

2014 ANNUAL REPORT

APA Committee on Ethnic Minority Affairs

OVERVIEW

The **APA Committee on Ethnic Minority Affairs (CEMA)** convened two face-to-face meetings (March 21-23 & September 19-21) and conference calls (March 6th, June 7th, September 4th & November 7th) in 2014. In addition, the CEMA chairperson, held monthly conference calls (approximately on the first Tuesday of every month at 1:00pm Eastern) with OEMA staff throughout the year.

The Committee, continuing to adhere to its changes in administrative processes and practices established in 2013, in an effort to optimize face-to-face meetings time, added quarterly conference call meetings 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. 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.

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 understands 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 acknowledges 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 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. Awad, PhD**, co-chairperson of CEMA's MENA Working Group was able to continue the development and production of a report for CEMA's review. Also, Dr. Awad attended one CEMA meeting via conference call.

CEMA welcomed the attendance and participation of monitors and/or liaisons from other APA governance groups at one or both of its face-to-face meetings, **Priscilla Dass-Brailsford, EdD & Gayle Morse, PhD** (BAPPI co-liaisons to CEMA); **Scott L. Graves, Jr., PhD & Jamilia Blake, PhD** (Division 16 liaisons to CEMA); **Richard Ruth, PhD, & Daniel Gaztambide, PhD** (Division 39 liaisons to CEMA); **April D. Thames, PhD** (Division 40 liaisons to CEMA); **Emma-Lorraine B. Bart-Plange** (APAGS/CARED liaison to CEMA); **Hideko Sera, PsyD** (NCSPP liaison to CEMA), as well as other notable guests during its two face-to-face meetings in 2014: **Nadine Kaslow, PhD, Jennifer Kelly, PhD & Linda Campbell, PhD** (APA BOD); **Linda Forrest, PhD & William D. Parham, PhD** (BAPPI); **Patricia Arredondo, EdD** (BPA); **Elise Ward, PhD**

(CWP); **Le Ondra Clark-Harvey, PhD** (CECP monitor to CEMA); **Fred Milan, PhD** (ABPP liaison to BPA); **Norman B. Anderson, PhD** (APA CEO); **Michael J. Honaker, PhD** (Deputy CEO); **Rhea Farberman, ACS** (Public & Member Communications Directorate); **Gwendolyn P. Keita, PhD** & **Efua Andu** (Public Interest Directorate); **Judith M. Glassgold, PsyD**, **Stefanie Reeves, MA**, **Benjamin Vonachen**, 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 2014 were: **Muninder K. Ahluwalia, PhD** (chairperson); **Wendy M. K. Peters, PhD**; **Sandra Mattar, PsyD** (chairperson-elect); **John Robinson, EdD, MPH, FACHP**; **Ignacio David Acevedo-Polakovich, PhD**; and **Daniel V. Foster, PsyD**.

Dr. Robinson and **Dr. Acevedo-Polakovich** attended their last CEMA meeting in September 2014. Their terms of service expired on December 31, 2014. CEMA expressed its great appreciation to both Drs. Robinson and Acevedo-Polakovich for their dedication and commitment to ethnic minority psychology, which contributed significantly to the accomplishment of CEMA's goals and objectives throughout their three year terms.

Scott L. Graves, Jr., PhD and **Milton Fuentes, PsyD** were appointed to CEMA by BAPPI with terms of service to begin January 1, 2015 and to end December 31, 2017. The APA Board of Directors ratified BAPPI's appointments during its December 2014 meeting in Washington, DC.

DIVERSITY REPRESENTATION AND TRAINING

CEMA members included three female and three male psychologists of whom one is African American/Black, one is Asian American, two are American Indian/Native Hawaiian, and two are Hispanic/Latina(o). Two members are early career psychologists and one member is openly gay/lesbian. CEMA acknowledges its special obligation to ensure that diversity within its four core constituent groups (e.g., nationality, tribe), as well as diversity within those groups (age, disability, sexual orientation, etc.) 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 a robust representation across multiple dimensions of diversity and psychology specialty areas within the continuing Committee's membership. One day prior to CEMA's spring 2014 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 developed and approved two rank-ordered nomination slates to fill membership vacancies in 2015: One African American/Black male psychologist and one Latino/Hispanic 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 2015 Call for Nominations to fill membership vacancies in 2016: One female and one male psychologist, both self-identified of **Asian American/Pacific Islander** heritage.

