

APA DIVERSITY IMPLEMENTATION PLAN

Mission: *To ensure that diversity is an integral part of APA structure and functions*

Diversity involves including, understanding and valuing differences in individual and group characteristics such as race, religion, ethnicity, gender, gender identity and expression, socioeconomic status, age, (dis)ability status, and sexual orientation. Differences in these characteristics have resulted in marginalization, which refers to overt and covert trends within societies whereby those who are different in some way from the group norm tend to be excluded by the wider society and ostracized as undesirable.

APA's vision is to make all feel welcomed by the association.

Please note that this document likely does not include all of the activities that are presently done by APA staff and members in order to enhance and support diversity for the association. Some activities are noted under more than one goal at the discretion of the reporting unit. Many APA activities intended to foster diversity serve to advance multiple goals or objectives in the diversity implementation plan.

Goals and Objectives

GOAL 1: To enhance the “welcomeness” of APA to diverse groups.

Objectives:

- A. Increase the diversity of the APA membership.
- B. Maintain and continue to improve access to leadership opportunities for members of diverse groups.
- C. Enhance leadership training and other related opportunities for diverse groups.
- D. Maintain and continue to enhance diversity of the APA workforce.

GOAL 2: To promote recognition of the value of diversity in APA policies, publications, and programs.

Objectives:

- A. Educate APA staff and membership about diversity issues and engage them in initiatives to promote diversity.
- B. Promote diversity through APA publications.
- C. Promote diversity in APA programs.

GOAL 3: To enhance access to, and encourage participation by, diverse groups in APA meetings and other activities.

Objectives:

- A. Enhance the accessibility to APA events for diverse groups.
- B. Increase the participation by diverse groups in APA activities.

GOAL 4: To expand support for diversity in the training of psychologists.

Objectives:

- A. Promote diversity in the K-12 pipeline.
- B. Promote diversity in psychology graduate and undergraduate training.
- C. Promote diversity in post-doctoral training.
- D. Promote diversity in psychology faculty.
- E. Promote understanding of the importance of diversity among faculty and trainers of psychologists.

GOAL 5: To promote diversity in psychological research and practice.

Objectives:

- A. Increase diversity in psychological research topics and methodologies.
- B. Promote sensitivity and understanding of diversity in psychological practice.

GOAL 1: To enhance the “welcomeness” of APA to diverse groups

A. Increase the diversity of the APA membership

- The Center for Workforce Studies (CWS), which now is part of the Science Directorate within Central Office organization, focuses on collecting data on the pipeline and workforce in psychology and describing the various groups according to gender, race/ethnicity, age, employment activities and settings, and other relevant dimensions. CWS works to insure that the surveys built within APA also gather data on diversity in a manner that is consistent with other survey activities of the Center, of APA, and of other national organizations and government agencies.
- The disability issues office produces and disseminates a theme-based, newsletter to raise visibility of disability issues, to increase the understanding of applying psychology to disability, and to provide a forum by which psychologists with disabilities can share their experiences and research.
- The Office of Ethnic Minority Affairs (OEMA) provides consultation to divisions, governance groups, and offices upon request to assist with diversity related efforts, including diversity outreach to increase membership of scholars, educators, and practitioners of color.
- The HIV Office for Psychology Education (HOPE) Program, funded by the Center for Mental Health Services (CMHS) of the Substance Abuse and Mental Health Services Administration (SAMSHA), utilizes a train-the-trainer model to educate mental health providers about working with people living with or affected by HIV/AIDS. The Program addresses APA’s Diversity Implementation Plan under Goal 1 by welcoming and enhancing diverse groups; both as volunteer HOPE Program trainers and in outreach to attendees the volunteers train.
- The Women’s Programs Office (WPO) is committed to offering internships to provide training, and access to information and resources to diverse high school, undergraduate, and graduate students. WPO actively recruits from local colleges and universities, including two HBCUs and one women’s college, and also draws students from universities across the country. Interns receive an APA membership (for one year).
- In 2011, the Office of International Affairs implemented membership recruitment activities at regional conferences of psychology in Colombia, Argentina and the Caribbean, resulting in up to 100 new international affiliate members.

- The Division Services Office (DSO) works to assist APA divisions in reaching out to persons of diverse background who are APA members, non-APA psychologists, psychologists from other countries and students enrolled in psychology programs inviting them to join a division. Divisions provide a pipeline for people of diverse backgrounds to become position-holders in divisions, which can lead to leadership in APA.
- Some of APA's divisions are specific to interest areas such as aging; ethnic minorities; disability; rehabilitation; gay, lesbian, bisexual and transgender issues; women; and men and are valuable resources for information that can be helpful to APA's diversity efforts.
- The Policy and Planning Board (P&P), also staffed by the DSO, focuses attention on increasing diversity on the board and in APA through its review and reporting activities. P&P's has a strong interest in international psychology and supporting APA's involvement in the world community.
- In all of our marketing campaigns, whether in support of APA membership or the APA convention, the mix of campaign pieces as well as who is pictured within those pieces is always done with sensitivity to diversity issues. We feature people who are ethnically, racially and physically diverse. We also recognize that there is diversity in the way people like to receive information and what will be important to them about APA membership or an APA event.
- In addition, a number of our membership marketing campaigns target student and early career psychologists or psychologists in training. That demographic pool is more diverse than the current membership. The success of these outreach campaigns will add diversity to the APA membership.
- In its membership recruitment and retention strategic plan, the Membership Board is incorporating proposals that increase minorities' sense of welcome and membership in APA.
- The Committee on Early Career Psychologists (facilitated by the directorate's Membership and Convention Marketing Office) focuses its work on early career psychologists and their interests, for example determining barriers to licensure and career development. The early career cohort within APA is the most diverse segment of the membership.

GOAL 1: To enhance the “welcomeness” of APA to diverse groups

B. Maintain and continue to improve access to leadership opportunities for members of diverse groups

APA governance groups do a variety of things to maintain and improve access to leadership opportunities for members of diverse groups. These include creating diversity slates for vacancies or by strategically nominating slates for a particular opening to ensure diversity in the governance group (for instance, a group may create an entire slate of people of color for a particular opening when expertise and nominations coincide, even though the slate might not be labeled a “diversity slate”). Governance groups with a particular focus on one type of diversity frequently take on the responsibility of generating nominations of individuals to other boards and committees who can represent that aspect of diversity whereas other governance groups without a specific diversity focus may seek to solicit nominations of diverse individuals using specific strategies (targeting divisions, special interest groups, etc). Also, several governance groups have employed various strategies to attend to diversity in the midst of the business of the governance group. These strategies include appointing a diversity monitor for items, including statements about the diversity implications of items in every minute or setting aside time during each meeting to assess the culture of the meeting and openly discuss aspects of diversity, experiences of microaggressions or other issues that might contribute to a less than welcoming environment. Details of some of these strategies are included below.

- The Practice Directorate governance groups (BPA, CAPP, COPPS, CRH, ACCA and TFSMI) seek nominations of individuals from diverse backgrounds and with diverse characteristics. Further, these governance groups carefully consider nominees from diverse backgrounds and characteristics when they form their slates each year, with an eye to ensure diverse representation within their governance group’s membership.
- The Committee on Rural Health has a diversity slate to insure that there is always diversity representation on the Committee. Additionally, a Diversity Monitor is assigned to every agenda item to insure that the Committee is attending to diversity implications of all issues it considers.
- The Board of Educational Affairs is a 12-member board. This year, the Board of Educational Affairs includes eight females and four males. Three of the members are from diverse ethnic backgrounds, two Latin Americans and one Asian American.
- The Commission of Recognition of Specialties and Proficiencies in Professional Psychology (CRSPPP) always seeks particular interest for representation from individuals who reflect the Association’s commitment to ethnic minority diversity representation.

- Once a year the Continuing Education Committee (CEC) discusses and seeks to assemble a professionally and multiculturally diverse group of psychologists. It encourages nominations from individuals committed to life-long learning and is specifically looking for individuals with knowledge of or background in specific areas. CEC is committed to maintaining a diverse and broad representative from all groups and areas of psychology in particular seeking individuals representing the following: women, minorities, and geographical diversity.
- The Lesbian, Gay, Bisexual and Transgender Concerns Office provides staff support to the [Committee on Lesbian, Gay, Bisexual, and Transgender Issues in Psychology](#) (CLGBTC). The CLGBTC is committed to enhancing diversity within psychology generally, and within APA governance. The CLGBTC's call for new member nominations states: "The Committee particularly welcomes nominations of ethnic minority psychologists, bisexual psychologists, psychologists with disabilities, and transgender psychologists, and other psychologists who are members of underrepresented groups. In considering nominees, the Committee will also consider the range of major fields and specializations in psychology and the geographic diversity represented in its membership."
- At its fall 2011 meeting, the CLGBTC decided to initiate a formal process to enhance inclusion of transgender and gender non-conforming people in APA governance and is currently working on a strategy with BAPPI.
- Explicit language in Children, Youth and Family's (CYF) call for nominations calls for diverse representation on the Committee reflective of psychology and society as a whole... "ethnicity, culture, gender, age, disability, sexual orientation, geographic location, and those who are employed less than full time." The Committee paid particular attention to cultural diversity and competency in putting forth its 2012 nominations slate.
- Distribution of CYF's call for nominations to APA governance groups that represent its diverse constituencies, e.g., APAGS, CDIP, CEMA, CLGBTC, CWP, CONA, SES, etc., to various divisions representing APA's diverse constituencies; and to the four major ethnic minority psychological associations.
- The disability issues office provides staff support to the Committee on Disability Issues in Psychology (CDIP). CDIP is committed to enhancing diversity within APA governance. In line with this ongoing point of emphasis, CDIP strives to be inclusive and considers diversity in all its forms when formulating its slates of nominees.
- All governance groups staffed by OEMA include representatives from each of the nation's four major ethnic minority groups. In addition, the Committee on Ethnic Minority Affairs (CEMA) is responsible for the nomination of APA members of color for service consideration on other APA governance committees and boards.

- Through sponsorship of the Pre-State Leadership Conference (SLC) Annual Diversity Delegate & Recognition Award Dinner, OEMA encourages and supports participation of APA members of color in the APA State Leadership Conference.
- OEMA facilitated communication and network development associated with CNPAAEMI's initiative to obtain voting seats on the APA COR for the four ethnic minority psychological associations.
- The Committee on Aging (CONA) values membership representative of all aspects of diversity. The [CONA Call for Nominations](#) "places priority on maintaining representation within the Committee's membership that reflects the diversity of psychology and society, including early- and mid-career psychologists and those who are retired or employed less than full time; and diversity with respect to ethnicity, culture, age, gender, ability, sexual orientation, socioeconomic status and geographic location." In keeping with this commitment, CONA established an Ethnic Minority slate in 2008 and 2009, and an Early Career Psychologist slate in 2007 and 2010 and continues to target slates to maintaining its diversity.
- The HIV Office for Psychology Education (HOPE) Program has an affirmative action approach to recruitment. Qualified applicants are chosen to reflect the diversity of the HIV epidemic in terms of gender, ethnicity, and populations served. Many HIV infected individuals are disproportionately represented in marginalized communities. To meet its goals, HOPE conducts proactive recruitment initiatives to attract a diverse population of psychologist trainers. A recruitment and training initiative was completed in 2011. Of the volunteers who became certified in 2011, 29% were persons of color. When examining gender, 45% were female. Many of the Program's volunteer trainers are or become leaders within their networks and communities.
- Each year the Ad Hoc Committee on Psychology and AIDS (COPA) encourages the submission of diverse nominations for new members. Through its Call for Nominations, COPA seeks to involve a diverse group of psychologists, including persons of color and individuals who are living with HIV. Three of the four new members appointed to COPA in 2012 are from ethnically/racially diverse backgrounds. The composition of the COPA is diverse not only in racial/ethnicity but also gender and sexual orientation.
- Staff within the Women's Programs Office (WPO) continue to provide staff support to the APA Committee on Women in Psychology (CWP). CWP works to advance women, in all their diversity, recognizing diversity as the intersection of layers of identity, including race/ethnicity, sexual orientation, age, disability,

socioeconomic status, social class, immigrant status, and international status, in addition to gender.

- CWP continues to target calls for nominations to ensure a diverse representation, as required in the Committee's Operating Policies and Procedures. For the two 2012 vacancies, CWP sought a psychologist with a disability or expertise in disabilities issues and a psychologist with expertise in violence against women, including trafficking issues. The 2012 CWP membership includes one Latina, one Asian American woman and four White women, one of which is openly identified as a lesbian psychologist and one who is identified as a psychologist with a disability.
- With WPO support, CWP nominated approximately 52 women APA member psychologists for consideration to serve on APA governance groups (2011) as well as to a myriad of task forces, working groups and awards. CWP has developed an ever-growing roster of APA member women psychologists by area of expertise so that the Committee can more effectively identify women psychologists for opportunities to sit on internal boards and committees and for APA awards. Since 2009, this list has grown to approximately 300 women psychologists.
- The WPO actively recruits APA members to serve on planning committees, advisory committees and task forces (i.e., Leadership Institute for Women in Psychology Executive Committee and Faculty, Women with Disabilities Planning and Advisory Committee, and APA Task Force on Trafficking of Women and Girls).
- The National Ethnic Minority Psychological Associations (NEMPAs) continue to serve as delegates/observer on the Council of Representatives. This was reapproved by Council in August 2009 for an additional three years (through August 2012).
- The Board of Directors has had ongoing discussions with the representatives of the 4 ethnic minority associations and met with the delegates/observers to Council at the Board's June and August 2011 meetings in an effort to increase collaboration among APA and the NEMPAs. In December 2011 President Melba Vasquez signed Memorandums of Understanding with the Presidents of three of the EMPAs: The Asian American Psychological Association, the National Latina/o Psychological Association, and the Society of Indian Psychologists. In early 2012, APA signed a Memorandum of Understanding with the Association of Black Psychologists. A working group comprised of members of the Board of Directors and a representative from each of the NEMPAs continues to work on efforts to increase collaboration among APA and the NEMPAs and is considering whether to move forward with a request that Council send the Bylaw ballot to the membership for a third time requesting that the NEMPAs each be given a voting seat on Council.

