

APA Committee on Ethnic Minority Affairs Meeting Agenda

Friday January 20, 2023

12pm – 1pm Eastern

Meeting Minutes

Purpose: This was a regularly scheduled Committee on Ethnic Minority Affairs.

Attendance: Collette Chapman-Hilliard, Skyler Jackson, William M. Liu, David Zelaya, Andrea Miller (Division 41 Liaison), Christine Li-Grining (CSES Liaison)

APA Staff: Tanya Burrwell, Kelley Haynes-Mendez, Serena Davila

| | Agenda Item |
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| I. | Call to Order, Roll Call, Confirmation of Quorum <ul style="list-style-type: none">The CEMA chair confirmed quorum and called the meeting to order. |
| II. | Review Meeting Agenda <ul style="list-style-type: none">Members reviewed and approved the meeting agenda. |
| III. | Approve Previous Meeting Minutes <p>Members will review and approve meeting minutes from November, 2022 meeting.</p> <ul style="list-style-type: none">The committee approved the November, 2022 meeting minutes. |
| IV. | Introductions <ul style="list-style-type: none">Committee members made introductions and provided an opportunity for guests to also make introductions to the committee. |
| V. | Human Rights Team Report <p>Kelley Haynes-Mendez offered an update to the committee:</p> <ul style="list-style-type: none">SOGD portfolio is continuing to support the presidential task force on ending violence against trans women of color.The women's portfolio is planning a maternal mental health summit in collaboration with the advocacy office in the spring and there may be an opportunity for CEMA to collaborate.The racial equity action plan is ongoing and is currently housed in the APA Equity, Diversity, and Inclusion office.The first in a series of social media advocacy webinars occurred in January. CEMA member Winnie Chan will be representing CEMA and participating in the February webinar. |
| VI. | Updates from Liaisons, Monitors, and Guests <p>Liaisons and guests will provide brief introductions and updates on items relevant to CEMA business.</p> <ul style="list-style-type: none">Christine Li-Grining offered an update from CSES regarding the BSD activity. They will be doing a webinar on burnout in service roles. The committee has offered a collaboration opportunity to CEMA. CSES also submitted three convention proposals and offered additional opportunities to attend the convention programming.Serena Davila from APA advocacy office offered updates on advocacy activities involving immigration issues. |

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| VII. | <p>CEMA Open Meeting Business Items:</p> <p>Discuss Meeting Times and Structure</p> <ul style="list-style-type: none"> The committee discussed its meeting times and structure for 2023. CEMA members decided to hold another poll to assess availability. CEMA members also would like to meet on a monthly basis – with monitors and liaisons only invited every other month. <p>2023 Convention Proposal</p> <ul style="list-style-type: none"> William M. Liu provided an update to the committee members regarding the CEMA committee proposal that was submitted in January. The committee will wait to see the acceptance of proposals prior to planning the content and structure of the presentation. The committee also discussed the CEMA breakfast. Members supported the idea to have the Tanaka Award recipient to conduct a presentation during the CEMA breakfast. There was also an idea presented about a moderated discussion during the breakfast and there was a recommended speaker: https://www.pewresearch.org/staff/mark-hugo-lopez/. Members agreed to generate ideas on names to invite to a moderated discussion during the CEMA breakfast. Members agreed to keep this item on the agenda for the next meeting. <p>CEMA Name Change</p> <ul style="list-style-type: none"> CEMA members discussed planning and strategizing to move forward on this agenda item. Kelley will share the endorsement strategy and CEMA members will discuss via email. <p>2023 Spring consolidated meetings</p> <ul style="list-style-type: none"> CEMA voted via survey to meet virtually for the spring consolidated meeting. Kelley will send a Doodle poll to assess availability of CEMA members. <p>Five Year Policy Review</p> <ul style="list-style-type: none"> Kelley reminded committee members to review the materials sent regarding the five year policy review. <p>Call for Nominations</p> <ul style="list-style-type: none"> Committee members were reminded to share the call for nominations with colleagues. The deadline for applications is January 31, 2023 <p>Calls for Comment</p> <ul style="list-style-type: none"> Committee members were reminded to provide comments on current opportunities to review APA guidelines. <p>2023 workplan leads</p> <ul style="list-style-type: none"> The committee plans to discuss this agenda item at the next meeting. |
| VIII. | <p>Adjourn</p> <ul style="list-style-type: none"> The meeting was adjourned by the chair. |

APA Committee on Ethnic Minority Affairs Meeting Agenda

Friday, March 31, 2023

12pm – 1pm Eastern

Meeting Minutes

Attendees: Collette Chapman-Hilliard, William M. Liu, Laura Marks (Div 27), David Zelaya, Skyler Jackson, Ahmar Zaman (SPISSI), Laurie Cardona (CYF), Salman Safir (APAGS), Winnie Chan, Jeffrey Mio (Div 1), Julii Green (Div 45), Tanecia Blue (Membership Board), Nabil El-Ghoroury (AMENA-Psy)