The Committee welcomed the appointment of five liaisons: **Gayle Morse, PhD & Priscilla Dass-Brailsford, EdD** (BAPPI liaisons to CEMA); **Le Ondra Clark-Harvey, PhD** (CECP liaison to CEMA); **Emma-Lorraine B. Bart-Plange** (APAGS/CARED liaison to CEMA); **Jamilia Blake, PhD** (Division 16 liaison to CEMA).

CEMA welcomed the opportunity to receive update reports on the ongoing efforts and activities of the *Alliance of National Psychological Associations for Racial and Ethnic Equity*. The Alliance is composed of the presidents of the four national ethnic minority psychological associations and APA's president. This group met twice in 2014 (once face-to-face and once via conference call), submitted a grant proposal to the Annie E. Casey Foundation, and is working on plans for its meetings in 2015. Moreover, it was agreed that CEMA will be kept informed on the Alliance's work and activities as information becomes available.

CEMA approved the establishment of a cost-sharing partnership with APAGS in order to support the regular attendance and participation of the APAGS/CARED liaison at CEMA meetings.

CEMA appointed **Dr. Jamilia Blake** as its representative to the APA Coalition on Psychology in the Schools and Education.

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 continued its work on a project/initiative to develop a plan/process for APA's timely response to social justice issues. The Committee met with APA executive leadership staff to discuss this issue in more detail and to gather feedback regarding possible elements to be included in CEMA's proposal. CEMA continues to believe that a lack of response by APA on issues that impact communities of color not only is a missed opportunity but may also inadvertently communicate a statement through silence.

CEMA reviewed and discussed the materials and information which had been collected from the 2013 *Self-Guided Activity for Boards and Committees: APA Governance Changes*, and agreed that a memorandum should be sent to the Implementation Working Group (IWG) providing additional comments to the questions posed but also stating CEMA's position that ethnic minority representation is not guaranteed by any of the proposed changes. CEMA continues to believe that designated seats for no less than two members of color on every APA governance group is critically important and essential. In addition, CEMA approved the following points to be reported to IWG: (a) include incentives as well as official representation of the four ethnic minority psychological associations; (b) CEMA is committed to developing a leadership curriculum and training experience manual for those new members of color joining the leadership structure/entity that is ultimately decided upon. This could also include a mentorship project/initiative; (c) ensure that slates on a the newly proposed Education Directorate governance group on baccalaureate education include two ethnic minority psychologists from predominately ethnic minority serving institutions (i.e., HBCUs, HSIs, Tribal colleges or universities, etc.); (d) create/develop an advertising/marketing plan to promote outreach via the ethnic minority psychological associations, ethnic minority serving institutions, multiple conferences/meetings frequently attend by many psychologists/students of color, and/or consider the development of a partnership with the APA Minority Fellowship Program; and (e) CEMA should be able to meet regularly with the IWG and/or the proposed governance leadership vetting group/team.

CEMA approved the nominations of the following individuals for the Division 45 Austria & Robinson award: **Jennifer Kelly, PhD; Josephine Johnson, PhD; Guillermo Bernal, PhD; Teresa LaFromboise, PhD; Joseph Trimble, PhD; Patricia Arredondo, EdD; Carolyn Barcus, EdD**

Several CEMA members attended Division 45's biennial research conference, which was convened at the University of Oregon in Eugene in June 2014.

CEMA's chairperson-elect was invited and attended the Education Leadership Conference, which was held in Washington, DC in October 2014.