- Ethnic minority members of Council receive full reimbursement (airfare, hotel, local transportation and meals) for their attendance at the August Council meeting. (Those Council members who are not ethnic minorities are reimbursed the cost of 2 night's stay at the hotel where Council is housed for the August meeting. No other expenses are reimbursed.) This reimbursement policy was reapproved by Council in August 2010 for ethnic minority members elected through August 2013.
- As a result of Council action several years ago, the Call for Candidates for Council Representatives (sent by the Election Office) includes the following statement: "APA strongly encourages Divisions and State, Provincial and Territorial Associations to submit one or more slates of nominees comprised solely of ethnic minorities."
- The DSO and the Committee on Division/APA Relations (CODAPAR), which is staffed by the DSO, focus attention on divisions' recruitment and involvement of diverse members through 1) sessions at the annual Division Leadership Conference, 2) participation and financial support of the Committee for Ethnic Minority Affairs' session for division and state/provincial/territorial association leaders at the annual APA Convention, 3) gathering information on division activities devoted to diversity on the division annual report form, 4) and targeted criteria for Interdivisional Grant Program proposals.
- The Interdivisional Grant Program has specific criteria – *Fostering the recruitment of ethnic minorities into psychology, APA or division membership, or APA governance* – that targets diversity efforts by the divisions. And, for example, in 2011 two of the three grants awarded were on topics of lesbian, gay, bisexual and transgender issues.
- The Ethics Committee co-sponsors (with Division 44 [Society for the Psychological Study of Lesbian, Gay, Bisexual, and Transgender Issues] and APAGS) a program of student travel grants for the NMCS. In 2011, this effort provided travel funding for four students of color who are sexual minorities: Daniel K. Birichi, MS, University of Miami, Coral Gables; Stephen L. Gresham, MS, University of Wisconsin-Madison; David P. Rivera, MS, Teachers College, Columbia University; and Richard C. Zamora, MS, New Mexico State University. Funding for these awards was made possible through speaking honoraria to the Ethics Office. The student awardees were recognized at a luncheon program that was attended by 2011 APA president Melba J. Vasquez, PhD.
- The proposed slates from the Committee on International Relations in Psychology (CIRP) included broad international diversity as a criterion for their short list to involve individuals with national and geographical diversity in APA governance activities.

- Science Directorate staff actively seeks diversity in convention and related programming arranged by the Directorate. Diverse participation has been achieved in all of the first six Science Leadership Conferences, and special attention is given to ensure that such diversity continues into the future.

GOAL 1: To enhance the “welcomeness” of APA to diverse groups

C. Enhance leadership training and other related opportunities for diverse groups

- The Science Directorate sponsors an annual Executive Branch Science Fellowship program, directed by staff in Science and Science Government Relations. This is a companion program to the APA-wide Congressional Fellowship program. Both programs pursue both broad and targeted advertising to enhance the diversity of applicants and eventual fellows.
- Originated under the leadership of the Committee of State Leaders, CAPP and the Office of Ethnic Minority Affairs, the Diversity Initiative of the Committee of State Leaders (CSL) is now in its twelfth year and continues to be funded by CAPP and OEMA. The initiative sought to award grants to SPTAs to develop diversity within governance at the state level. In 2011 it was established that the funding from OEMA will be for ethnic minority psychologists only and CAPP’s funding will include psychologists of other diverse backgrounds as well. The Diversity Initiative has been and continues to be extremely successful, meeting one of the primary goals of the initiative -- to involve more ethnic minority psychologists in membership and leadership positions in State, Provincial, and Territorial Associations (SPTAs). The number of delegates also continues to grow with many SPTAs choosing to fund their own delegate rather than apply for funding from APA. Since the beginning of the Initiative the number of delegates attending SLC has grown from 13 to 27 with the largest number of delegates – 32 – attending in 2007. In order to create more of a direct connection between the Diversity Delegates and the CSL Diversity Subcommittee, the position of Diversity Liaison and Diversity Liaison-elect was created. These persons are elected by the Diversity Delegates who attended SLC the previous year to serve as a conduit between the delegates and the Committee of State Leaders. Each year at State Leadership Conference, the diversity delegates participate in an orientation meeting that facilitates their understanding of the CSL, the State Leadership Conference, the Diversity Initiative and the American Psychological Association. During the meeting the delegates obtain information on topics such as advocacy and ways to become involved on the national level and in their respective associations. In addition, the Diversity subcommittee organizes either a workshop or a discussion group for SLC focusing on issues such as developing online diversity resources, how to sustain diversity initiatives within SPTAs, how to run for elected office within their SPTAs and APA, and how to be an effective advocate on the state level.

- The disability issues office formed a Student/Early Career Disability Advisory group to better address the unique issues of students with disabilities.
- Minority Fellowship Program (MFP). Advocated for MFP funding and for formal authorization of the program, with activities including: [coordinating the cross-discipline coalition](#) dedicated to MFP issues; [providing an advocacy training](#) at APA's MFP Psychology Summer Institute, after which trainees took part in 10 congressional visits; and [began an ongoing coordinated advocacy campaign](#) that facilitated APA Committee on Ethnic Minority Affairs members meeting with staff in their congressional district offices.
- [PsycAdvocate® Day](#). Partnered with Education GRO for the inaugural PsycAdvocate® Day, which included a Continuing Education advocacy workshop on effectively communicating with policymakers and over 100 participant meetings with congressional members and staff on Capitol Hill.
- CNPAAEMI with financial sponsorship from the CEMRRAT2 Task Force and staff support from OEMA created a multiracial, inter-organizational, national Leadership Development Institute (LDI). The LDI provides a systematic mechanism for fostering leadership development and coalition-building among people of color within the field of mental health. It involves intra- and inter-organizational mentoring, leadership skills training, web-based networking and resources, and an inter-organizational leadership project.
- The Behavioral and Social Science Volunteer (BSSV) Program, established in 1996 through funding from the Centers for Disease Control and Prevention (CDC) provides capacity building assistance (CBA) to improve the delivery and effectiveness of HIV prevention service delivery by diverse community-based organizations (CBOs) across the country. As part of its efforts to reach out to CBOs in the U.S. Virgin Islands, the BSSV Program delivered a one-day capacity building assistance Institute on the islands of St. Croix and St. Thomas followed by intensive CBA delivery. BSSVs, Dr. Tamarah Moss-Knight and Dr. Francisco Javier Parga, facilitated a 1.5 hour session at the [2011 Caribbean HIV Conference](#) entitled, *“Sustainable Capacity Building Using Effective-Behavioral Interventions and Implications for HIV in the Caribbean.”*
- The Behavioral and Social Science Volunteer (BSSV) Program provided a three-part online training to over 40 community-based organizations (CBO) representatives in 15 different states during the months of December 2011 and January 2012 entitled, *“Telling Your Story: How Evaluation Can Get Your Organization Noticed and Assist With Sustainability”*. This series focused on why a CBO should understand evaluation and its importance and demonstrated how a CBO can effectively write a story about the successes of their organization, in particular its programs and services. It also placed emphasis on how to enhance an agency's story using data and specifically who should receive this

information and in what type of format (e.g., website, fact sheet, media, annual report, social marketing tools, etc.).

- Program evaluation support was provided by the BSSV Program for a statewide HIV prevention effort in Texas called the *Women and HIV Initiative* in partnership with the Texas Department of Health and the National Association of State and Territorial AIDS Directors (NASTAD). This effort produced a comprehensive evaluation report summarizing the efforts of seven regional teams across the State of Texas. BSSV staff developed and presented a summary of these results to members of the regional teams, community partners, HIV prevention staff from the Texas Department of Health, NASTAD staff and key consultants during a statewide summit held in Dallas in November 2011.
- The Office on AIDS received an extension year of funding in 2011 for [*Cyber Mentors: A Sustainable Model for Developing Minority HIV Researchers*](#). This innovative research mentorship program matches early career mentees with leaders in the field of HIV/AIDS research who have a track record of receiving NIH-supported grants for one-on-one mentors. The program is designed to prepare behavioral scientists for successful independent research careers in area of HIV/AIDS and health disparities and to become leaders in the field.
- *Leadership Institute for Women in Psychology (LIWP): The mission of the Leadership Institute for Women in Psychology (LIWP) is to prepare, support, and empower women psychologists as leaders to promote positive changes in institutional and organizational life, and to increase the diversity, number, and effectiveness of women psychologists as leaders. One of the primary priorities of the LIWP is to ensure that leadership training opportunities are available for mid-career and senior women psychologists in all of their diversities, including race/ethnicity, sexual orientation, and disability. (The LIWP Executive Committee is also diverse, including for four women of color and two openly-identified lesbian or bisexual women.
- Bimonthly Webinars, during which noted psychologists present on issues regarding leadership scholarship and research, education, and development, follow the August meeting. In addition, participants are encouraged to meet via telephone in small groups and as needed with LIWP faculty to discuss issues they are currently facing.
- The Ethics Office director speaks on a regular basis at schools and universities that traditionally serve diverse student populations, such as Howard and Gallaudet Universities in Washington, DC.

GOAL 1: To enhance the “welcomeness” of APA to diverse groups

D. Maintain and continue to enhance diversity of the APA workforce

- Education Directorate staff attended the 17th annual National Conference on Diversity, Race, and Learning that was sponsored by The Ohio State University.
- The Education Directorate was a sponsor of the Diversity Recruitment Fair at the annual meeting of the Council of University Directors of Clinical Psychology.
- OEMA maintains a job bank service which is a database of over 3,500 psychologists of color to assist employers seeking to hire ethnic minority psychologists. In addition, the database serves as a resource for researchers and marketing strategists.
- The 2011 Survey of Professional Geropsychology Training and Experiences conducted by the Office and the Education Directorate collected data regarding diversity of the geriatric populations that psychologists serve and of the psychologists who provide these services.
- ****Women in the American Psychological Association:*** Women’s Program Office (WPO) has begun preparing the 2011 edition of Women in the American Psychological Association, which provides data on the numbers of women participating as members and serving in leadership roles in APA, including in divisions; in state associations; on the boards and committees that make up APA’s governance structure; in the publications process as editors, associate editors and reviewers; **and in APA’s central office.** The 2011 edition will provide data in a more user friendly format and will include downloadable fact sheets. Three fact sheets (Division Officers, APA Presidents, and Board and Council Representation) should be available on the WPO Web page in February 2012.
- In compliance with Executive Order 11246, as a federal contractor, APA is required by the U.S. Department of Labor, Office of Federal Contract Compliance Programs (OFCCP), to maintain an Affirmative Action Plan. This Plan requires APA to maintain statistical information on personnel actions taken by APA to ensure that minorities and women are not disproportionately affected. The Plan requires the association to establish placement goals. These goals are developed so that we can measure progress and how APA’s workforce compares to the relevant labor pool used to recruit applicants for employment at APA.
- APA has in place an Affirmative Action Plan for Veterans and Individuals with Disabilities as well. While this is a requirement APA has as a result of being a federal contractor, APA has also established within its own policies strong language supporting the equal employment opportunity for veterans and individuals with disabilities.

- Human Resources is responsible for annually completing and submitting the EEO-1 and VETS-100 Report, both of which are required reports by the Federal Government. The reports provide data on the representation of women, ethnic minorities and veterans in APA's workforce.
- APA has a Policies and Procedures Manual that is accessible to all staff. This document includes policies that address APA's commitment to equal employment opportunity, affirmative action, prevention of harassment in the workplace, and provides a procedure for employees to bring complaints if they believe a policy has not been followed.
- As part of APA's policies and procedures, we established a system to assist staff who may need reasonable accommodation in order to perform the essential functions of their job.
- An Equal Employment Opportunity Officer function exists within the Human Resources Office to ensure that employment related actions follow APA's established EEO/AA policies and procedures. The Director of Human Resources serves as the Equal Employment Opportunity Officer.
- The Central Office has an Equal Employment Opportunity Advisory Committee. The Committee members include the Equal Employment Opportunity Officer/Director of Human Resources, the Deputy Chief Executive Officer, the General Counsel, and the Executive Director for Public Interest.
- The Central Office has a Diversity Activities Planning Group (DAPG), The group members are all APA staff who jointly organize diversity related activities for the to be held within Central Office. DAPG provides experiential opportunities for APA staff that allows them to advance an understanding of themselves and the coworkers with whom they interact. The expectation is that the activities will facilitate better understanding, appreciation, and trust among APA staff, resulting in a work environment where differences and similarities are valued.
- Written summary reports on the progress of APA's affirmative action efforts are prepared and presented to the Council of Representatives during the February and August meetings of Council.
- APA's Human Resources Department (HRD) works closely with the District of Columbia Department of Employment Services (DCDOES) to attract employment applicants who are resident of the District. Once a vacancy is advertised externally, the HRD sends to DCDOES a copy of the job description so that it can be advertised by DCDOES and made available to unemployed DC residents. On a monthly basis the HRD sends to DCDOES a report that provides the number of new hires at APA from the District of Columbia.

- APA has also contributed directly to the local District of Columbia community by providing internships for local high school and college students, through the staff supported volunteer projects organized by the Neighborhood Opportunity Volunteer Activities Group (NOVA), and by hiring seasonal temporary staff from local organizations that facilitate re-entry into the workforce for individuals with mental disabilities.
- APA's Administrative Services Department uses the District of Columbia system that identifies businesses certified as owned by women, minorities, or disadvantaged persons and includes those firms in the bidding process where ever possible.
- APA Central Office includes a question about diversity in its bi-annual climate survey to track employees' opinions about its welcomeness to those with individual differences.
- APA's annual performance appraisal forms include the following question to enhance the welcomeness of the APA workforce: *Appreciates individual differences and recognizes the value of a diversity of opinions and backgrounds.*
- One of APA's core values is "Individual Differences," and it is a part of APA's formal recognition program within the Central Office.
- APA's multi-rater survey also includes a question about diversity.