Staff: Tanya Burrwell, Kelley Haynes-Mendez

| | Agenda Item |
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| I. | Call to Order, Roll Call, Confirmation of Quorum (1 minute) The CEMA chair Collette Chapman-Hilliard called the meeting to order. Each attendee provided an introduction. |
| II. | Review Meeting Agenda (1 minute) Members to review the meeting agenda for potential corrections and/or additions. <ul style="list-style-type: none">• The agenda was moved and approved. |
| III. | Approve Previous Meeting Minutes (1 minutes) Members will review and approve meeting minutes from January, 2023 meeting. <ul style="list-style-type: none">• The minutes were moved and approved. |
| IV. | Human Rights Team Report (2 minutes) Senior Director of the Human Rights Team will provide an overview of team and portfolio activities. <ul style="list-style-type: none">• CWP is celebrating its 50th anniversary and recently hosted a webinar.• While the CEMA proposal was not accepted as a part of the Division 45 collaborative programming, it will be able to provide programming during its breakfast, which has been allotted a budget of \$1000. |
| V. | Updates from Liaisons, Monitors, and Guests (5 minutes) Liaisons and guests may provide brief introductions and updates on items relevant to CEMA business. <ul style="list-style-type: none">• Division 1 is planning Big Ideas conference in 2024; looking for topics and collaborations.• Division 45 would like to follow up on collaborations with CEMA to engage in DEI legislative issues.• The Division 45 research conference will be held July 13-15 https://division45.org/division-45-research-conference/• Tomorrow (April 1st) is the start of Middle Eastern/North African Heritage Month (currently known as Arab American Heritage Month). Here's a link about it: https://www.goodgoodgood.co/articles/how-to-celebrate-arab-american-heritage-month• The membership board recently met during the Spring consolidated meeting and is also undergoing some structural changes. |
| VI. | CEMA Open Meeting Business Items (50 minutes): 2023 workplan leads The committee will select leads for 2023 workplan activities. <i>Education/Best practices:</i> Fact Sheet of best practices for addressing equity and inclusion in APA statements, resolutions, etc. <ul style="list-style-type: none">• David Zelaya will be the lead for this workplan activity. |

BAPPI BSD Initiative/Leadership: Contribute to webinar or short webinar series on using social media for advocacy - the Advocacy Office already has a training on this. The idea is to use that as a template and build in social media examples and key issues/messaging provided by our PI committees.

- Winnie Chan agreed to be the lead for this workplan activity and will serve as the BSD coordinator.

Promote psychological science in study of ethnicity, race, culture: Convention programming during the 2023 APA convention (panel session, CEMA breakfast, Tanaka award)

- Collette will be the lead for this workplan activity.
- Discussion included collaboration with CSOGD as well as giving the Tanaka award recipient an opportunity to present.

Offer expertise in psychological science of ethnicity, race, and culture: Provide comments on resolutions, APA statements, etc.

Five Year Policy Review

Updates will be provided on the 5 year policy review and the process by which the review will be completed.

- Committee members received an overview of the 5-year policy review process. Each member will review the chart that provided recommendations about the various policies. The committees will discuss during the April 22nd committee meeting.
- Each committee member will be assigned to a policy to review by the staff liaison.

DEI Legislation & Action

Committee members will discuss possible collaborations with divisions and other groups to support and plan actions to address anti-DEI legislation.

- Julii Green, Division 45 liaison, joined the committee to discuss collaborating to combat the conversation around anti-DEI legislation. The CREATE initiative is helping to share evidence based initiatives and this may support the science behind the positive impact of EDI initiatives.
- Rose Weahkee recommended joining with the state psychological associations that have legislation pending in their states.
- The APA advocacy office will need to be consulted on this; and perhaps including members from the other PI committees to help support and collaborate. Kelley will reach out to the advocacy office to follow up.
- Another recommendation included pitching a story to the APA Monitor. Tanya will share the template for APA monitor pitch
- Perhaps the STPAs also have advocacy and lobbying arms to support the activity.
- One goal of the group is to improve the science-base for EDI initiatives.
- CEMA would like to serve as an organizer for the various initiatives. Skyler Jackson will be the lead on this. Skyler will connect with Julii in order to move forward for next steps.
- Coalition for Psychology and Schools in Education could be a potential partner given the K12 focus of the group. The next meeting will be in June, 2023 and Winnie can update during that meeting.

Nominations Review Process

Committee members will discuss the nominations review process.

- Committee is continuing to work on the slates for new CEMA members. Currently 6 nominations, but none for the American Indian male slate. The committee continues to reach out to potential nominees in order to fill the slate.

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| | <ul style="list-style-type: none"> David Zelaya recommended Jeff Proulx a former member of APAGS CEMA. https://www.brown.edu/public-health/mindfulness/people/jeffrey-proulx-phd Rose Weahkee will also connect with potential applicants for the slate. |
| VII. | <p>Adjourn</p> <p>The meeting was adjourned at.</p> |

APA Committee on Ethnic Minority Affairs Meeting (CEMA)

Friday, March 31, 2023

12pm – 1pm Eastern

Meeting Minutes

CEMA Members: Collette Chapman-Hilliard, William M. Liu, Winnie Chan, Skyler Jackson
Rose Weahkee, David Zelaya

CEMA Liaisons: Laurie Cardona (CYF), Tanecia Blue (Membership), Nabil El-Ghoury
(AMENA-Psy), Julii Green (Div 45), Laura Reid Marks (Div 17), Jeffrey Mio (Div 1), Salman Safir
(APAGS), Ahmar Zaman (SPISSI)