CEMA held a conference call meeting with **Dr. Germine 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 explained that

a fairly complete first draft of the MENA WG report must be completed and submitted to CEMA on or before December 1, 2014. If a report is not submitted, the MENA WG must provide an explanation as to why this work has not been completed. Moreover, CEMA will decide on whether or not to continue with the project in 2015. Dr. Mattar will 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 (Saturday, March 21st; Saturday, September 20th; & Saturday, November 1st). Topics of review and discussion included updates on: the work of the Alliance of National Psychological Associations for Racial and Ethnic Equity; revisions status of the APA 2002 *APA Multicultural Guidelines on Multicultural Education, Training, Research, Practice and Organizational Change for Psychologists*; the Good Governance Project; follow-up on convention related activities/events and 2015 APA convention programming and planning; the progress of CEMA's two Working Groups (i.e., examining and exploring 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); the importance and need for legislative advocacy involvement/participation; 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 60 individuals attended. For the 22nd year, this convention event enjoys co-sponsorship from the APA Practice Directorate and the APA Divisions Services Office. The theme this year was: ***Innovative perspectives on community violence prevention***. CEMA was very fortunate and privileged to secure as its keynote speaker, Dr. Terrence James Roberts. Dr. Roberts was one of the Little Rock Nine, a group of nine African-American students who, in 1957, despite facing a mob of over 400 protestors, were the first black students to attend classes at Little Rock Arkansas' Central High School. 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 an outstanding success.

CEMA reviewed and provided comments/feedback on the following Cross-Cutting agenda items in 2014:

Spring 2014

CC-01 *Inclusion of Early Career Psychologists (ECPs) on Boards and Committees*

CC-02 *Engaging New Talent in APA Governance (NBI #31C)*

CC-03 *Proposal for an APA Committee on Associate and Baccalaureate Education*

CC-04 *Proposal Resolution in Support of Education and Implementation of the International Classification of Diseases (ICD)*

CC-05 *Proposed Guidelines for Integrating the Role of Work and Career into Professional Psychology Practice*

CC-06 *Proposed Revised Policy on Guidelines Entitled, "Professional Practice Guidelines: Guidance for Developers and Users"*

- CC-07 Call for Comments: New Business Item 25(B) Independence of Psychologists*
- CC-08 Resolution in Support of the U.N. Convention on the Rights and Dignity of Persons with Disabilities*
- CC-09 Resolution on Lesbian, Gay, Bisexual, Transgender, and Intersex (LGBTI) Children and Youth in Schools*
- CC-10 Guidelines for Psychological Practice with Transgender, and Gender Non-Conforming Clients*

Fall 2014

- CC-01 Call for Questions to the President-Elect Candidates*
- CC-02 Implementation Work Group Recommendations Regarding Service on APA Boards and Committees*
- CC-03 New Haven Competencies (Trauma Competencies)*
- CC-04 Guidelines for Post-Doctoral Training in Rehabilitation Psychology*
- CC-05 Modifying the Composition of the Board of Educational Affairs*
- CC-06 Standards and Criteria for Approval of Sponsors of Continuing Education for Psychologists*
- CC-07 Criteria for the Recognition of Organizations that Provide Certifications in Specialties and Proficiencies in Professional Psychology*
- CC-08 Resolution on Violent Video Games*
- CC-09 Resolution on the 2015 White House Conference on Aging*
- CC-10 Guidelines for Psychological Practice with Transgender, and Gender Non-Conforming Clients*
- CC-11 Raymond D. Fowler Award for Outstanding Contributions to APA – Member*
- CC-12 APA Committee on Associate and Baccalaureate Education*
- CC-13 2015 CWP Leadership Awards*

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

CEMA awarded its **2014 Jeffrey S. Tanaka Memorial Dissertation Award in Psychology** to **Dr. Stephanie Pituc** for her dissertation research entitled: *Foreigner Objectification, Bicultural Identity, and Psychological Adjustment in Asian American College Students* (University of Minnesota, 2013). Members of the CEMA Dissertation Award Selection Subcommittee were Drs. Mattar (chairperson), Peters, and Thames. In addition, CEMA sponsored a social hour celebrating the presentation of the award plaque during the APA 122nd annual convention in Washington, DC. The social hour was co-chaired by **Dr. Beth Boyd**, chairperson of the CEMRRAT2 Task Force, and Dr. Ahluwalia.