GOAL 2: To promote recognition of the value of diversity in APA policies, publications, and programs

A. Educate the staff and membership about diversity issues and engage them in initiatives to promote diversity

- The Science Directorate continued to address STEM issues and the diversity of the scientific workforce in the 2010 Science Leadership Conference. That conference generated a large set of proposals that are being implemented by governance groups and staff.
- The Practice Directorate's Public Relations department offers workshops to Disaster Response Network coordinators that focus on: applying culturally informed disaster mental health assistance and supporting individuals with functional needs in disaster services.
- Staff from the Office of Graduate and Post Graduate Education and Training publishes statistics and give presentations about diversity in graduate education to raise awareness; also some preliminary collaborations with Office of Precollege and Undergraduate Education to encourage more diversity in the pipeline; diversity and cultural competence is a focus in all of our competency initiatives.
- The disability issues office worked with two APA members to develop the 2012 diversity training on disability issues. This training was offered during the February Council of Representatives meeting and the Spring Consolidated meetings. Each year the Board and Council make recommendations for diversity training for Council and board/committee members for the following year.
- The disability issues office has developed and disseminates regularly the publications entitled, *Interacting with Our Members with Disabilities*, and *Enhancing Your Interactions with People with Disabilities*.
- Secured the participation of Congresswoman Grace Napolitano (D-CA) as the keynote speaker and Krystal Kaai with the Congressional Asian Pacific American Caucus at the Committee on Ethnic Minority Affairs Legislative Breakfast at the 2011 APA Annual Convention
- Minority Fellowship Program (MFP). Advocated for MFP funding and for formal authorization of the program, with activities including: [coordinating the cross-discipline coalition](#) dedicated to MFP issues; [providing an advocacy training](#) at APA's MFP Psychology Summer Institute, after which trainees took part in 10 congressional visits; and [began an ongoing coordinated advocacy campaign](#) that facilitated APA Committee on Ethnic Minority Affairs members meeting with staff in their congressional district offices.

- [PsycAdvocate® Day](#). Partnered with Education GRO for the inaugural PsycAdvocate® Day, which included a Continuing Education advocacy workshop on effectively communicating with policymakers and over 100 participant meetings with congressional members and staff on Capitol Hill.
- At its fall 2011 meeting, the Committee on Lesbian, Gay, Bisexual, and Transgender Concerns (CLGBTC) decided to implement two new procedures to enhance its commitment to diversity:
 - 1) Include a protocol whereby all self-introductions include a statement of one’s pronoun preference in order to be respectful of gender identity diversity,
 - 2) Include a “Diversity Implications” element in each agenda item to operationalize specific attention to diversity throughout its work. Given the range of issues and projects the Committee is involved with, this action will ultimately touch on most every diversity goal and objectives.
- The Office of LGBTC worked with the APA Diversity Activities Planning Group to present an APA staff brown-bag lunch program entitled, *The Marriage Equality Patchwork in Our Region: Yes (DC), No (VA), and Maybe (MD)*, which featured outside speakers representing each perspective.
- The LGBTC Office also developed [new webpages](#) devoted to international LGBT issues, resources, and advocacy opportunities.
- OEMA established the *Ethnicity and Health in America Series* which is designed to raise awareness among APA membership and staff of the varied health concerns of America’s people of color, while highlighting the impact of psychology and psychological factors on these health concerns. Through web-based information and educational forums, OEMA hopes to support and encourage psychologists to take a leading role in combating burgeoning health disparities among ethnic minority populations.
- On an ongoing basis, the Office on Aging works to increase understanding of age as an aspect of human diversity, and as a critical and necessary component of any focus on diversity. These efforts target both APA and its constituent groups, and external entities.
- The Office on Aging, in collaboration with the Public Interest Government Relations Office, works to promote the role of psychologists on interdisciplinary teams and the importance of integrated health care to meet the needs of older adults. Current efforts focus on the power of this model of care in addressing health disparities.
- The APA [Resolution on Family Caregivers](#), crafted by the Committee On Aging (CONA), is inclusive of all family caregivers providing care to individuals across the lifespan with disabilities and/or chronic health conditions, including mental and

addictive disorders and HIV/AIDS; culturally diverse groups; those near end-of-life; intergenerational families; gay, lesbian, bisexual and transgender persons; and those of low socioeconomic status. The Resolution supports Office and public policy efforts in this area.

- The Office on AIDS began working on the development of a special edition of the *American Psychologist* on HIV/AIDS and health disparities. Article topics will include key debates in the field of race/ethnic health disparities and HIV/AIDS; gender and HIV/AIDS; stigma, prejudice and discrimination; upstream and structural factors that shape HIV/AIDS race/ethnic disparities among adolescents.
- The BSSV Program produces a quarterly newsletter (*The Linkage*) for behavioral and social science volunteers (BSSVs) to provide updates on key research topics, information on HIV prevention initiatives spearheaded by the Centers for Disease Control and Prevention (CDC), information on key meetings, conferences, news from the field, etc. that would be of keen interest to BSSVs.
- In August, the Office of Socioeconomic Status (OSES) released its summer issue of The SES Indicator Newsletter—focusing on the social determinants of mental health and addressing the current implications for prevention and intervention efforts. Guest Editor, Lynn Todman, PhD, (Executive Director of the Institute on Social Exclusion at the Adler School of Professional Psychology, Chicago, Illinois) has focused in her work on the ways in which social, political, and economic structures systematically marginalize urban populations and is multidisciplinary, drawing on the fields of economics, political science, sociology, public health, psychology, and system dynamics.
- In August, OSES entered into year 4 of a 5-year awarded cooperative agreement from the Centers for Disease Control and Prevention (CDC), Division of Cancer Prevention and Control to implement the Socioeconomic Status Related Cancer Disparities Program (SESRCD). SESRCD aims to strengthen the capacity of community cancer-serving organizations and stakeholders to utilize evidence-based strategies to improve or initiate cancer prevention, early-detection and survivorship activities in socioeconomically disadvantaged populations.
- In recognition of World Poverty Day (October 17) OSES collaborated with the PI Communications Office launching a 17 day social media based campaign using Twitter, Facebook, and APA.org to generate awareness of global poverty.
- In recognition of National Hunger and Homelessness Week (November 12-20) OSES in collaboration with the PI Communications Office OSES launched a nine day social media based campaign using Twitter, Facebook, and APA.org to generate awareness of the root causes of poverty, changing definitions of homelessness, and psychology's contribution to ending homelessness. Additionally, OSES in collaboration with APA Staff Initiatives Office & NOVA

(Neighborhood Opportunities for Volunteer Activities) sponsored a brown bag lunch that featured presentations from individuals who have experienced homelessness (provided by NHC Faces of Homelessness Speakers' Bureau), followed by a one-mile group recognition walk and tour of DC Central Kitchen, a local non-profit with a mission to combat hunger in DC.

- WPO/ODIP conference: Inequity to Equity: Promoting Health and Wellness of Women with Disabilities, sponsored by the American Psychological Association (APA), Gallaudet University, and the Howard University Women's Health Institute, was held in Washington, DC on October 17-18, 2011 to bring much-needed attention to the often-ignored problems women with disabilities face when navigating the current health care system.
- In recognition of January (2012) as National Slavery and Human Trafficking Prevention Month. In an effort to raise APA staff awareness, WPO, the APA NOVA, and the Graduate and Post-Graduate Training Office coordinated a brown bag lunch featuring Ms. Tina Frundt, Founder and Executive Director of Courtney's House, a nonprofit organization committed to helping youth who are survivors of domestic sex trafficking.
- The Women's Programs Office website serves as a resource for promoting monthly awareness activities (i.e., October as Domestic Violence and Breast Cancer Awareness Month, January as National Slavery and Human Trafficking Prevention Month, March is Women's History Month, etc.).
- The WPO and CWP provide an opportunity for APA members to promote diversity via Calls for Nominations for participation on committees, special initiatives and awards (i.e., Leadership Institute for Women in Psychology, Committee on Women in Psychology, CWP Leadership Awards).
- For the 2012 Convention, the committee is collaborating with the four Ethnic Minority Psychological Associations (EMPAs) on a program titled "Does It Work for Us? Four Ethnic Minority Psychological Associations Comment on the APA Ethics Code." Two representatives from each of the four EMPAs (Association of Black Psychologists, Asian American Psychological Association, National Latina/o Psychological Association, and the Society of Indian Psychologists) will join members of the Ethics Committee to comment on the APA Ethics Code. It is anticipated that the discussion will provide a foundation for considering how the next version of the Ethics Code may build on the current Ethics Code by increasing focus on the involvement of culture in sound ethical decision-making, and will provide a more helpful and nuanced approach to ethical dilemmas that psychologists are likely to encounter in an increasingly multicultural society. It is also hoped that the discussion will lead to greater understanding among the APA Ethics Committee and the ethnic minority psychological associations regarding how to be an ethical psychologist in the context of our diverse society.

- Also at the 2012 Convention, the committee will present a program in collaboration with the Committee on Disability Issues in Psychology, “Ethical Issues Unique to Research, Training, and Practice with Persons with Disabilities.” This program will examine ethical issues involved in providing competent services to people with disabilities, strategies for reasoning through ethical quandaries in clinical work with older adults with disabilities, and ethical issues in graduate-level training for professionals who will work with differently-abled clients.
- A third program at the 2012 Convention, in collaboration with the Committee on International Relations in Psychology, will address the Ethics Code from an international research perspective. This program is titled “The APA Ethics Code: Research and Science from an International Perspective.”
- Staff were invited to attend presentations from the Chinese Psychological Society about psychology in China.
- Diversity training at the 2011 Board and Council meetings were about international interactions and overcoming national stereotypes
- *The Central Office Diversity Activities Planning Group sponsored Black History Month*; presented by Alcione Amos from Smithsonian Anacostia Community Museum. Miss Amos presented “Word, Shout Song”; The life of Lorenzo Dow Turner. This was about the historical journey made by people from Africa, their language and their music. “Through words, music, and story Lorenzo Dow Turner discovered in the 1930s that the Gullah people of Georgia and South Carolina still posed parts of the culture and language of their enslaved ancestors, which had long been believed lost”. Dr. Turner uncovered the connections with West African Afro-Brazilian communities.
- *Diversity Activities Planning Group (DAPG) & The APA Lesbian, Gay, Bisexual, and Transgender Concerns Office presented The Marriage Equality Patchwork in our Region: Yes (DC), No (VA), and Maybe (MD)*
- The speakers were Patrick Wojahn, Chairman of Equality Maryland's Foundation board of directors, and City of College Park Councilmember; Rick Rosendall, Vice President for Political Affairs, Gay and Lesbian Activists Alliance DC (GLAA); and James Parrish, Executive Director, Equality Virginia. Dr. Clinton Anderson, Director of the Lesbian, Gay, Bisexual, and Transgender Concerns Office made some opening comments about the work the APA has done on the issue, then served as moderator for remarks and interactive discussion with attendees.
- The road to marriage equality was discussed at not only the policy level, but also in terms of the impact on the lives in the US for LGBT communities and specially for APA employees who live in DC, MD and VA.

GOAL 2: To promote recognition of the value of diversity in APA policies, publications, and programs

B. Promote diversity through APA publications

- The Science Directorate seeks diversity among the contributors to its newsletter Psychological Science Agenda and aims to address topics related to diversity and multicultural issues in newsletter articles on a regular basis.
- The Psychologically Healthy Workplace Program (PHWP) program takes a broad-based view of diversity, including diversity in gender, ethnicity, cultural identity, sexual orientation, ability, socioeconomic status, educational background, age, parenting status, marital status, etc., and strives to present a broad range of diversity in all of its print and electronic communications.
- The Practice Directorate's Public Relations' department continues to produce consumer public education content for APA's Spanish Help Center and offer Spanish translation versions of public education toolkit materials for APA members. Additionally, Spanish versions of press releases on the annual Stress in America survey are available and distributed to media via Hispanic News Wire. The [Guide to Cultural Awareness for Public Education Campaign and Disaster Response Network Members](#) is also widely distributed by the Public Relations department.
- CYF (Children, Youth and Family) News – articles contained within every issue although focused primarily on issues related to child and adolescent health including mental health do attend to issues related to diversity, e.g., homelessness in youth; the mental health needs of youth within the foster care system, spirituality and resilience in African American children; and issues affecting immigrant children and families.
- Efforts are made to represent diverse children, youth, and families (e.g., with regard to gender, race/ethnicity, sexual orientation, and physical and intellectual disability) in the images used on our website and in other materials produced for public consumption.
- A number of task force and working group reports focus on the mental health of diverse populations, e.g., factors that contribute to resilience in African American children and adolescents; the psychosocial effects of war on refugee children and families (a racially, ethnically, culturally, and linguistically diverse group). The most recent report by the Presidential Task Force on Immigration is set to be received by Council at their February 2012 meeting. The report specifically addresses the vast diversity of the immigrant population in the U.S. along the lines of race/ethnicity, gender, age, disability, sexual orientation, socioeconomic status, and country of origin. The report continually emphasizes the need for

culturally competent and developmentally appropriate research and practice with the immigrant population that adheres to APA's Multicultural Guidelines.