Staff: Tanya Burrwell, Kelley Haynes-Mendez

| | Agenda Item |
|------|---|
| I. | Call to Order, Roll Call, Confirmation of Quorum The CEMA chair Collette Chapman-Hilliard called the meeting to order. Each attendee provided an introduction. |
| II. | Review Meeting Agenda Members to review the meeting agenda for potential corrections and/or additions. <ul style="list-style-type: none">The agenda was moved and approved. |
| III. | Approve Previous Meeting Minutes Members will review and approve meeting minutes from January 23, 2023 meeting. <ul style="list-style-type: none">The minutes were moved and approved. |
| IV. | Human Rights Team Report Senior Director of the Human Rights Team will provide an overview of team and portfolio activities. <ul style="list-style-type: none">The Committee on Women in Psychology (CWP) is celebrating its 50th anniversary in 2023. To kick off the celebration, members convened a webinar in recognition of Women's History Month on March 23 (webinar recording is forthcoming).While the CEMA proposal was not accepted as a part of the Division 45 collaborative programming, it will be able to provide programming during its breakfast, which has been allotted a budget of \$1000. |
| V. | Updates from Liaisons, Monitors, and Guests Liaisons and guests may provide brief introductions and updates on items relevant to CEMA business. <ul style="list-style-type: none">Division 1 is planning the Big Ideas conference for February 2024. They are seeking input on topics, speakers, and potential collaborations. There will be an honorarium provided for conference speakers.Division 45 would like to follow up on collaborations with CEMA to engage in DEI legislative issues (see below).The Division 45 research conference will be held July 13-15 https://division45.org/division-45-research-conference/.April 1st is the start of Middle Eastern/North African Heritage Month (currently known as Arab American Heritage Month). Here's a link about it: https://www.goodgoodgood.co/articles/how-to-celebrate-arab-american-heritage-monthThe Membership Board recently met during the Spring consolidated meeting and is also undergoing some structural changes. The board is also exploring |
| VI. | CEMA Open Meeting Business Items (50 minutes): |

2023 workplan leads

The committee will select leads for 2023 workplan activities.

Education/Best practices: Fact Sheet of best practices for addressing equity and inclusion in APA statements, resolutions, etc.

- CEMA member, David Zelaya will serve as the lead for this workplan activity.

BAPPI BSD Initiative/Leadership: Contribute to webinar or short webinar series on using social media for advocacy - the Advocacy Office already has a training on this. The idea is to use that as a template and build in social media examples and key issues/messaging provided by our PI committees.

- CEMA member, Winnie Chan, will serve as the CEMA BSD Coordinator, as she also previously served as the CEMA representative for the February 16th webinar. Staff will provide an update to the BAPPI staff liaison for future correspondence.

Promote psychological science in study of ethnicity, race, culture: Convention programming during the 2023 APA convention (panel session, CEMA breakfast, Tanaka award)

- CEMA Chair, Collette Chapman-Hilliard, will serve as the lead for this workplan activity.
- Members discussed a potential collaboration with the Committee on Sexual Orientation and Gender Diversity (CSOGD), as well as providing additional time for the Tanaka award recipient an opportunity to present, on the agenda.

Offer expertise in psychological science of ethnicity, race, and culture: Provide comments on resolutions, APA statements, etc.

P&P 5-Year Policy Review

Updates will be provided on the 5-year policy review and the process by which the review will be completed.

- Committee members received an overview of the 5-year policy review process. Each member will review the chart that provided a preliminary recommendation (Haynes-Mendez) regarding the various policies.
- Staff will assign each committee member as the lead reviewer to a policy to review.
- Staff has provided a text only document containing all of the policies.
- The committees will discuss during the **April 21st** committee meeting.

DEI Legislation & Action

Committee members will discuss possible collaborations with divisions and other groups to support and plan actions to address anti-DEI legislation.

- Julii Green, Division 45 liaison, joined the committee to discuss collaborating to combat the conversation around anti-DEI legislation. The CREATE initiative is helping to share evidence-based initiatives and this may support the science behind the positive impact of EDI initiatives. CEMA would like to serve as an organizer for the various initiatives. CEMA member, Skyler Jackson will be the lead on this. Skyler will connect with Julii in order to move forward for next steps. One goal of the group is to improve the science-base for EDI initiatives.
- Members also discussed the following:
 - CEMA member, Rose Weahkee recommended joining with the state psychological associations that have legislation pending in their states.
 - Staff will consult with APA Advocacy, as well as explore opportunities to include members from the other PI committees to help support and collaborate.
 - CEMA should also consider the STPAs, as they also have advocacy and lobbying arms to support the activity.

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| | <ul style="list-style-type: none"> • Another recommendation included pitching a story to the APA Monitor. Staff will share the communications template and guidelines for APA Monitor story pitch. • CEMA member, Winnie Chan, recommended partnering with the Coalition for Psychology and Schools in Education, given the K-12 focus of the group. The next Coalition meeting is in June 2023 and Winnie can update during June meeting. <p>Nominations Review Process Committee members will discuss the nominations review process.</p> <ul style="list-style-type: none"> • CEMA is continuing to work on the slates for new CEMA members. • Members will continue outreach to potential nominees in order to fill the available slate. • Members will select the 2024 nomination slate during the April 21st meeting. (Slates are due to BAPPI by April 28th). |
| VII. | Meeting Adjourned |

Committee on Ethnic Minority Affairs
April 21, 2023
Meeting MINUTES

CEMA Members present: Collette Chapman-Hilliard (Chair), William Ming Liu (Vice Chair), Wing Li Chan, Skylar Jackson, David Zelaya
 Liaison(s): Nabil El-Ghoury (AMENA-Psy)
 APA Staff: Tanya Burrwell, Kelley Haynes-Mendez, Lauryn Mallard