CEMA authorized its **2015 Jeffrey S. Tanaka Memorial Dissertation Award in Psychology**, competition and appointed Drs. Ahluwalia (chairperson) and Blake to the selection subcommittee. Also, one of the two new CEMA members would be appointed to this selection subcommittee in March 2015.

CEMA agreed to collaborate with other BAPPI committees in the development and ultimate presentation of convention session(s) addressing BAPPI's 2015 convention theme of: *Community violence and resiliency*. To that end, CEMA agreed to collaborate with BAPPI and its Committees, and with other Divisions to develop a convention session proposal focusing on *Difficult Dialogues in Community Violence Prevention* for APA's 123rd annual convention in Toronto, Ontario, Canada.

CEMA successfully collaborated with Divisions 40, 51, and 56, as well as with COPA, CHR, and CWP in the development and planned presentation of convention sessions during APA's 123rd annual convention in Toronto, Canada.

GOAL IV: Promote increased multicultural competence in psychology

CEMA agreed to BAPPI's request to assist with the revisions efforts related to the 2002 *APA Multicultural Guidelines on Multicultural Education, Training, Research, Practice and Organizational Change for Psychologists*. CEMA reviewed the current draft of the revisions and related material and offered feedback/comment about specific language that should be included in the specific six existing guidelines, as well as offer recommendations regarding the potential focus (e.g., guidelines intended to inform psychology practitioners working with people of color or guidelines about psychological treatment and/or education and training through the lens of race/ethnicity). The Committee approved writing teams to accomplish the review task. In addition, Dr. Ahluwalia agreed to take the lead with reviewing and offering comments/feedback on the current *Preface/Preamble*. It was suggested that one or both of these sections could include language that captures the history of the development of the *Guidelines* as well as possibly offer some comment on the current state of affairs regarding the intent of these revised guidelines.

Ultimately, CEMA approved the inclusion of the following points in its response to BAPPI regarding the revisions to these *APA Guidelines*: (a) CEMA believes that the revisions document the Committee reviewed during this fall 2014 meeting (dated summer, 2013; which do not include and/or make reference to those comments/feedback provided by CEMA on June 30, 2014), is somewhere in-between broad and specific guidelines. Therefore, CEMA does not recommend that these move forward in their current form; (b) CEMA feels that there is a need for broad or "umbrella" guidelines addressing multicultural competency, which mention and/or attend to those important concerns related to intersectionality, and point to more specific psychological guidelines addressing the needs and concerns of underserved populations; (c) CEMA believes strongly that there is an important need for specific psychological guidelines addressing race/ethnicity, as such guidelines have added value beyond broad "umbrella" multicultural competency guidelines. Moreover, the expansive body of research on race/ethnicity clearly addresses the complex nature of the issue and those impacts on racial/ethnic communities (e.g., racism), which necessitate more specific racial/ethnic psychological guidelines; and

(d) CEMA is interested, willing and uniquely positioned to take the lead together with BAPPI in the development and production of psychological guidelines on race/ethnicity for APA.

CEMA suspended work by its Multicultural Competence Award Working Group (MCC WG), until such time that the 2002 *APA Multicultural Guidelines on Multicultural Education, Training, Research, Practice and Organizational Change for Psychologists*, have been revised and adopted by the APA Council of Representatives.

CEMA hosted the presentation of the **APA 2014 Richard M. Suinn Minority Achievement Award in Psychology** during its convention social hour event. The CEMRRAT2 Task Force chairperson **Dr. Beth Boyd**, presented the 2014 award to **Center for Multicultural Mental Health Research** at the Cambridge Health Alliance & Harvard Medical School. **Dr. Margarita Alegria**, Center Director, was present to receive the award.

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 efforts.

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. Sandra Mattar** as its representative/contact person on this initiative.

CEMA met with **Dr. Norman B. Anderson** and **Dr. Michael Honaker** to review and discuss concerns related to the APA Strategic Plan and its Strategic Initiatives.

DISSEMINATION OF INFORMATION

The 2013 CEMA annual report was not prepared in a pamphlet-style publication for distribution during the 122nd APA annual convention.