- The CYF website also serves as a vehicle to disseminate content that routinely touches on issues of diversity (e.g., web articles on poverty, hunger, homelessness, and school dropout which disproportionately affect children and families of color; the modern-day father in his various roles including gay parents; the importance of children appreciating and celebrating their diversity). The website also contains the Spanish language versions of the "Tips for Talking to Adolescents" and "Yes... It's Normal for Adolescents to..." bookmarks.
- Public and Member Communications worked with the CLGBTC to revise and update the brochure, [*Answers to Your Questions About Transgender People, Gender Identity, and Gender Expression*](#), which was released in September and was translated into Spanish in December for publication in 2012.
- Dr. Anderson fielded numerous media inquiries that related largely to the issue of reparative therapy and the [*Report of the APA Task Force on Appropriate Therapeutic Responses to Sexual Orientation*](#) continued to serve as a key resource for responding. After the Council of Representatives adopted the [*Resolution on Marriage Equality for Same-Sex Couples*](#) in August, Dr. Anderson was interviewed for coverage by USA Today and CNN's television and online reports.
- OEMA coordinated with official magazines of APA, *The Monitor on Psychology* and *GradPSYCH* in developing articles on topics related to ethnic minority concerns, including submitting announcements for OEMA related activities and programs in 2011.
- In addition, OEMA produced and disseminated the Final Report of the NIGMS funded project on *Expanding Minority Biomedical Research Talent in Psychology* (the "APA/NIGMS Project"), which provided intensive research mentorships and supportive academic services to more than 700 ethnic minority undergraduate students over a 13 year period.
- Finally, OEMA has supported and coordinated CNPAAEMI's development of an informational brochure on tests and assessment among populations of color.
- The Office on Aging regularly updates the online APA [*Family Caregivers Briefcase for Psychologists*](#) including its pages on [*cultural diversity and caregiving*](#) and [*variations of practice for culturally diverse groups*](#).
- The Office on Aging has spent a substantial amount of time providing input to the IOM to assure that the role of psychology is well represented in its report: *Mental Health and Substance Use Workforce for Older Adults: In Whose Hands?* The white paper developed, [*Psychology's Role in Addressing the Mental and Behavioral Health Needs of the Geriatric Population*](#), stressed that psychologists

have been at the forefront of research and development of interventions and assessment tools to address the special needs of growing ethnic populations, linguistic minorities, residents of long term care, elders of low socioeconomic status, and lesbian, gay, bisexual and transgender elders.

- The Office on Aging continues dissemination of the report, [Multicultural Competency in Geropsychology](#) (2009) that explores the key issues regarding the infusion of multicultural competence throughout geropsychology. An online resource guide is currently being developed on this topic.
- The Office on Aging strives to incorporate content and display images in each of its publications that clearly portray the heterogeneity of the older adult population in areas such as health status, sexual orientation, gender identity, gender expression, disability, socioeconomic status, and educational background.
- The Office on AIDS provides updates for the field through its quarterly newsletter entitled, *The Psychology and AIDS Exchange*. This publication informs readers about HIV/AIDS-related activities of APA and provides readers with new developments in HIV/AIDS practice, research, education, and policy that address diverse populations. The most recent editions of the *Psychology and AIDS Exchange* have been theme-based. An edition on heterosexual risk behaviors was released in Spring 2011.
- The Office on AIDS and members of the Ad Hoc Committee on Psychology and AIDS explored potential areas of collaboration with Black Entertainment Television (BET) Networks to develop and implement evidence-based strategies of facilitating positive communication among African-Americans teens, and between African-American teens and their families, related to the topics of sex, sexual health, dating/sexual relationships, and HIV/AIDS through Rap It Up (RIU). RIU is a comprehensive and sustained media campaign to inform African-Americans about HIV/AIDS which includes on-the-ground community events around the country.
- The APA Office of AIDS and COPA members have served as a resource to BET regarding of experts which could be called upon to serve on BET teen forums around the country that address HIV/AIDS and prevention. A well-qualified psychologist (i.e., Chanda C. Graves, Ph.D., ABPP; Assistant Professor of Psychiatry and Behavioral Sciences, Emory University School of Medicine, Grady Health System, Pediatric Infectious Disease Program) was identified to participate in an RIU Teen Forum in Detroit on May 3, 2011.
- Women's Psych-E:
 - Women's Programs Office (WPO) staff write and disseminate Women's Psych-E, a quarterly newsletter focusing on psychological aspects of women's health and well-being, research initiatives and opportunities for

psychologists, and WPO and the CWP news.
<http://www.apa.org/pi/wpo/wpopsyche.html>

- **Post-Partum Depression Consumer Brochure:** WPO has disseminated nearly 5,000 PPD consumer brochures, in response to requests from a variety of providers and organizations ranging from social work graduate students and clinical psychologists who own private practices to small direct service support centers and emergency triage centers across the United States. English, Spanish, Simplified Chinese, and French are available at http://www.apa.org/pi/wpo/Postpartum%20Depression%20brochure_2007.pdf. WPO has distributed these well-received brochures to multiple venues. Most recently, we received a call from La Clinica de Pueblo, a local clinic that “provides culturally appropriate services to persons in the Latino community regardless of their ability to pay,” asking for 100 copies of the Spanish PPD brochure.
- **Sexualization of Girls:** The *Report of the APA Task Force on the Sexualization of Girls* was released February 2007. WPO worked with a consultant to complete the draft curriculum for teachers to address issues discussed in the report. CWP is currently reviewing the draft curriculum. WPO continues to work to secure external funding to promote the report further. The report is available at <http://www.apa.org/pi/wpo/sexualization.html>.
- In April 2011, "What Girls Can Do" won the 2011 American Inhouse Design Award from Graphic Design USA. WPO in collaboration with Girls, Inc. created this adolescent-friendly tip sheet based on the *Report of the APA Task Force on the Sexualization of Girls*. The postcard is a consumer education and empowerment resource tool for adolescent girls to use to combat sexualized images in the media and is available online at <http://www.apa.org/pi/women/programs/girls/tips-for-girls.pdf>. Now in its third printing, WPO has distributed thousands of copies of the report in the US and around the world. We have also distributed hundreds of the Girls Tip Card.
- **Intimate Partner Violence:** WPO staff is working members of CWP to develop a consumer-friendly brochure and/or factsheet highlighting the mental health consequences of intimate partner violence including information on prevalence, screening/recognizing the signs, and local and national resources.

APAGS provides several resource guides and books specific to graduate student needs. Highlights include:

- **APAGS Resource Guide for LGBT Students in Psychology** addresses the unique experiences/obstacles of lesbian, gay, bisexual, and transgender (LGBT) students (\$8 for APAGS members, \$12 for non-members).

- **APAGS Resource Guide for Ethnic Minority Graduate Students** provides advice and recommendations for navigating the graduate school experience (\$8 for APAGS members, \$12 for non-members).
- **Women Mentoring Women: A Model for Psychology** (APA, 2007) offers psychology students and psychology mentors information and guidance on how to create and manage successful mentoring relationships
- *Psychology International* published articles on programs and activities of psychologists in countries around the world, including:
 - An overview of psychology in China and the Chinese Psychological Society
 - Development and challenges and opportunities for psychology in Egypt
 - Service group addressing PTSD and providing mental health services in Haiti
 - Overview of psychology in Nepal and the work of a grass-roots organization
 - Article on Norwegian Recipient of the 2011 Award for Distinguished Contributions to the International Advancement of Psychology
 - Report on APA capacity building in the U.S. Virgin Islands,
 - Outline of issues that psychologists must consider when working with ethno-culturally diverse populations,
 - Discussion of the *APA Task Force on the Psychosocial Effects of War on Children and Families Who are Refugees from Armed Conflict Residing in the United States*,
 - A list of resources to help navigate areas of global mental health,

- Overviews of regional psychology conferences in Turkey, Colombia, and the Caribbean,
- Highlights from international presentations and activities at the APA Annual Convention,
- A report on the international activities of APA Division 48: Peace Psychology and its award winners, Diane Bretherton of Australia and Cristina Montiel of the Philippines,
- A selection of international book reviews from *PsycCRITIQUES* and other recently published books with an international psychology focus, and
- Reports and updates from the APA United Nations team of representatives and APA Division 52: International Psychology.

APA Magazines

The story mix of both the *Monitor on Psychology* and *gradPSYCH* magazines are in part selected based on our goal of covering the diversity of people and issues within the discipline and how psychology studies and can address diversity issues.

The following are examples of *Monitor* and *gradPsych* stories on diversity topics:

- *Monitor on Psychology*:
 - Jan 2011 News feature on interracial marriage
 - Feb 2011 News feature on single sex education
News feature on human trafficking
 - April 2011 Coverage of National Multicultural Conference and Summit
News feature on intersections between Native American tribal law and federal law
 - June 2011 Cover story on men's health and longevity
 - Summer 2011 News feature on Muslims in the U.S. and their acculturation

- Nov 2011 News feature on the achievement gap and strategies to alleviate stereotype threat
- *gradPsych – feature articles*
 - Jan 2011 Multicultural and bilingual training programs at John Kennedy University and Pacific University School of Professional Psychology
 - Sept 2011 Project Out: LGBT on-line forum
Wael MY Mohamed – Egyptian student studying at Penn State

APA's new member e-newsletter, *APA Access*, features a broad range of APA events and products including many on diversity issues and concerns.

Every year, Editorial and Design Services publishes a variety of materials prepared for diverse audiences and on diversity topics.

For example, some of this year's publications include:

- Postpartum Depression brochure in French (2011)
- Psychology & AIDS newsletter (2011)
- Geropsychology: It's Your Future Update (2011)
- Memory and Aging, the Print Brochure (2011)
- Coping With Stress and Anxiety (aging) (2011)
- SISTA and HR Flyers (reprint)
- Psych&AIDS Newsletter E-blast
- Women With Disabilities Call for Proposals Design
- BSSV Flyers Booklet
- Answers to Your Questions About Transgender (update)
- AIDS Programming for 2011 DC Convention (onsite handout)
- Women With Disabilities Conf. Registration Booklet
- SESRCD Cancer Service Related publication
- Work Stress Health Call for Proposals 2013
- Drug Use and HIV publication
- World AIDS Day 2011 e-blast

The Public Affairs Office has worked extensively to enhance and enlarge its outreach to minority media outlets. To do so we have created lists of African American, Hispanic,

Native American and Asian media outlets, added second language speakers to the MRS, and selected APA journal articles for release to journalists working in minority communities or issue areas.

Recent examples of press releases on diversity issues targeting both mainstream and minority media include:

- April 2011: Advocacy against Sexualization summit
- July 2011: Women soldiers show resilience similar to male counterparts
No Difference in women's and men's self-esteem in early adulthood
- Aug 2011: Intervention shown to alleviate underperformance caused by stereotype threat
Study finds sex differences in mental illness
- Sept 2011 Study finds men and women are equally cooperative
- Nov 2011 Perceived racism impact on Blacks' mental health
- Dec 2011 Working moms report higher levels of wellness

The Public Affairs Office also continues to inform the news media of the science behind APA's support for same-sex marriage.

APA's presence on the web is another critical public education and member engagement tool for the Association. Our *Psychology Topics* feature on the web is a highly visited page and includes important diversity topics such as aging, hate crimes, race, immigration, socioeconomic status, gender issues, testing issues, HIV-AIDS and sexual orientation. Over 1.5 million visitors a month access APA.org. Additionally, APA's consumer Help Center content is available in both English and Spanish.

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Style

APA Style of scientific writing evolved from a seven-page article in the February 1929 issue of *Psychological Bulletin* to an international style-reference tool, the *Publication*

Manual of the American Psychological Association (Publication Manual). A far-reaching vehicle that exceeds a conventional paradigm of grammatically appropriate scholarly writing, APA Style enhances, embraces, and respects diversity.

As a direct result of P&C Board policy, in 1975 nonsexist language requirements were added to APA Style, bias-free language for ethnic minorities was added in the third edition (1983), bias-free language for disabilities was added in the fourth edition (1994), and bias-free language for aging was added in the fifth edition (2001) of the *Publication Manual*. A fully revised section on bias-free language appears in the sixth edition of the *Publication Manual*, released in July 2009, including a new section on historical and interpretive inaccuracies in language, as well as new material in the gender and racial and ethnic identity sections. Because of the precise and candid guidelines for reducing bias in language and its uses by many professions through many languages, APA Style acts as an agent for organizational and global change in scholarly writing and its broader influences.

- The “Reducing Bias in Language” section of the sixth edition of the *Publication Manual* includes additional text and a bias-free guidelines table available, at no cost, in the “Supplemental Materials” section found on the APA Style homepage (www.apastyle.org). In addition, the “Related Resources” section, also found on the APA Style homepage, includes numerous APA guidelines, reports, and resolutions as well as articles pertaining to bias-free language.
- Concerning issues of diversity, APA Style requires more diligence for appropriate scholarly writing than either Chicago style or MLA. In fact, MLA writes that the *APA Publication Manual* is the reference for reducing bias in language.
- In addition to English, the *Publication Manual*, sixth edition, is published in Spanish and Japanese. Other translations to be published include Arabic, Chinese (complex and simplified), Italian, Korean, Polish, Portuguese, Nepalese, and Romanian.

Content

APA content is distributed in print through journals and books and electronically through databases and videos. The P&C Board and OPD staff encourage diversity in three ways: (a) participation in the APA peer review process, (b) developing content, and (c) disseminating content.

Developing Content

APA Journals, in conjunction with the P&C Board and its Educational Publishing Foundation (EPF) develop diversity of content through existing titles, new acquisitions, and special issues or sections.

- Some existing journal titles include the following: *The Psychology of Aging*, *Men and Masculinity*, *Rehabilitation Psychology*, *Cultural Diversity and Ethnic Minority Psychology*, the *Journal of Diversity in Higher Education*, *Psychology of Religion and Spirituality*, the *Asia American Journal of Psychology*, and *International Perspectives in Psychology: Research, Practice, Consultation*.
- In 2011, APA signed a long-term publishing agreement with the National Latina/o Psychological Association to publish the *Journal of Latina/o Psychology*. The journal will publish scholarly writing on research, practice, advocacy, education and policy relevant to Latino communities. It will publish its first issue in spring 2013.