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| I. | Approval of Minutes <ul style="list-style-type: none"> - Members approved the minutes from the March 31, 2023, meeting, - Staff will post minutes to the CEMA webpage. |
| II. | Selection of the 2024 Chair and Vice-Chair <ul style="list-style-type: none"> - 2023 Chair Collette Chapman-Hilliard and Vice Chair, William Ming Liu's terms will end on Dec. 31, 2023. - CEMA Members Skylar Jackson and Wing Li Chan will discuss the roles and responsibilities for the Chair/Vice-Chair - Members will revisit this item during the May 19th meeting. |
| III. | Monitor and Liaison Reports <ul style="list-style-type: none"> - Members reviewed and assigned monitors to the APA governance boards and committees. (see attachment 2 below) - CEMA will institute this process to assign members as leads for cross-cutting items, and other, items on behalf of the committee. - Members are requested to review the list, with particular attention to unassigned groups and provide a representative from CEMA. - This chart will be saved in the CEMA Teams channel for member access. - The process is in alignment with the committee's workplan priority - <i>Ensure CEMA's contributions across the association as experts in the psychological science of race/ethnicity.</i> - |
| IV. | Racial Equity Action Plan <ul style="list-style-type: none"> - CEMA will discuss actions related to DEI legislation and action. - Due to time constraints, CEMA will revisit this item during the May 19th meeting. |
| V. | 2023 Workplan – Review & Updates <ul style="list-style-type: none"> - Please see the minute (and attachments) for items III: Monitor and Liaison reports and IV: P&P 5-Year Policy Review. - CEMA will discuss plans for 2023 convention and the Tanaka award during the May 19th meeting. |

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| VI | P&P 5-Year Policy Review <ul style="list-style-type: none"> - Policy and Planning Board member, Blanka Angyal, PhD, visited with CEMA to address questions and concerns and provide additional guidance for the 5-year policy review. Committee recommendations will be reviewed by P&P and submitted for approval during the February 2024 meeting. - During the March meeting, CEMA members were provided with initial recommendations for action from Kelley Haynes-Mendez (Director, ERCA). Members were assigned policies and requested to provide an initial review and one of the following recommendations: maintain, archive, housekeeping, or major revision (active but under). - Members shared recommendations the assigned policies (see attached table). - Archived items will still be searchable via APA website. Dr. Angyal will follow up with the website for archived items. - Members are requested to provide edits for items identified for housekeeping by the June 16th meeting. - Collette Hilliard Chapman will follow up with Dr. Angyal for additional clarity and guidance regarding housekeeping items (ie., revision date). |
| VII | Review of Nominations – Selection of the 2024 Slate <ul style="list-style-type: none"> a. Members reviewed and discussed the nominations for CEMA membership for the 2024 – 2026 terms for the following slates: <ul style="list-style-type: none"> i. Slate I: American Indian/ Native American Male ii. Slate II: Latina/ Hispanic Female - Staff will draft the nominations slate memo for submission to BAPPI by the April 28th deadline. - *Future meeting: the revised call for nominations for the 2025-27 slates (utilizing the current nominations chart) is due to the Governance Office by October 13* |
| VII | Future Meetings: <ul style="list-style-type: none"> - CEMA will meet on Friday, May 19, 12:00 pm – 1:00 pm |

2023 CEMA Monitor and Liaison Assignments

| APA Board or Committee | CEMA Member |
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| Ad hoc Committee on Legal Issues (COLI) | |
| American Psychological Association of Graduate Students Committee (APAGS) | Zelaya |
| Board of Directors | Chapman-Hilliard |
| Board for the Advancement of Psychology in the Public Interest (BAPPI): | Chapman-Hilliard |
| Board of Educational Affairs (BEA) | Chan |
| Board of Professional Affairs (BPA) | El-Ghoury |
| Board of Scientific Affairs (BSA) | Jackson |
| Commission on Accreditation (COA) | Liu |
| Committee on Aging (CONA) | Liu |
| Committee on Children, Youth, and Families (CYF) | Chan |
| Committee on Disability Issues in Psychology (CDIP) | El-Ghoury |
| Committee on Early Career Psychologists (CECP) | Zelaya |
| Committee on Global Psychology (COGP) (formerly CIRP) | Zelaya |
| Committee on Sexual Orientation and Gender Diversity (CSOGD) (formerly CLGBTC) | Chapman-Hilliard |
| Committee on Professional Practice and Standards (COPPS) | |
| Committee on Psychological Tests and Assessment (CPTA) | |
| Committee of Psychology Teachers at Community Colleges (PT@CC) | Chan |
| Committee on Rural Health (CRH) | |
| Committee on Socioeconomic Status (CSES) | Zelaya |
| Committee on Women in Psychology (CWP) | Chapman-Hilliard |
| Continuing Education Committee (CEC) | Weahkee |
| Council of Editors (COE) | |
| Council of Representatives (COR) | Chapman-Hilliard |
| Ethics Committee (EC) | |
| Health Equity Committee | Jackson |
| Membership Board | |
| Publications and Communications Board (P&C) | |
| Teachers of Psychology in Secondary Schools (TOPSS) | |
| Policy and Planning Board (P&P) | |

