethnic minority designation or status in APA of psychologists 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; and comments and/or input from attendees. CEMA did allocate time for networking as part of these events.

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 40 individuals attended. For the 19th year, this convention event enjoys co-sponsorship from the APA Practice Directorate and the APA Divisions Services Office. The theme this year was: *Health Disparities and the Impact of*

Health Reform on Native Hawaiian Populations. CEMA was very fortunate and privileged to secure former U.S. Senator, the Honorable **Daniel Akaka (D-HI)**, as its keynote speaker. 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 **2013 Jeffrey S. Tanaka Memorial Dissertation Award in Psychology** to **Dr. Cynthia J. Najdowski (University of Illinois, Chicago, 2012)** for dissertation research entitled: *Stereotype Threat in Police Encounters: Why African Americans are at Risk of Being Targeted as Suspects*. Members of the CEMA Dissertation Award Selection Subcommittee were Drs. Acevedo-Polakovich (chairperson), Ahluwalia, and Thames. 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 121st annual convention in Honolulu, Hawaii. The social hour was co-chaired by **Dr. Beth Boyd**, chairperson of the CEMRRAT2 Task Force, and Dr. Neville.

CEMA took part in the five-year review of APA policies at the request of the Policy and Planning Board (P&P). CEMA recommended that those policies that it reviewed remain active. In addition, CEMA asked that P&P and/or other respective leadership groups offer specific guidance and information related to the possible need and subsequent process for merely updating research citations and/or language for specific "Whereas" and "Therefore" statements on a given policy – should it be determined that the policy remain active/current – that does not warrant major revisions to the fundamental purpose of the policy.

CEMA reviewed and provided comments/feedback on the following Cross-Cutting agenda items in 2013:

Spring 2013

- CC-01 Revision of the APA Guidelines for the Undergraduate Psychology Major*
- CC-02 Petitions to CRSPPP for Recognition of Specialties in Professional Psychology*
- CC-03 Principles for the Recognition of Proficiencies in Professional Psychology*
- CC-04 Quality Professional Development and Continuing Education Resolution*
- CC-05 Draft Resolution on HIV Testing and Counseling*
- CC-06 Guidelines for Psychological Practice with Older Adults*

Fall 2013

- CC-01 Call for Questions to the President-Elect Candidates*
- CC-02 Creation of an Official APA Definition of Early Career Psychologist*
- CC-03 Making APA into a Data-Driven Organization*
- CC-05 Recommendations from the BEA Working Group on Strengthening the Common Core of the Introductory Psychology Course*
- CC-06 Competencies for Psychological Practice in Primary Care*

- CC-07 Guidelines for Competency-Based Clinical Supervision in Health Service Psychology Education and Training Programs*
- CC-08 Health Service Psychology: Preparing Competent Practitioners*
- CC-09 Report of the Task Force on Trafficking of Women and Girls*
- CC-10 Resolution on Service Provision for Individuals with Cognitive Disabilities*
- CC-11 Multidisciplinary Competencies in the Care of Older Adults at the Completion of the Entry-Level Health Professional Degree*

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

CEMA reviewed and discussed the response from the Joint Committee on the Revision to the *Standards for Educational and Psychological Testing* to CEMA's initial comments/feedback on the proposed revisions to the Standards document. Although not all CEMA members agreed on recommending adoption by the BOD or COR of the current revised version, most believed that the collaboration process that the Joint and Management Committees engaged in was meaningful and productive. Therefore, CEMA recommended adoption of the revised *Standards* by BOD and COR and offered suggestions regarding CEMA's involvement in future revision processes.

CEMA successfully collaborated 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 presentation of a symposium during the 121st APA annual convention in Honolulu, Hawaii, titled, *Indigenous Healing among Native Hawaiians and Pacific Islanders: Lessons for Western Approaches to Mental Health, Counseling and Psychotherapy*. In addition, CEMA was co-listed and provided presenters on two additional sessions: a 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*, and a one-hour co-sponsored CDIP, CWP, CEMA, and CSES symposium entitled: *Can psychology accommodate divergent views on size? Barriers to a nuanced understanding of obesity*. CEMA recommended the allocation of BAPPI convention hours to support the presentation of: a one-hour co-sponsored, CWP, CONA, CEMA, CLGBTC, and CSES, collaborative symposium entitled, *"Older women and health disparities,"* and a 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 to each session.

CEMA agreed to collaborate with other BAPPI committees in the development and ultimate presentation of convention session(s) addressing BAPPI's 2014 convention theme of: *Community violence and resiliency*. To that end, CEMA collaborated with CYF, CONA, CSES, CWP, and COPA to organize a proposed session entitled, *Risk and resilience: Overcoming the odds of community violence* for APA's 122nd annual convention in Washington, DC.

GOAL IV: Promote increased multicultural competence in psychology

CEMA continued to support the development of an award proposal 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. This year, an additional member group requested and was added to this CEMA WG: APA's Board of Educational Affairs. The MCC WG is tasked with 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 newly established criteria this year by BAPPI.

CEMA hosted the presentation of the **APA 2013 Richard M. Suinn Minority Achievement Award in Psychology** during its convention social hour event. The CEMRRAT2 Task Force chairperson **Dr. Beth Boyd**, presented award statues to representatives of the Counseling Psychology Program at Boston College and to representatives, include Dr. Joseph White, of the Counseling Center Internship Program at the University of California, Irvine.

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 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 2012 CEMA annual report was prepared in a pamphlet-style publication for distribution during the 121st 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>).