The P&C Board supports the recommendation from the Task Force for Implementation of the Multicultural Guidelines that encourages APA journal editors, EPF journal editors, and APA Division journal editors who do not publish with APA to develop and publish special issues or special sections about underrepresented populations. Overall in 2011 the APA Journals Program published 269 articles featuring ethnic minority/multiethnic populations.

Some recent examples of APA journal special sections or issues devoted to diverse content include the following:

- *Journal of Counseling Psychology*, January 2011, “Multicultural Counseling Competency Research”
- *Journal of Family Psychology*, December 2011, “Advances in Mixed-Methods in Family Psychology: Integrative and Applied Solutions for Family Science”
- *Cultural Diversity & Ethnic Minority Psychology*, July 2011 “2011 National Multicultural Conference & Summit Keynote Addresses”
- *Cultural Diversity & Ethnic Minority Psychology*, October 2011 “Working to Reduce Health Disparities in Substance Abuse Treatment: Examples from the National Institute on Drug Abuse’s Clinical Trials Network”

The Publications & Communications Board encourages editors and associate editors to highlight their journals’ emphasis on cultural issues. There are 12 journals whose Instructions for Authors specifically reference a focus on cultural and sociocultural issues. In addition, there are 2 journals who have implemented the Collaborative Review Model of peer review, encouraging mentoring with young investigators particularly with culturally diverse orientations.

APA Books diversity content is represented in all of its imprints—**APA Books**, **Magination Press**, and **LifeTools**, as well as in the **APA Psychotherapy Videos**. Moreover, some 768 APA Books, Videos, and Magination Press titles have been translated into 28 languages in 35 countries, by more than 150 foreign publishers.

2011 **APA Books** titles specifically relevant to diversity issues include the following (see **Appendix A** for a full listing of diversity-related APA Books titles, 1996–2011):

- *Moving Beyond Prejudice Reduction: Pathways to Positive Intergroup Relations*. Linda R. Tropp and Robyn Mallett, Eds.
- *The Psychology of Prejudice: From Attitudes to Social Action* by Lynne M. Jackson
- *How Intimate Partner Violence Affects Children: Developmental Research, Case Studies, and Evidence-Based Intervention*. Sandra Graham-Bermann and Alytia Levendosky, Eds.
- *Social Anxiety in Adolescents and Young Adults: Translating Developmental Science Into Practice*. Candice Alfano and Deborah Beidel, Eds.
- *Spiritually Oriented Interventions for Counseling and Psychotherapy*. Jamie Aten, Mark McMinn and Everett Worthington, Eds.
- *Young Children With ADHD: Early Identification and Intervention* by George DuPaul and Lee Kern
- *Bilingualism and Cognition: Informing Research, Pedagogy, and Policy* by Eugene Garcia and Jose Nanez, Sr.
- *Coparenting: A Conceptual and Clinical Examination of Family Systems*. James McHale and Kristin Lindahl, Eds.
- *Couples Therapy for Domestic Violence: Finding Safe Solutions* by Sandra Stith, Eric McCollum, and Karen Rosen.
- *Conviction of the Innocent: Lessons From Psychological Research*. Brian Cutler, Ed.
- *Stepfamily Therapy: A 10-Step Clinical Approach* by Scott Browning and Elise Artelt.
- *Gender Differences in Prenatal Substance Exposure*. Michael Lewis and Lisa Kestler, Eds.
- *The Immigrant Paradox in Children and Adolescents: Is Becoming American a Development Risk?* Cynthia Garcia-Coll and Amy Kerivan Marks, Eds.
- *Multicultural Care: A Clinician's Guide to Cultural Competence* by Lillian Comas-Diaz
- *The Adolescent Brain: Learning, Reasoning, and Decision-Making*. Valerie Reyna, Sandra Chapman, Michael Dougherty, and Jere Confrey, Eds.

- *Social Categories in Everyday Experience*: Shaun Wiley, Gina Philogene, and Tracey Revenson, Eds.

Titles related to diversity represent more than one fourth of all APA Books published between 2008 and 2011.

Some recent **Magination Press** titles specifically relevant to diversity issues include the following (**Appendix A** incorporates a full listing of diversity-related Magination titles, 1996–2011):

- *On Your Own: A College Readiness Guide for Teens With ADHD/LD* by Patricia o. Quinn and Theresa Maitland
- *Mighty Mike Bounces Back: A Boy's Life with Epilepsy* by Richard Skead and Mike Simmell
- *Russell's World: A Story For Kids About Autism* by Charles Amenta
- *My Life By Me: A Kid's Forever Book* by Beth Barber
- *Why Are You So Scared: A Child's Book About Parents With PTSD* by Beth Andrews

In recent years, **Magination Press** has made a concerted effort to represent a diverse and distinct group of children in all its titles—fiction or didactic (illustrated) guide—and increase character diversity. The main character or protagonists in our (fiction) stories as well as those characters who appear in our nondidactic books and teen guides are kids of many races, age, sizes, abilities, and both male and female.

Each program in the **APA Psychotherapy Videos** series provides rich insights into counseling by acknowledging the complexities of working with diverse populations while at the same time maintaining the simplicity of the therapeutic process. **APA Psychotherapy Videos** demonstrate effective ways of working with clients from many different ethnic and cultural groups. Featured sessions cover subjects including religion/spirituality and culture-centered counseling and address specific clientele such as Latina/Latino; African American; Asian American; Native American; older couples; lesbian, gay, and bisexual clients; women; and clientele with disabilities.

Recent **APA Psychotherapy Videos** relevant to diversity include:

- *Men and Depression*, by Frederic E. Rabinowitz
- *Working With African American Men*, by Anderson J. Franklin
- *Working With Gay Male Clients*, by Douglas C. Haldeman

The titles referenced in **Appendix B** represent about one third of the titles published in the video series from 2008 through 2011. In addition to our titles that deal directly with topics that reflect issues of diversity, **APA Psychotherapy Video** titles have consistently

featured diverse clientele in titles that do not directly deal with diversity, including African American, Latino/Latina, Asian, Native American, and gay and lesbian clients.

APA Books released a new video product in 2011—**PsycTHERAPY**, a database of more than 300 streaming videos of therapy demonstrations. This database features demonstrations of many therapeutic approaches, including those that specifically acknowledge issues of diversity. PsycTHERAPY includes 30 videos that demonstrate culture-centered therapy, and many more that feature participants who are African American, Latino/Latina, Asian, Native American, gay or lesbian.

Defining a target percentage of desired diversity content archived and in electronic databases of the PsycNET family—PsycINFO, PsycARTICLES, PsycBOOKS, PsycCRITIQUES, and PsycEXTRA—is complicated by many factors. The following are some statistics related to the diverse reach of the APA databases. All data are current as of February 9, 2012.

- Of the 2,494 journals currently covered by PsycINFO (3.2 million records), 380 (or 15%) publish in a language other than English; 29 languages are represented.
- 1,693 of the 2,494 journals (or 68%) are published outside of the United States.
- More than 200 journals are published outside of North America or Western Europe. The complete list of journals covered is available at <http://www.apa.org/psycinfo/covlist.html>, and the list is updated regularly.
- Searching the PsycINFO database by some classification codes provides one look at the diversity in the coverage:
 - 2920 Religion: 14,362
 - 2930 Culture & Ethnology: 21,547
 - 2960 Political Processes & Political Issues: 9,408
 - 2970 Sex Roles & Women's Issues: 13,879
 - 2980 Sexual Behavior & Sexual Orientation: 18,530
 - 3253 Learning Disorders: 9,990
 - 3256 Mental Retardation: 12,787
 - 3299 Vision & Hearing & Sensory Disorders: 12,984
- Performing some broad, general searches in PsycINFO gives another indication of the diversity of content:
 - Search “poverty or homeless” — 18,281
 - Search “cross cultural” — 48,672
 - Search “race or ethnicity” — 76,881

- Search “disability or disabilities, *not* treatment” — 109,991
 - Search “gay or lesbian or bisexual or transgendered” — 16,962
 - Search “aging or ageism or age discrimination” — 78,732
- Searching the PsycEXTRA database (241,000 records) by some classification codes provides another look at diversity in coverage:
 - 2920 Religion: 895
 - 2930 Culture & Ethnology: 2,018
 - 2960 Political Processes & Political Issues: 1,022
 - 2970 Sex Roles & Women’s Issues: 1,552
 - 2980 Sexual Behavior and Sexual Orientation: 1,894
 - 3253 Learning Disorders: 186
 - 3256 Mental Retardation: 178
 - 3299 Vision, Hearing & Sensory Disorders: 264
- Performing some broad, general searches in PsycTESTS (3,500 records) provides an indication of the diversity of content in this small database:
 - Search “religion” — 71
 - Search “culture” — 87
 - Search “sex roles” — 26
 - Search “sexual orientation”— 27
 - Search “race or ethnicity” — 146
 - Search “learning disorders” — 18
 - Search “mental retardation” — 13
 - Search “aging” — 61
 - Search “gay or lesbian or bisexual or transgendered” — 32
- PsycINFO’s *Thesaurus of Psychological Terms* provides many searchable terms for underrepresented groups. **Appendix C** provides a list, which is updated with each new *Thesaurus* edition and available on APA’s PsycNET platform for searching across all seven databases.

PsycINFO covers at least one psychological journal from every country that publishes psychological journals. The biggest growth in journals from countries outside North America has come from the Asia Pacific Rim, the Middle East, and South America.

Disseminating Content

The following list outlines a broad range of sales and marketing activities that specifically represent targeted outreach to diverse populations both within the United States and worldwide.

Database Sales

eiFL.net

The APA Sales group continues to work with eiFL.net. eiFL.net is a not-for-profit organization that supports and advocates the wide availability of electronic resources by library users in transitional and developing countries. Its core activities are negotiating affordable subscriptions on a multicountry consortial basis, supporting national library consortia, and maintaining a global knowledge sharing and capacity building network in related areas, such as open access publishing, intellectual property rights, open source software for libraries, and the creation of institutional repositories of local content.

The Sales group has met with eiFL.net General Assembly meetings in Minsk, Belarus, Sofia, Bulgaria and Alexandria, Egypt. During these important meetings with eiFL representatives, including the heads of National Libraries, Sales staff presents APA products and services to these key decision makers and discusses the benefits of accessing and utilizing APA content to specific audiences served in each country. To date, individual country meetings have been held with eiFL delegates from many transitional and developing countries, including Botswana, Ghana, Nigeria, Malawi, Kenya, South Africa, Zimbabwe, Palestine, Lebanon, Egypt, Syria, Lithuania, Armenia, Poland, Hungary, Serbia, Ukraine, Slovenia, Russia, Belarus, Mongolia, Macedonia, Bulgaria, and Estonia. To date, APA has been able to negotiate agreements in Serbia, Lithuania, Palestine, Lebanon, Botswana, South Africa, Estonia, and Slovenia.

APA PsycNET Distributors

In the last 2 years, the Sales group has also successfully negotiated distributor agreements in South America, Israel, Russia, and Belarus and is reviewing opportunities in India, Japan, China, and the Middle East. This local representation for the APA has increased exposure for APA databases and, in so doing, has increased access for institutions and the indigenous population of each market served.

HINARI, AGORA, OARE

The HINARI (Health InterNetwork Access to Research Initiatives) Program, set up by WHO (World Health Organization), as well as AGORA (Access to Global Online Research in Agriculture) and OARE (Online Access to Research in the Environment) programs, in cooperation with major publishers, enables developing countries to gain access to one of the world's largest collections of biomedical and health literature. Over 6,400 journal titles are now available to health institutions in 108 countries, areas and territories benefiting many thousands of health workers and researchers, and in turn, contributing to improved world health. APA content is available through all three programs.

Local, not-for-profit institutions in two groups of countries may register for access to content through HINARI. The country lists are based on GNI per capita (World Bank figures). Institutions in countries with GNI per capita below \$1,250 are eligible for free

access (Band 1). Institutions in countries with GNI per capita between \$1,250 and \$3,500 pay a fee of \$1,000 per year/institution (Band 2).

Database Marketing

The central portfolio of promotional literature developed by the Database and Electronic Product Marketing group for the APA research databases and APA PsycNET prominently features images representing various genders, ethnicities, and age groups. This collateral material is distributed worldwide through various direct marketing campaigns, APA's exhibit program, and direct sales efforts. Where appropriate, this type of imagery is also carried through to header graphics for email campaigns and web landing pages, as well as space advertisements appearing in over 40 issues of globally circulated publications and exhibit programs. In total, these efforts create an annual level of exposure upwards of 5 million impressions across the globe.

Recognizing the expansive acceptance and use of APA database products outside of the United States, the Database Marketing group provides translated versions of a number of multidisciplinary Application Guides in French, German, Italian, Japanese, Russian and Spanish to assist customers for which English may not be their primary language.

Specific campaigns targeted towards the entire APA membership exposing them to the extraordinary value of APA published content and supporting their efforts to serve their diverse communities are conducted regularly throughout each year. Similarly, promotional efforts targeted towards and fulfillment of product to institutional customers aids in the dissemination of APA content to a diverse set of end-users, who in turn interact with the greater population worldwide.

Books Sales

Footprint Books Pty, Ltd., Eurospan Group, Ltd., and Taylor & Francis Asia Pacific are full-service providers of marketing and sales services in their respective international territories. Footprint Books handles all international sales for APA book products in the territories of Australia, New Zealand, Papua New Guinea, and Fiji. Eurospan handles all international sales for APA book products in the United Kingdom and throughout Europe, the Middle East, and African countries; it also covers the territories of India, Nepal, Pakistan and Sri Lanka on an open market, nonexclusive basis. Taylor & Francis Asia Pacific handles all international sales in the Asia Pacific region on an exclusive basis. Login Canada handles marketing and sales of APA books throughout Canada.