| | Policy | Year | Staff Recommendation: Haynes-Mendez | CEMA Member | CEMA Recommendation |
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| | 1. Three-year trial of having four ethnic minority associations as observers to council - https://www.apa.org/about/policy/chapter-13 | 2006 | <i>CEMA may want to consider major revision & Housekeeping.</i> Rationale: To add AMENA-Psy if CEMA selects major revision. Additionally, ensure that the resolution's language is aligned with Inclusive Language Guide and update with additional and more contemporary citations and references. | Chapman-Hilliard | Archive. Has already been implemented and remain in historical record (Pending response from Dr. Angyal re archival website) |
| | 2. Resolution on ethnic minority recruitment and retention https://www.apa.org/pi/oema/programs/recruitment/resolution-1993 Resolution in support of ethnic minority training in psychology - http://www.apa.org/about/policy/chapter-12b.aspx (appears to be the same policy) | 1993 | <i>Housekeeping.</i> Rationale: The language needs to be updated to ensure alignment with the Inclusive Language Guide. For instance, use of the term "ethnic minority" and "minority recruitment" may need to be replaced. Additionally, more contemporary citations and references should be added. | Liu | (follow up during the May 19 th meeting) |
| | 3. Ethnic minority education http://www.apa.org/about/policy/chapter-13.aspx | 1993 | <i>Housekeeping.</i> Rationale: The language needs to be updated to ensure alignment with the Inclusive Language Guide. For instance, use of the term "ethnic minority" and "minority recruitment" may need to be replaced. Additionally, more contemporary citations and references should be added. | Jackson | Housekeeping (timeline for completion by the June 16 meeting) |
| | 4. Resolution on enhancing diversity in APA http://www.apa.org/about/policy/chapter-13.aspx | 2005 | <i>Leave as is.</i> Rationale: The plan has been implemented and the resolution should remain in the historical record. | Chan | As is. |
| | 5. Racial and ethnic bias/profiling in law | 2001 | <i>Leave as is for the historical record.</i> | Weakhee | (recommendation by May 19 th meeting) |

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| | enforcement and security activities https://www.apa.org/about/policy/racial-profiling | | Rationale: The more recent <i>APA resolution on Psychology's Role in Addressing the Impact of, and Change Required With, Police Use of Excessive Force Against People of Color and Other Marginalized Communities in the United States</i> (2022) provides a broader, more inclusive, and contemporary context on the topic. | | |
| | APA resolution recommending the retirement of American Indian mascots, symbols, images, and personalities by schools, colleges, universities, athletic teams and organizations http://www.apa.org/pi/oema/resources/policy/indian-mascots.pdf | 2005 | <i>Housekeeping</i> Rationale: Ensure language is aligned with Inclusive Language Guide, and also incorporate more recent citations and/or references to the dismantling racism resolutions. | Zelaya | Housekeeping. |
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Attachment 2

CEMA P&P 5-Year Policy Review

APA Committee on Ethnic Minority Affairs Meeting Agenda

Friday, May 19, 2023

Meeting Minutes

Members: Collette Chapman-Hilliard, William Liu,

Guests: Art Blume (BAPPI), Laurie Cardona (CYF), Candace Hargons (APA Board of Directors), Salman Safir (APAGS)

Staff: Tanya Burrwell, Serena Davilla

| | Agenda Item | |
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| I. | Call to Order, Roll Call, Confirmation of Quorum Dr. Chapman-Hilliard called the meeting to order and welcomed all members and guests. | Chapman-Hilliard |
| II. | Review Meeting Agenda Members reviewed the meeting agenda and adjusted based upon members available to address various items. | Chapman-Hilliard |
| III. | Approve Previous Meeting Minutes The meeting minutes for the April 21, 2023, meeting were provided for approval, however, during this portion of the meeting, there were not enough members present to approve the minutes. Members will review and approve the minutes via email. | Chapman-Hilliard |
| IV. | Updates from Liaisons, Monitors, and Guests (8 minutes) Liaisons and guests may provide brief introductions and updates on items relevant to CEMA business. Laurie Cardona: CYF is currently working on a toolkit as part of the BSD initiative. CYF is seeking CEMA's assistance with dissemination. Art Blume: BAPPI is in conversation regarding concerns related to slating, particularly and exploring further action to revise the Association rule. Salman Safir: APAGS-CARE is hosting a networking event during convention (Saturday, August 4; 11:00-11:50). Serena Davila: provided an update on current APA Advocacy initiatives related to immigration. | All Liaisons, Monitors, and Guests |
| V. | DEI Legislation & Action (Update/Discussion) Committee members will discuss possible collaborations with divisions and other groups to support and plan actions to address anti-DEI legislation. - An update on Div 45 activities will be provided during the June 16 meeting. Members discussed recent/current APA actions around DEI legislation: - EDI (Maysa Akbar): letter writing around equity in mental health - Statement from Dr. Bryant - Collaboration with the Ohio Psychological Association to develop talking points to push back regarding anti-DEI legislation | Chapman-Hilliard |