Books Marketing

On September 11, 2011, a brochure featuring new, bestselling, and upcoming books and videos related to culturally and ethnically diverse populations was mailed to 14,692 recipients. The mailing list included members of APA Division 45: Society for the Psychological Study of Ethnic Minority Issues; Division 17: Society of Counseling Psychology; Division 35: Society for the Psychology of Women; Division 51: Society for

the Psychological Study of Men and Masculinity; APA members with interest in cross-cultural processes, ethnic minorities, and clinical and social processes; American Counseling Association members with an interest area of multicultural counseling; select members of the National Association of Social Workers, and college and university faculty teaching courses on the psychology of ethnic and racial minorities. The brochure featured more than 60 titles, with special emphasis on newer titles including *Multicultural Care: A Clinician's Guide to Cultural Competence* (Comas-Díaz), *Bilingualism and Cognition: Informing Research, Pedagogy, and Policy* (García & Náñez); *The Psychology of Prejudice: From Attitudes to Social Action* (Jackson), and *Moving Beyond Prejudice Reduction: Pathways to Positive Intergroup Relations* (Tropp & Mallett).

A Spring APA Videos Catalog mailed on February 3 to a total of 12,466 recipients, including past buyers of books and videos, APA accredited internship site training directors; members of the American Counseling Association with an interest in education and supervision; audio/visual media librarians; library collection development specialists in psychology; psychology deans and department heads, and Association of Psychology Postdoctoral and Internship Centers (APPIC) members and subscribers. This catalog included APA videos focused on diverse populations and featured newer titles *Working With African American Men* (Franklin) and *Working With Gay Male Clients* (Haldeman), among others.

On March 18 a brochure featuring 24 titles related to ADHD, ADD, and LD was mailed to 26,276 potential book buyers, including members of APA Divisions 16, 37, 53, and 54, and other APA members with an interest in ADD, pediatric psychology, school psychology, etc.; members of the Council for Exceptional Children, members of the National Association of School Psychologists, and members of the American Counseling Association with an interest in children and adolescents or school counseling.

Each new APA book is promoted via an individual postcard mailed to past buyers of similar titles and APA members with interest in the subject area. Many books with diversity-related subjects benefited from this exposure in 2011, including *Multicultural Care: A Clinician's Guide to Cultural Competence* (Comas-Díaz), *The Psychology of Prejudice: From Attitudes to Social Action* (Jackson), and *Moving Beyond Prejudice Reduction: Pathways to Positive Intergroup Relations* (Tropp & Mallett), *Social Categories in Everyday Experience* (Wiley, Philogène, & Revenson, eds.), and *The Immigrant Paradox in Children and Adolescents: Is Becoming American a Developmental Risk?* (Coll & Marks), among others. These same titles also benefitted

Publicity efforts to promote titles focused on psychology and culture encompassed the dissemination of review copies and press releases to a variety of professional, scholarly, library, and trade publications. New titles benefiting from this promotional exposure in 2011 included *Social Categories in Everyday Experience* (Wiley, Philogène, & Revenson, eds.); *The Immigrant Paradox in Children and Adolescents: Is Becoming American a Developmental Risk?* (Coll & Marks); *Multicultural Care: A Clinician's Guide to Cultural Competence* (Comas-Díaz); *Bilingualism and Cognition: Informing*

Research, Pedagogy, and Policy (García & Nájuez); *The Psychology of Prejudice: From Attitudes to Social Action* (Jackson); and *Moving Beyond Prejudice Reduction: Pathways to Positive Intergroup Relations* (Tropp & Mallett); among others.

Each new book, including those multicultural titles mentioned above, was also promoted via an individual postcard mailing to relevant APA member segments, including past buyers of similar titles.

On September 14, a postcard was mailed to 3,230 members of Division 42: Psychologists in Independent Practice, with a special pre-publication offer for the December 2011 release *Multicultural Care: A Clinician's Guide to Cultural Competence* (Comas-Díaz).

Journals Marketing

Asian American Journal of Psychology was featured in advertisements that appeared in *Library Journal*, *Choice Magazine*, *EBSCO Librarians Handbook* catalog, the Basch Library Catalog, and the American Library Association convention programs. Total exposures: 82,000.

In February 2011, a brochure to promote new subscriptions to *Asian American Journal of Psychology* mailed to 9,000 recipients, including lapsed APA member and nonmember individual subscribers, psychology college faculty, and members of American Sociological Association and the American Counseling Association.

In February 2011, a brochure to promote new subscriptions to *Cultural Diversity & Ethnic Minority Psychology* mailed to 10,000 recipients, including lapsed APA member and nonmember individual subscribers, psychology college faculty, and members of National Association of Social Workers, American Psychiatric Association, and the American Counseling Association.

In March 2011, *Psychology and Aging* was featured in an email to promote new subscriptions to APA journals in the Developmental Psychology cluster of titles. The campaign mailed to 7,200 college and university libraries.

In March 2011, *Psychology and Aging* was featured in an email to promote new subscriptions to APA journals in the Developmental Psychology cluster of titles. The campaign mailed to 3,800 college and university psychology faculty.

In April 2011, *Cultural Diversity & Ethnic Minority Psychology*, *Asian American Journal of Psychology*, *Journal of Diversity in Higher Education*, *Psychology of Religion and Spirituality*, and *Psychology of Men and Masculinity* were featured in a brochure to promote new subscriptions to APA journals in the Social Psychology and Social Processes cluster of titles. The campaign mailed to 15,000 recipients, including lapsed APA member and nonmember individual subscribers, psychology college faculty, and members of Association for Psychological Science and the National Association of Social Workers.

In April 2011, an email to promote new subscriptions to *Asian American Journal of Psychology* deployed to 4,000 APA members.

In April and November 2011, *Cultural Diversity & Ethnic Minority Psychology*, *Asian American Journal of Psychology*, *Journal of Diversity in Higher Education*, *Psychology of Religion and Spirituality*, and *Psychology of Men and Masculinity* were featured in emails to promote new subscriptions to APA journals in the Social Psychology and Social Processes cluster of titles. The campaign mailed to 7,200 (each deployment) college and university libraries.

In April 2011, *Cultural Diversity & Ethnic Minority Psychology*, *Asian American Journal of Psychology*, *Journal of Diversity in Higher Education*, *Psychology of Religion and Spirituality*, and *Psychology of Men and Masculinity* were featured in an email to promote new subscriptions to APA journals in the Social Psychology and Social Processes cluster of titles. The campaign mailed to 5,500 college and university psychology faculty.

In April 2011, *Psychology and Aging* was featured in a brochure to promote new subscriptions to APA journals in the Developmental Psychology cluster of titles. The campaign mailed to 10,000 recipients, including lapsed APA member and nonmember individual subscribers, psychology college faculty, and members of Association for Psychological Science.

Asian American Journal of Psychology; *Cultural Diversity & Ethnic Minority Psychology*; *Journal of Diversity in Higher Education*; *Psychology of Men & Masculinity*; *Psychology and Aging*; *Rehabilitation Psychology*; *International Perspectives in Psychology: Research, Practice, Consultation*; and *Psychology of Religion and Spirituality* were featured in the 2012 APA Journals Catalog. In September 2011, the catalog mailed to over 40,000 non-members and to over 110,000 APA members. The catalog was also distributed to various conferences throughout 2011 and 2012. Total distribution: 175,000.

In October 2011, a brochure to promote new subscriptions to *Psychology of Religion and Spirituality* mailed to 10,000 recipients, including lapsed APA member and nonmember individual subscribers, psychology college faculty, and members of American Psychiatric Association, American Counseling Association, American Association of Pastoral Counselors, Society for the Scientific Study of Religion, and the Association for Spirituality & Psychotherapy.

In November 2011, a brochure to promote new subscriptions to *Journal of Diversity in Higher Education* mailed to 8,500 recipients, including lapsed APA member and nonmember individual subscribers, psychology college faculty, and members of Student Affairs Administrators in Higher Education, and subscribers to *Diverse Issues in Higher Education*.

In November 2011, a brochure to promote new subscriptions to *Psychology of Men and Masculinity* mailed to 10,000 recipients, including lapsed APA member and nonmember individual subscribers, psychology college faculty, and members of American Association for Marriage and Family Therapy and the National Association of School Psychologists.

In November 2011, a brochure to promote new subscriptions to *Psychology and Aging* mailed to 10,000 recipients, including lapsed APA member and nonmember individual subscribers, psychology college faculty, and members of American Geriatric Society and the Association for Psychological Science.

In November 2011, an email to promote new subscriptions to *International Perspectives in Psychology: Research, Practice, Consultation* deployed to 4,000 APA members.

In November 2011, a brochure to promote new subscriptions to *International Perspectives in Psychology: Research, Practice, Consultation* mailed to 10,000 recipients, including lapsed APA member and nonmember individual subscribers, psychology college faculty, and members of Association for Psychological Science.

International Perspectives in Psychology: Research, Practice, Consultation was featured in advertisements that appeared in December issue of *Library Journal* with a total exposure of 19,000.

Exhibitions Marketing

Promotional outreach to diverse audiences has been supported by the exhibitions marketing program via product displays at more than 100 events in 2011.

Approximately 80 of these 100 events are within the United States, while the balance of 20 is spread across the world and touches nearly every continent to expose APA products to a wide range of cultural, ethnic, and socioeconomic audiences. By promoting APA journals, books, and database products at these events, the exhibitions program helps to reach diverse populations of prospective and existing customers, including many that might not otherwise have access to APA content.

Several events at which the exhibitions program has a product display presence each year are specifically focused on diversity and/or are located at a variety of settings worldwide.

- American Geriatrics Society
- Association for Women in Psychology
- Association of Gerontology in Higher Education
- Society for the Scientific Study of Religion
- National Council on Aging
- International Congress of Psychology
- National Women's Studies Association

- National Conference for Psychotherapy with Men
- Human Behavior and Evolution of Society
- Gerontological Society of America
- InterAmerican Congress of Psychology
- National Multicultural Summit
- National Multicultural Institute Annual Conference
- International Studies Association
- National Association for Ethnic Studies
- Asian Studies Association
- Society for Disability Studies
- National Association of Hispanic & Latino Studies
- National Multicultural Institute Fall Conference
- Psychoanalysis of Culture and Society Conference
- International Association of Genocide Scholars
- Society for Psychotherapy Research
- Bologna Book Fair – Bologna, Italy
- Sharjah Book Fair –United Arab Emirates (UAE)
- Riyadh Book Fair – Saudi Arabia

GOAL 2: To promote recognition of the value of diversity in APA policies, publications, and programs

C. Promote diversity in APA programs

- The Science Directorate actively promotes all of its programs to diverse groups. Examples of programs include dissertation awards, the summer science fellowship program, and the advanced training institutes. Outreach and promotion occurs by utilizing listservs and through direct contact with minority serving groups, organizations, and institutions.
- Science Directorate staff actively seeks diversity in convention and related programming arranged by the Directorate. Diverse participation has been achieved in all of the first six Science Leadership Conferences, and special attention is given to ensure that such diversity continues into the future.
- The Science Directorate provides an APA Convention travel grant annually to the recipient of the Jeffrey Tanaka Dissertation Research grant (selected by the Public Interest Directorate). This arrangement between the two directorates has been in place for more than 20 years.
- The Science Directorate sponsors an annual Executive Branch Science Fellowship program, directed by staff in Science and Science Government Relations. This is a companion program to the APA-wide Congressional Fellowship program. Both programs pursue both broad and targeted advertising to enhance the diversity of applicants and eventual fellows.
- Both the Board of Professional Affairs (BPA) and the Committee for the Advancement of Professional Practice (CAPP) include a diversity item on every meeting's agenda to ensure they maintain their awareness and consideration of diverse thinking, groups, characteristics and issues as they approach all their agenda items. BPA routinely notes the diversity implications of every agenda item they consider. CAPP conducts a "culture check" during their meeting to foster openness and address biases.
- Evaluation and selection of Psychologically Healthy Workplace Award winners considers whether the organizations provide diversity training to employees, if they include specialized training for supervisors or managers in managing diversity issues, whether they have programs and policies in places to prevent discrimination and harassment, whether they extend health benefits to domestic partners, and whether they consider the diversity of its workforce when formulating workplace practices. Consistent with its emphasis and perspective on diversity, as described in 2.B, the Psychologically Healthy Workplace Program

has included sessions on workplace diversity issues each year as part of its continuing education offerings.

- BPA and CAPP convention programming routinely address matters of diversity in their substantive programming.
- The Practice Directorate's (PD) Legal and Regulatory Affairs Department is involved in ongoing efforts to promote access to parenting coordination services for low-income families. Parenting Coordination (PC) is a non-adversarial process that aims to minimize the impact of high-conflict custody disputes on children through parent education, mediation, conflict resolution and intensive case management. In addition, the PD supported development of PC guidelines and offers workshops that promote culturally competent PC practice. Highlights of PC initiatives that support the APA Diversity Implementation Plan mission and goals include the following:
 - To make PC services more widely available, the DC Superior Court, the APA Practice Directorate, Argosy University, and the DC Bar Family Law Section launched the Parenting Coordination Program (PC Program) as a pilot project in 2004, and it became a court-funded program in 2009. The PC Program strives to serve the needs of low-income, high-conflict families from diverse backgrounds involved in child custody disputes in the District of Columbia.
 - With the support of a grant from the Annie E. Casey Foundation, the PD commissioned and disseminated a report evaluating the PC Program and making recommendations on how best to replicate the program in other jurisdictions.
 - An initiative is currently underway to launch a similar program to provide PC services to low-income families from diverse backgrounds in San Diego. The PD Legal & Regulatory Affairs department is providing consultation and support for this initiative.
 - Recently released APA Guidelines for the Practice of Parenting Coordination provide information and guidance on multicultural and diversity issues in the provision of PC services.
 - The PD has provided numerous workshops on the practice of PC, including a focus on diversity issues such as cultural awareness regarding children, families, and social context. Planning for a 2-day pre-Convention workshop in August 2012 is currently underway.