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| | <ul style="list-style-type: none"> - APA Monitor article regarding psychologists experience with anti-DEI legislation and how it impacts their work. | |
| VI. | <p>2023 APA Convention Plans (Discussion/Action)</p> <p>CEMA Breakfast The CEMA breakfast is scheduled for Saturday, August 5. During the April meeting, members discussed a potential collaboration with CSOGD, combining available funds for the breakfast and securing a panel and/or speaker to address issues that cut across both committees.</p> <p>During its May 19th meeting, COGD agreed to a collaborative program with CEMA, and suggested also working with APAGS to invite students and create a space for community, as well as providing contacts/resources for students.</p> <p>Staff will connect Collette with Taymy Caso, chair CSOGD, for further planning. Staff will also submit the catering request for the breakfast by the May 24th deadline.</p> <p>Tanaka Awards: Masked abstracts and tentative timeline have been provided under separate cover to the Review Committee (Weakhee/Zelaya).</p> <p>Additional time will be provided during the Aug. 5 breakfast to allow the Tanaka recipient to discuss their work.</p> | Chapman-Hilliard |
| VII. | <p>Review Request: Bias-free Language Guidelines CEMA was requested to contribute review/comments for a update to the APA Style bias-free language guidelines. Collette and William will review and provide feedback on behalf of CEMA by the May 24th deadline.</p> | Chapman-Hilliard |
| VIII. | <p>CEMA Open Meeting Business Items:</p> <p>2023 Workplan: <i>Education/Best practices:</i> Fact Sheet of best practices for addressing equity and inclusion in APA statements, resolutions, etc.</p> <p><i>BAPPI BSD Initiative/Leadership:</i> The BSD Coordinators meeting is scheduled for June 7th at 5:00 pm. Currently, Dr. Chan serves as the BSD coordinator for CEMA. CEMA should identify a member who can attend the meeting in Dr. Chan's absence.</p> <p><i>Promote psychological science in study of ethnicity, race, culture:</i> (see Convention item above)</p> <p><i>Offer expertise in psychological science of ethnicity, race, and culture:</i> Provide comments on resolutions, APA statements, etc.</p> <p>Review/Update: Monitor Assignments</p> <ul style="list-style-type: none"> - There are several committees that need assignments. Members are requested to review the vacant assignments and let staff know which groups they have an interest. | <p>Chapman-Hilliard</p> <p>Chan</p> <p>All</p> <p>All</p> |

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| | Update: Five Year Policy Review <ul style="list-style-type: none"> - Updates will be provided on the 5-year policy review and the process by which the review will be completed. - Housekeeping edits are requested by the June 16th meeting. | |
| IX. | Adjourn Next meeting: Friday, June 16; 12:00 – 1:00pm | |

APA Committee on Ethnic Minority Affairs Meeting Agenda

Friday, June 16, 2023

Meeting Minutes

Members: Collette Chapman, Hilliard, William Liu, Skylar Jackson, Rose Weahkee

Staff: Tanya Burrwell

*not present: Winnie Chan, David Zelaya

| | Agenda Item |
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| I. | Call to Order, Roll Call, Confirmation of Quorum CEMA Chair, Collette Chapman-Hilliard welcomed members and called the meeting to order. |
| II. | Review Meeting Agenda The meeting agenda was reviewed with no changes or additions. |
| III. | Approve Previous Meeting Minutes CEMA members approved the minutes from the May 19, 2023, meeting. |
| IV. | DEI Legislation & Action (Update/Discussion) (5) <ul style="list-style-type: none">- Members discussed possible collaborations with divisions and other groups to support and plan actions to address anti-DEI legislation.- Skylar Jackson will reconnect with Julii Green (Div 45) re collaborative efforts including identifying stakeholders and groups doing this work (but may be disconnected).- Staff will reach out to Kelley Haynes-Mendez (Sr. Director, HRT and Dir., PI ERCA Portfolio) regarding an update on proposed meetings with the ERCA constituency groups.- Staff will request an update from Advocacy staff regarding current initiatives for the July meeting. |
| V. | 2023 APA Convention Plans CEMA Breakfast <ul style="list-style-type: none">- Date: Saturday, August 5, 8:00 – 9:50 am- Location: Marriott Marquis Convention Hotel (room TBD)- CEMA Chair Collette Chapman-Hilliard will reach out to CSOGD Chair Taymy Caso and APAGS-CSOGD (Troy Kearse) /APAGS-CARED (Salim Safir) regarding further planning.- Proposed format:<ul style="list-style-type: none">o Members suggested a 'casual conversation' with the Tanaka recipient. CEMA will develop questions. CEMA to determine moderator. (i.e., tell us a story about your research, why was it important, who are you in relation to your research, what is your background/interest areas, etc.).o Question cards for student/CEMA/CSOGD conversation. Tanaka Awards: |

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| | <ul style="list-style-type: none"> - Review Committee: Weahkee/Zelaya will review and rank the full dissertations for the 3 semifinalists. - Deadline for review has been slightly extended. Finalists will be notified by July 6th (to ensure time to make travel arrangements for convention). <p>CEMA Member Convention Programming:</p> <ul style="list-style-type: none"> - Members are invited to share any individual convention programming. - Staff will compile a list and disseminate to the committee and liaisons. |
| VI. | <p>CEMA Open Meeting Business Items (10):</p> <p>Review of 2023 Workplan: <i>Education/Best practices:</i> Fact Sheet of best practices for addressing equity and inclusion in APA statements, resolutions, etc.</p> <p>BAPPI BSD Initiative/Leadership:</p> <ul style="list-style-type: none"> - The BSD coordinators meeting was convened on June 7. - Advocacy staff will follow-up regarding an evaluation form to gather feedback from CEMA, CSOGD, CWP webinar series. - CEMA will need to assign a BSD coordinator during Winnie Chan's absence. <p>(New) Preparation for the 2024 CEMA Workplan</p> <ul style="list-style-type: none"> - BAPPI is requesting that the PI committees provide the first draft of the 2024 workplans by September 11th. - Members shared thoughts regarding priority areas for 2024. - Proposed: Initiatives regarding DEI Legislation – creation of a resource list <p><i>Promote psychological science in study of ethnicity, race, culture:</i> (see Convention item above)</p> <p><i>Offer expertise in psychological science of ethnicity, race, and culture:</i> Provide comments on resolutions, APA statements, etc.</p> <p>Update: Five Year Policy Review</p> <ul style="list-style-type: none"> - Members reviewed the status of the 5-year policy review. - Members were requested to provide any proposed housekeeping edits by June 30th. |
| | Next meeting: Friday, July 21; 12:00 – 1:00pm |