- The Commission for the Recognition of Specialties and Proficiencies in Professional Psychology has implemented revised petition documents that ask groups seeking approval as recognized specialties or proficiencies to address diversity specifically.
- The Office on Continuing Education has a wide range of workshops scheduled for convention that are dedicated primarily, or exclusively, to issues of diversity. These include workshops like the following:
 - Cultural Adaptation of Psychotherapy: Tools for Practice and Research
 - What Psychologists Should Know about Working with Older Adults
 - Strategies for Successful Counseling with Muslim Clients
 - Culturally Responsive Cognitive Behavior Therapy
 - Ethical, Multicultural, and Transtheoretical Counseling for Boys
 - Appropriate Therapeutic Responses to Sexual Orientation: Affirmative Practices
 - Testing for Measurement Equivalence across Culture: Procedures, Issues, and Complexities
 - Developing Positive School and Classroom Climates for LGBTQ Students and Families

A requirement for acceptance of all workshops is attention to issues of diversity.

- The TOPSS Committee is sponsoring several sessions at the 2012 APA convention including the following speakers and topics:
 - Beverly Daniel Tatum, PhD, President of Spelman College, will present the TOPSS Lee Gurel Lecture entitled *Connecting the Dots: How Race in America's Classrooms Affects Achievement*.
 - Elliot Hammer, PhD, Xavier University of Louisiana, along with Kimberly Patterson, MS, EdS, Cypress Bay High School, and Beverly Daniel Tatum, PhD, Spelman College will present a session on *Talking About Race & Ethnicity: Crucial, but Difficult*.
 - Derald Wing Sue, PhD, Columbia University, will present a TOPSS Invited Address on *Microaggressions in the Classroom: Manifestation, Dynamics and Impact*.

- The disability issues office coordinates APA's public interest, human welfare, and social responsibility activities in the area of disability issues. The program works toward the elimination of bias against and the promotion of equal opportunity of persons with disabilities in education and training, research, and professional practice.
- [APA Congressional Fellowship Program](#). Entered its 38th year, with the Program's current Fellows serving in the offices of Senator Jeff Bingaman (D-NM) and Senator Jon Tester (D-MT). Convention activities included a booth in the APA Convention Exhibit Hall and a symposium that featured former Congressional Fellows still working in public policy in Washington, DC.
- OEMA provided staffing assistance in support of CEMA's convention session, *Microaggressions and Social Identities---Race, Gender, Sexual Orientation, and Disability*, and its annual invitational breakfast. The 2011 theme was, *Psychology and Racial/Ethnic Mental Health Disparities: Engaging the Public Policy Debate*, and included a presentation by the **Honorable Grace Napolitano (D-CA)** and **Krystal Ka'ai** representing the Congressional Asian-Pacific Caucus and the Congressional Tri-Caucus.
- Similarly, OEMA provided staff assistance for the presentation of CEMRRAT2 TF 2011 APA convention session titled, *Unequal Treatment for Racial and Ethnic Minorities—Where Will the Researchers and Practitioners Come From?*
- On an ongoing basis, the Office on Aging works to increase understanding of age as an aspect of human diversity, and as a critical and necessary component of any focus on diversity. These efforts target both APA and its constituent groups, and external entities.
- The Office on Aging and the Committee on Aging incorporate diversity components in its annual CE Workshop, "What Psychologists Should Know about Working with Older Adults."
- The Committee on Aging also offers Convention symposium on diversity issues. Its two most recent offerings include: "Assisting Members of Vulnerable/Underserved Populations Affected by Natural Disasters" in collaboration with the CRH, CDIP, and CEMA (2012), "Successful Models of Integrated Care---Psychological Programs that Address Health Care Disparities" cosponsored by CEMA, CLGBTC, CRH, CSES (2011), and "The New American Portrait" with CSES (2011).

- Inequity to Equity: Promoting Health and Wellness of Women with Disabilities, sponsored by the American Psychological Association (APA), Gallaudet University, and the Howard University Women's Health Institute, was held in Washington, DC on October 17-18, 2011 to bring much-needed attention to the often-ignored problems women with disabilities face when navigating the current health care system.
- The WPO was recently awarded a one-year grant from the National Science Foundation to support the Women with Disabilities in STEM Education Research Agenda Development Project (WWDSE).
- Leadership Institute for Women in Psychology (LIWP)
- Task Force on Trafficking of Women and Girls will review the state of the literature of theory, research, and practice relevant to the trafficking of women and girls. This review will include definitions, prevalence, nature, psychological, physical, and social effects, prevention, identification, intervention, and recommendations for future research, training, practice, and policy. The Task Force will produce a report summarizing its findings.
- WPO provided staff support for the following APA Convention events in Washington, DC:
 - 4th Annual APA Leadership Institute for Women in Psychology (LIWP)
 - Business Meeting: Committee on Women in Psychology Network Breakfast
 - Roundtable Discussion: How We Did It --- Discussions with Women APA Journal Editors
 - Symposium: Sexual Oppression of Women – Social Science and Justice Perspectives
 - Symposium: Microaggressions and Social Identities – Race, Gender, Sexual Orientation, and Disability
 - Research and Training Funding
 - Division 35 Social Hour/ 2011 CWP Leadership Awards
- President Vasquez has three task forces on education disparities, immigration and poverty, all of which impact minority populations.
- The Ethics Committee has a visible, ongoing presence at the biennial National Multicultural Conference and Summit (NMCS).

- For the past two Summits, the committee has presented programs examining how the Ethics Code addresses diversity. At the January 2011 NMCS in Seattle, Washington, the Ethics Committee presented two symposia: “Ethics in International Contexts” and “The Ethics of Assessing Cultural Competence.”
- APA’s activities with its MOU partners are beginning to be present in APA programs, including convention programs (symposia with international partners) and APA presentations in international venues.

GOAL 3: To enhance access to, and encourage participation by, diverse groups in APA meetings and other activities

A. Enhance the accessibility to APA events for diverse groups

- Prior to Practice Directorate governance group meetings, communications are sent out to ask if any individual member has special needs or requires specific accommodations to ensure they are able to participate fully at a particular meeting.
- Scheduling of meetings outside of consolidated takes into consideration a variety of religious and cultural holidays so that members will not be forced to select one over another (for instance, meetings are not scheduled during known religious holy days.)
- The Office coordinates and provides continuous staff support to the Disability Resource Room at APA's annual convention.
- Through the Recovery to Practice initiative, we invited four consumers (individuals with lived experience of serious mental illness) to participate in symposia and other events at the 2011 APA Convention.
- Providing the full text of the cross cutting agenda in formats requested by members with visual impairments.
- The Convention Office facilitates convention attendance for persons with disabilities by surveying headquarters hotels and the convention center for accessibility with an ADA expert. Onsite assistance includes providing transportation for persons who use wheelchairs or have mobility limitations, providing sign interpreters for individuals with hearing impairments, and recruiting volunteers to assist in the APA Resource Room for Persons with Disabilities. With the assistance of staff from the Public Interest Directorate, the Resource Room operates during the convention as the central location for providing assistance to persons with disabilities.
- In preparation for the APA Convention 2012, the office initiated outreach to the Florida Psychological Association and key community organizations to begin planning a program about LGBT parenting that will be open to the public.
- OEMA awarded funding to the APA Society for the Psychological Study of Ethnic Minority Issues (Division 45) to support its 25th anniversary celebrations that took place during APA's annual convention in Washington, DC in August.
- OEMA provided staffing support for CEMA's Annual Social Hour and Awards Recognition Ceremony.

- WPO/ODIP conference: Inequity to Equity: Promoting Health and Wellness of Women with Disabilities, sponsored by the American Psychological Association (APA), Gallaudet University, and the Howard University Women's Health Institute, was held in Washington, DC on October 17-18, 2011 to bring much-needed attention to the often-ignored problems women with disabilities face when navigating the current health care system.
- APAGS approved the development of a pilot program for a webinar and virtual happy hour series to address ethnic diversity issues and mentoring ethnic minority graduate students. The first session was held on October 31, 2011, featuring Kevin Cokley, Ph.D., University of Texas, Austin.
- APAGS CLGBTC organized the next round of the APAGS CLGBTC Mentoring Program, pairing a dozen APAGS members with LGBT and allied professionals. Matches for mentors were made based on interests and student preferences. Committee members send prompts to mentor/mentee pairs every two months to provide potential topics for discussion.
- 2011 Presidents Initiative – invite Presidents from 95 national psych assn. – 30 expected to come
- Convention travel awards: to encourage international colleagues to attend the APA convention
- MOU partners will be invited to select APA leadership conference activities
- APA is committed to providing and maintaining accessibility and reasonable accommodations for the buildings, and all meeting rooms and common areas. Resources are available within the APA budget to assist those attending meetings who require attendants to travel with them, and reasonable accommodations are made available to employees through a similar budget.
- The green roof/labyrinth was installed in 2008, and is accessible. In addition, a finger labyrinth has been installed at wheelchair height.

GOAL 3: To enhance access to, and encourage participation by, diverse groups in APA meetings and other activities

B. Increase the participation by diverse groups in APA activities

- Science Directorate staff works actively to seek diversity in all of its governance group memberships. The Board of Scientific Affairs (BSA), the main nominating group, is constantly reminded and supported by staff in seeking diversity among those nominated for governance groups.
- Science Directorate staff actively seeks diversity in convention and related programming arranged by the Directorate. Diverse participation has been achieved in all of the first six Science Leadership Conferences, and special attention is given to ensure that such diversity continues into the future.
- The Science Directorate continued to address STEM issues and the diversity of the scientific workforce in the 2010 Science Leadership Conference. That conference generated a large set of proposals that are being implemented by governance groups and staff.
- The Practice Directorate governance groups reach out to the various internal APA groups representing aspects of diversity, encouraging them to send liaisons and observers to their meetings. The Practice Directorate governance groups encourage input and comments from all present at their meetings, especially from those representing diverse groups and constituencies.
- The Practice Directorate's Public Relations department frequently taps Latino/a psychologists to do media interviews with Hispanic news organizations. There is also consistent outreach to diverse constituencies to participate in American Red Cross Foundations of Disaster Mental Health training held at APA convention and to join APA's Disaster Response Network.
- The Science and Practice joint initiative to develop APA Clinical Treatment Guidelines actively ensures representation of diverse groups on Advisory Steering Committees and Guideline Development Panels.
- Distribution of letters inviting the four major ethnic minority psychological associations and Divisions 44 (Society for the Psychological Study of Lesbian, Gay, Bisexual, and Transgender Issues) and 45 (Society for the Psychological Study of Ethnic Minority Issues) to appoint liaisons to the Committee. The National Latino/a Psychological Association has appointed a liaison who will attend the Spring and Fall 2012 consolidated meetings.
- The disability issues office formed a Student/Early Career Disability Advisory group to better address the unique issues of students with disabilities.

- The disability issues office operates an on-line mentoring program which provides opportunities for APA members with disabilities to mentor psychology students with disabilities, early career psychologists with disabilities, and psychologists in the field who develop a disability.
- [Secured the testimony](#) of APA member Pamela Deters, PhD, at a May 2011 hearing before the U.S. House Appropriations Subcommittee on the Interior, Environment, and Related Agencies, where she addressed priorities for the Indian Health Service (IHS) budget on behalf of the Friends of Indian Health Coalition.
- [Worked with psychologist](#) Stephanie Fryberg, PhD, in preparation for her testimony on American Indian mascots at a May 2011 hearing before the U.S. Senate Indian Affairs Committee.
- [Cohosted a May 2011 congressional briefing](#) with the National Gay and Lesbian Task Force on health disparities among older adults, in honor of Older Americans' Mental Health Week.
- [Hosted an April 2011 summit](#) of 25 organizations representing researchers, clinicians, advocates, and government agency representatives to create a strategic plan to encourage healthier media images of women and girls.
- [Secured the participation](#) of APA member Abigail Gewirtz, PhD, who spoke about child trauma issues at a May 2011 congressional briefing in honor of National Children's Mental Health Awareness Day.
- Participated in a June 2011 Department of Health and Human Services strategy meeting on the priority uses of proposed FY 2012 new resources to support the National HIV/AIDS Strategy implementation.
- [Submitted a statement](#) for the record in May 2011 to the National Council on Disability on key disability issues in the federal budget for FY 2012.
- [Developed and disseminated a May 2011 action alert](#) to APA members, urging them to contact Congress in support of the introduction of the Employment Non-Discrimination Act that resulted in over 600 emails to House and Senate offices.
- [Hosted an October 2011 congressional briefing](#), entitled, "*The Power of Work: A Discussion on the Psychological Benefits of Work and the Impact of Joblessness on Individuals, Families and Communities,*" in recognition of World Poverty Day.
- Minority Fellowship Program (MFP). Advocated for MFP funding and for formal authorization of the program, with activities including: [coordinating the cross-discipline coalition](#) dedicated to MFP issues; [providing an advocacy training](#) at APA's MFP Psychology Summer Institute, after which trainees took part in 10 congressional visits; and [began an ongoing coordinated advocacy campaign](#) that

facilitated APA Committee on Ethnic Minority Affairs members meeting with staff in their congressional district offices.