APA Committee on Ethnic Minority Affairs
Friday, September 15, 2023
Meeting Minutes

Members present: Collette Chapman, Skyler Jackson, Rose Weahkee, David Zelaya
Guests: Umma-Kiram, Kathawalla, Andrea Miller, Jeffery Mio

APA Staff: Tanya Burrwell, Nichole Sorhaindo

| | Agenda Item |
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| I. | Call to Order, Roll Call, Confirmation of Quorum CEMA Chair, Collette Chapman-Hilliard welcomed members and guests, and called the meeting to order. |
| II. | 2023 Jeffrey S. Tanaka Memorial Dissertation Award Presentation <ul style="list-style-type: none"> - Presentation of the 2023 award to Dr. Ummul-Kiram Kathawalla and guests - Dr. Kathawalla provided an overview of <i>Discrimination, Life Stress, and Mental Health among Muslims: A Preregistered Systematic Review and Meta-Analysis</i> |
| 20 | Updates from Liaisons, Monitors, and Guests <ul style="list-style-type: none"> - Division 41 – Andrea Miller <ul style="list-style-type: none"> o Special Issue on Bias and injustice in the legal system o https://www.apa.org/pubs/journals/lhb/bias-justice-legal-systems |
| | Review Meeting Agenda The meeting agenda was reviewed with no changes or additions. |
| 20 | Approve Previous Meeting Minutes Minutes from the August 18 th meeting will be approved via email. |
| 20 | DEI Legislation & Action (Discussion) Guest, Nichole Sorhaindo, Senior Director, EDI Planning & Integration <ul style="list-style-type: none"> - Overview of EDI's role - Racial Equity Action Plan (domains health, knowledge production, workforce, and education equity) - Future communication with CEMA (i.e., monthly updates) - Invite representative from CEMA to provide input in 2024 Racial Equity Action Plan think tanks - Suggestions for CEMA: <ul style="list-style-type: none"> - Consult with APA Advocacy (ie., Advocacy/Practice conversation) - Practice Community Discussion (shared via email) Practice Community Discussion When: Oct 11, 2023, 06:00 pm (ET) Register in advance for this meeting: https://zoom.us/meeting/register/tJ0pcO-hrT8rEtVe66JQpcoEBLVt8E4-IZSI |
| 20 | CEMA Meeting Business Items: (10) |

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| | <p>Preparation for the 2024 CEMA Workplan (see attached template)</p> <ul style="list-style-type: none"> - BSD initiative to be extended into 2024 for wrap up - Collette to work with Skyler on revised workplan for CEMA review (by Wed. 9/20) - Draft workplan due to BAPPI on September 22 <p>Review of 2023 Workplan:</p> <ul style="list-style-type: none"> - Deferred for future meeting <p>Other:</p> <ul style="list-style-type: none"> - Reminder: APA Fall Board & Committee Plenary Session - September 18, 11:30am -1:00pm (ET) - Register: https://zoom.us/join/zoom/register/tJAod-6ggDIiGt0iieh1RkrCbXtq8Ddq-pdJ |
| | <p>2024 Call for Nominations for CEMA Membership (Discussion)</p> <ul style="list-style-type: none"> - Targeted nomination slates for (2025-27) - New - Additional Seat Added for Student Member - Members to develop criteria for student seat (in accordance to Governance guidelines) - Staff will create a shared document for review and revision. - Deadline October 13 |
| | <p>Fall Consolidated Meeting</p> <ul style="list-style-type: none"> - Will discuss via email |
| | <p>Next meeting: Friday, October 20; 12:00 – 1:00pm (ET)</p> <ul style="list-style-type: none"> - CEMA Chair, Collette Chapman-Hilliard unable to attend |

APA Committee on Ethnic Minority Affairs

Friday, October 20, 2023

12:00 – 1:00 pm

Meeting Minutes

Members present: Wing Yi Chan, William Ming Liu, Rose Weahkee

Liaison(s): Nabil El-Ghoroury

APA Staff: Tanya Burrwell

| | Agenda Item |
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| I. | Call to Order, Roll Call, Confirmation of Quorum CEMA Vice-Chair, Dr. William Liu chaired the meeting in the absence of Dr. Collette Chapman-Hilliard. |
| II. | Review Meeting Agenda The meeting agenda was reviewed with no changes or additions. |
| III. | Approve Previous Meeting Minutes <ul style="list-style-type: none">- There were not enough members for quorum, therefore, minutes from the September 15^h meeting will be approved via email. |
| IV. | CEMA Meeting Business Items: Updates 2025-27 CEMA Call for Nominations <ul style="list-style-type: none">- Targeted nominations statement submitted October 13.- CEMA members should begin considering criteria for ranking student nominees – to be discussed during future meeting. 2024 CEMA Workplan- Update <ul style="list-style-type: none">- BAPPI reviewing workplans during October 20-21 meeting, additional feedback may be forthcoming.- Additional priority related to human rights initiative to be added. Details are forthcoming- Final workplans due to the Governance Office on November 3 Review of the 2023 Workplan Priorities/Activities: <i>Education/Best practices:</i> <ul style="list-style-type: none">- Fact Sheet of best practices for addressing equity and inclusion in APA statements, resolutions, etc.<ul style="list-style-type: none">o CEMA comments related to the revised Inclusive Language Guidelineso Revised Inclusive Language Guidelines are now available at Inclusive Language Guide (apa.org) <i>BAPPI BSD Initiative/Leadership:</i> <ul style="list-style-type: none">- Webinar series completed Jan/Feb <i>Promote psychological science in study of ethnicity, race, culture:</i> <ul style="list-style-type: none">- Convention: CEMA/CSOGD Breakfast- Tanaka Award <i>Offer expertise in psychological science of ethnicity, race, and culture:</i> Provide comments on resolutions, APA statements, etc. |

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| | <p>Other:</p> <ul style="list-style-type: none"> - Staff create/maintain a list of items past items “parking lot items” for information and/or potential future action (i.e., request to change the Association Rule, suggested policy revisions (per 2023 review). |
| | <p>Review Request:</p> <ul style="list-style-type: none"> - Seeking a volunteer (or two) to review and provide feedback on behalf of CEMA - Reviewer is requested to share comments with the full committee November 27 - Staff will submit on behalf of CEMA by the December 3 deadline <p>Draft APA Clinical Practice Guideline for the Treatment of Chronic Musculoskeletal Pain in Adults</p> <p>The American Psychological Association (APA) is now accepting comments on a draft version of the Clinical Practice Guideline for the Treatment of Chronic Musculoskeletal Pain in Adults. APA is seeking comments from psychologists, health care professionals, patients and families, health care organizations, patient advocacy groups, and the wider community that will provide the panel that is developing this guideline with valuable input as it works to produce the final version. CLICK HERE to view the draft guideline and submit comments. Deadline December 3, 2023</p> |
| V. | Next meeting: Friday, November 17; 12:00 – 1:00pm (ET) |

APA Committee on Ethnic Minority Affairs
Friday, December 15, 2023
Meeting Minutes

Members Present: Collette Chapman-Hilliar, William Ming Liu, Skyler Jackson, David Zelaya
Liaison: Nabil El-Ghoroury (AMENA-Psy)
Staff: Tanya Burrwell

| | Agenda Item |
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| I. | Call to Order, Roll Call, Confirmation of Quorum CEMA Chair, Dr. Collette Chapman-Hilliard. |
| II. | Review Meeting Agenda The meeting agenda was reviewed with no changes or additions. |
| III. | Approve Previous Meeting Minutes Minutes from the October 20th ^h meeting were approved. |
| IV. | CEMA Meeting Business Items: <ul style="list-style-type: none">I. APA Board and Committee Nominations (Discussion)<ul style="list-style-type: none">- The APA Board and Committee Call for Nominations is now open.- January 31, 2024 is the deadline for submitting nominations.- Members are requested to submit nominations before the end of December.- https://nomination.apa.org/- A reminder will be sent during the first week of January.- Criteria for student member slate<ul style="list-style-type: none">o Members will consider criteria evaluating nominations.o Members should share thoughts regarding criteria with staff.o Criteria will be compiled into a working document which can be applied for all vacant positions.- Membership slate rotation chart to be reviewed in 2024.- Staff will develop a roster/list of CEMA members (at least 10 years).II. 2024 Convention Planning (Discussion)<ul style="list-style-type: none">o Convention dates August 8 – 10, 2024, Seattle Washingtono The 2024 Call for Proposals is currently open.o Submissions are due January 10 https://convention.apa.org/proposalso Members to review the 2024 CEMA workplan to identify priority areas for program development/submission.o Opportunity for committee sponsorship/participation in developing proposal for Division 17 (Zelaya/Jackson). Consider opportunities for participation from new members.CEMA Breakfast (Discussion)<ul style="list-style-type: none">- Planning for the CEMA breakfast to begin early in 2024- collaboration with CSOGD for the 2024 breakfast |

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| | <ul style="list-style-type: none"> - Review agenda and past agendas to develop format for breakfast - Suggest names for presenters/participants - Explore additional funding/sponsorship opportunities to defray costs associated with the breakfast - Develop an item for leadership with a justification for additional funding, including the negative impact of non-funding <p>III. Review of the 2023 Workplan Priorities/Activities:</p> <p><i>Education/Best practices:</i></p> <ul style="list-style-type: none"> - Fact Sheet of best practices for addressing equity and inclusion in APA statements, resolutions, etc. (deferred for 202) <p><i>BAPPI BSD Initiative/Leadership:</i></p> <ul style="list-style-type: none"> - Webinar series completed Jan/Feb <p><i>Promote psychological science in study of ethnicity, race, culture:</i></p> <ul style="list-style-type: none"> - Convention: CEMA/CSOGD Breakfast - Tanaka Award - Student Networking activity <p><i>Offer expertise in psychological science of ethnicity, race, and culture:</i> Provide comments on resolutions, APA statements, etc.</p> |
| V. | <p>Review Request: (Discussion/Action) (Jackson)</p> <p><i>Proposed Resolution Opposing Involuntary Individual Isolation of Youth in Carceral and Detention Settings.</i></p> <ul style="list-style-type: none"> - Members reviewed comment/feedback prepared for submission. - Members were provided comment/feedback from the Committee on Sexual Orientation and Gender Diversity for review - Deadline for additional comments - December 18 (submission by Dec. 20) |
| VI. | <p>Next meeting: Discussion re 2024 meeting schedule</p> <ul style="list-style-type: none"> - Tentative January 19 (12:00 – 1:00 pm ET) |
| VII. | <p>Reflection Time:</p> <p>This was the last full committee meeting for Drs. Collette Chapman-Hilliard and William Ming Liu. While their terms are not officially completed until Dec. 31st, members used the opportunity to express gratitude for their leadership and service on behalf of CEMA.</p> |