- [PsycAdvocate® Day](#). Partnered with Education GRO for the inaugural PsycAdvocate® Day, which included a Continuing Education advocacy workshop on effectively communicating with policymakers and over 100 participant meetings with congressional members and staff on Capitol Hill.
- [APA Congressional Fellowship Program](#). Entered its 38th year, with the Program's current Fellows serving in the offices of Senator Jeff Bingaman (D-NM) and Senator Jon Tester (D-MT). Convention activities included a booth in the APA Convention Exhibit Hall and a symposium that featured former Congressional Fellows still working in public policy in Washington, DC.
- In February 2011, the ***CEMRRAT Implementation Grants Fund (IGF) program*** was reinstated by the APA Council of Representatives (COR), with the recommendation and support of the APA Board of Directors (BOD) in the amount of \$100,000. The CEMRRAT2 Task Force, with support from OEMA staff, was able to solicit proposals, review, identify and select projects for funding, and authorize OEMA to disburse funds. The IGF had approximately \$75,000 for small grants to individuals, organizations, and educational institutions committed to enhancing and/or increasing ethnic minority recruitment, retention and training in psychology. Twenty-two small grants, corresponding to the seven priority funding areas approved by the Task Force, were awarded totaling 74,877.84. The remaining \$25,000 was earmarked for OEMA staffing support.
- The BSSV Program produces a quarterly newsletter (***CBO Focus***) for CBOs across the US and US Territories who have received training and/or capacity building assistance (CBA) from BSSV staff and our BSSVs and/or those who would benefit from the BSSV Program's services. CBO Focus- provides updates on key research topics, offers key information on HIV prevention initiatives spearheaded by the Centers for Disease Control and Prevention (CDC), highlights new CBA resources and tools, features a CBO who has experienced key success as a result of receiving CBA, information on key meetings, conferences, etc. that would be of interest to CBO HIV prevention management and front-line staff.
- The CWP Network works in partnership with the Committee on Women in Psychology (CWP). The Network serves as a coalition of women's committees within psychology, including representatives from divisions, state, and regional associations without formally-organized committees on women.
- *WPO/ODIP conference: Inequity to Equity: Promoting Health and Wellness of Women with Disabilities
- Governance Survey: Representation of Women, Ethnic Minorities, Gay Men, Lesbians and Bisexuals, and Individuals with Disabilities on APA Boards and

Committees. The Governance Survey is a Council of Representatives directed effort to better determine where in the governance pipeline diversity issues may need to be more addressed. WPO staff, CWP, and the Center for Workforce Studies (CWS) staff continue to discuss methods to improve the governance survey including options for data collection, especially ideas to increase response rates, and the future of the survey.

- Seven of the 17 individuals on Recovery to Practice committees are self-identified consumers of mental health services. All consumers have equal access in the decisions rendered by their respective committees.
- Scheduling an open meeting for member of color at every Consolidated Meeting.
- The Ethics Committee has a standing agenda item on diversity. Thus, the committee addresses diversity at each meeting. The committee chose Dr. Carolyn Barcus as its diversity speaker at the committee's April 2011 meeting, after Dr. Barcus received an elder award at the 2011 Multicultural Conference and Summit, in part for her work training Native American psychologists.
- Dr. Barcus subsequently invited the APA Ethics Committee to participate in the 2011 annual retreat and convention of the Society of Indian Psychologists (SIP) in Logan, Utah. Three committee members and the director of the Ethics Office attended the SIP Convention in June 2011, and made a joint presentation with members of the SIP Ethics Committee during the conference. Funding for this collaboration was supported by a CEMRRAT2 Task Force grant and by the Office of Ethnic Minority Affairs. The committee's collaboration with SIP is becoming a model for the committee to develop relationships with the other EMPAs.
- At the October 2011 Ethics Committee meeting, the committee participated in a discussion led by Linda Forrest, PhD; Cynthia Sturm, PhD; and Janet Thomas, PsyD about their experiences at the SIP convention.

APAGS has invited applicants for the APAGS Committee on Ethnic Minority Affairs and the APAGS Committee on Lesbian, Gay, Bisexual, and Transgender Concerns to various leadership events to promote a leadership pipeline of graduate student leaders representing diverse backgrounds.

APAGS Committee members attended the National Multicultural Summit in Seattle, WA in January 2010. APAGS hosted a student social hour, a luncheon for Ethics/Division 44 student winners who were LGBT students of color, a didactic session on science and practice issues, and a difficult dialogue on student issues.

APAGS hosts a number of listservs for different constituent groups. The following listservs representing diverse constituencies are hosted by APAGS:

- APAEMGS – for ethnic minority graduate students
- APAGSABILITIES – for students with disabilities
- APAGSLGBT – for LGBT graduate students
- APAGSINTERNATIONAL – for international students
- APAGSWOMEN – for women graduate students
- As part of APA’s policies and procedures, the APA central office established and maintains a system to assist APA staff and governance members who may need and request reasonable accommodation.

In all of our marketing campaigns, whether in support of APA membership or the APA convention, the mix of campaign pieces as well as who is pictured within those pieces is always done with sensitivity to diversity issues. We feature people who are ethnically, racially and physically diverse. We also recognize that there is diversity in the way people like to receive information and what will be important to them about APA membership or an APA event.

In addition, a number of our membership marketing campaigns target student and early career psychologists or psychologists in training. That demographic pool is more diverse than the current membership. The success of these outreach campaigns will add diversity to the APA membership.

In its membership recruitment and retention strategic plan, the Membership Board is incorporating proposals that increase minorities’ sense of welcome and membership in APA.

The Committee on Early Career Psychologists (facilitated by the directorate’s Membership and Convention Marketing Office) focuses its work on early career psychologists and their interests, for example determining barriers to licensure and career development. The early career cohort within APA is the most diverse segment of the membership.

APA’s new member e-newsletter, *APA Access*, features a broad range of APA events and products including many on diversity issues and concerns.

Diversity Training and P&C Board Action Plan on Enhancing Diversity

The P&C Board Action Plan and Updates included the following:

- P&C Board members are reminded to be on the lookout for micro-aggression, specifically in relationship to editor searches and P&C Board slate development.
- The “How to Review a Manuscript” P&C Board-sponsored session at the APA convention is designed to encourage ethnic minority authors and early career authors to join the APA Publications program as reviewers. This session was scheduled during the past five APA conventions, and the P&C Board remains committed to its inclusion going forward.

P&C Board members participated on two task forces: the Task Force for Implementation of the Multicultural Guidelines and the Task Force on Diversity in Practice, Education, and Publications.

Two early career psychologists and one graduate student serve on the P&C Board’s subcommittee, Electronic Resources Advisory Committee (ERAC). These positions were added to assure that APA has regular ongoing input about electronic product needs from psychologists just beginning their careers.

Participation in the APA Peer Review Process

The 2011 P&C Board has nine members, each of whom serves for 6 years. Four members are female (44%) and one member is an ethnic minority (11%).

The peer review process for APA journals is performed by editorial board members (Editors and Associate Editors) and non-board members (Consulting Editors and Ad Hoc Reviewers). In total, 3,875 persons who self-identified as women (24% of total), and 2,005 persons who self-identified as ethnic minorities (13% of total) participated in the peer review process in 2011. Women were 21% of Editors, 29% of Associate Editors, 34% of Consulting Editors, and 40% of Ad Hoc Reviewers. Ethnic minorities were 5% of Editors, 8% of Associate Editors, 10% of Consulting Editors, and 11% of Ad Hoc Reviewers.

The overall rate of participation by women over the last 10 years (i.e., 2001–2011) has increased by 4%. Over the 10-year period, women Editors decreased 5%, Associate Editors decreased 12%, Consulting Editors increased 2%, and Ad Hoc Reviewers increased 6%. The overall rate of participation by ethnic minorities over the last 10 years has increased by 6%. Over the 10-year period, ethnic minority Editors increased by 5%, Associate Editors increased by 4%, Consulting Editors increased by 4%, and Ad Hoc Reviewers increased by 6%.

APA Journals central office places a specific call for reviewers of underrepresented groups to identify themselves as potential reviewers. These calls appear in APA Journals in print and on the website at <http://www.apa.org/pubs/authors/underrepresented.aspx>. Over the last year, these calls for reviewers have generated 53 responses.

Specific instructions are given to the Chairs of Editorial Search Committees (P&C Board members) to promote ethnic minority representation on the search committee and among nominees.

GOAL 4: To expand support for diversity in the training of psychologists

A. Promote diversity in the K-12 pipeline

- TOPSS has initiated an ethnic minority recruiting project (http://www.apa.org/ed/topss/minority_recruit.html) to target and recruit minority high school students. The project aims to expose students to academic and career options in psychology and encourage students to consider pursuing psychology as a career.
- The APA Council of Representatives approved the revised National Standards for High School Psychology Curricula (August, 2011). The National Standards are being promulgated to state boards of education, state psychological associations, social studies supervisors, and members of TOPSS. The second revision of the National Standards includes a preamble on incorporating diversity issues throughout the high school psychology course and includes several overarching themes that focus on multicultural and global perspectives that are important for understanding psychology. The Standards were reviewed for cultural diversity issues consistent with the APA Guidelines on Multicultural Education, Research, Practice, and Organizational Change for Psychologists (APA, 2003).
- TOPSS conducts diversity reviews of all unit lesson plans and has produced a Cross-Cultural Psychology unit lesson plan. A unit lesson plan on the Psychology of Sexual Orientation was published in 2008, developed collaboratively by the APA TOPSS Committee and the APA Committee on Lesbian, Gay, Bisexual, and Transgender Concerns. Recently, unit lesson plans on Emotions and Motivation were produced after diversity reviews were conducted.
- CONA works to promote inclusion of knowledge about adult development and aging in all levels of education and to increase the number of psychologists interested in aging, of which there are very few either in the educational pipeline or working in the field. CONA's *Priming the Geropsychology Pipeline Project* strives to expose more students to the psychological dimensions of aging and the multiple opportunities to gain exposure to the rich variety of diverse older adults in our society.

GOAL 4: To expand support for diversity in the training of psychologists

B. Promote diversity in psychology graduate and undergraduate training

- The Science Directorate provides an APA Convention travel grant annually to the recipient of the Jeffrey Tanaka Dissertation Research grant (selected by the Public Interest Directorate). This arrangement between the two directorates has been in place for more than 20 years.
- The Science Directorate, in collaboration with the Public Interest Directorate, provides annual funding to the Society for Multivariate Experimental Psychology to support their summer program in quantitative training for under-represented groups, organized in conjunction with the APA Annual Convention. The Society succeeded in obtaining NSF grant support for this activity, and APA's support for the activity was helpful in winning that outcome.
- The Office of Graduate and Post Graduate Education and Training in collaboration with a work group from the Council of Chairs of Training Councils (CCTC) has developed A Developmental Model for the Defining and Measuring Competence Professional Psychology (ACBWG, 2007). Among one of the foundational competencies within the document is a section regarding Individual-cultural Diversity which is the awareness and sensitivity in working professionally with diverse individuals, groups and communities who represent various cultural and personal background and characteristics.
- The APA Guidelines for the Undergraduate Psychology Majors provides suggested goal and related learning outcomes for the psychology major, which includes sociocultural and international awareness. The student enrolled in the undergraduate program in psychology will recognize, understand, and respect the complexity of sociocultural and international diversity.
- The disability issues office, in collaboration with the Committee on Disability Issues in Psychology (CDIP), developed two *Resource Guides for Students with Disabilities* which consists of articles developed by both members CDIP and disability issues office staff. Topics include overview of disability legislation, strategies for students with disabilities to consider in navigating the internship match process, suggestions for honing conflict resolution skills, and important issues to consider for a career in academia.
- Served as co-chair of the Public Policy Committee of the Eldercare Workforce Alliance to guide federal advocacy efforts in support of key geriatric education and training initiatives and the promotion of interdisciplinary team health care.

- Began working with staff in the Education Directorate to initiate the evaluation phase of the **Diversity Project 2000 and Beyond (DP2kB)** initiative. OEMA, in collaboration with the Precollege and Undergraduate Education Programs Office of the Education Directorate will proceed with the design, development, implementation, and report of an evaluation effort for the DP2kB initiative. Since 1994, the major element of the DP2kB initiative has been a four-day Summer Institute for community college honor students of color interested in pursuing a career in psychology. Over the years, DP2kB has enjoyed funding support from APA's OEMA and Education Directorate, the National Institute of Drug Abuse (NIDA), the National Institute of Mental Health, and the Psi Beta Honor Society.
- Provided stipend, tuition, health insurance, and travel support to approximately 28 predoctoral fellows in psychology through the Mental Health and Substance Abuse Services (MHSAS) fellowship. This program is funded by a grant from SAMHSA and supports individuals whose primary goal is to provide mental health and/or substance abuse services to ethnic minority communities in the public sector.
- Provided mentoring and professional development opportunities for fellows through workshops, poster sessions, and annual progress report activities.
- Provide dissertation grants to MHSAS fellows and alumni.
- Provide assistance to psychology fellows who are applying for internships.
- Conducted the Psychology Summer Institute (PSI) which included advanced doctoral students. This program is a week-long intensive training that provides mentoring and career development to approximately 25 participants each year as they develop research and services projects focusing on ethnic minority issues.
- Worked with the Government Relations Offices from the Public Interest, Education, and Science Directorates to advance funding for training ethnic minorities in psychology and neuroscience on Capitol Hill and in federal agencies.
- Collaborated with offices within the Public Interest and Education Directorates to develop new, fundable training programs.
- Through the Recovery to Practice initiative, we began the development of a curriculum which integrates culturally competent, recovery-based practices for individuals with serious mental illness.

APAGS held sessions on the following topics of interest to constituents of diverse backgrounds:

- Obtaining Funding for Your Education: Opportunities for Racial/Ethnic Minority Students (4B)
- Women Supporting Women: Mentoring Between APAGS and Eminent Psychologists (4B)
- Becoming Multicultural Educators: Experiences and Strategies for Graduate Students Teaching Diversity-Focused Courses (4B)
- The OIA publicizes materials on internationalizing the psychology curriculum and promotes study abroad activities, and Fulbright and other academic and professional international activities

GOAL 4: To expand support for diversity in the training of psychologists

C. Promote diversity in post-doctoral training

- As part of the Directorate's Advanced Training Institutes (ATI) Program, a new institute on Research Methods with Diverse Racial and Ethnic Groups, held at Michigan State University, was created in 2008 and has been offered every year since then. The institute has become one of the most popular ones offered and the Science Directorate plans to continue to support it in future years.
- The Science and Education Directorates jointly staffed a 2009 APA Presidential Task Force on "The Future of Psychology as a STEM Discipline." A major topic addressed by the task force is the diversity of the scientific workforce and training pipeline across subfields of psychological science.
- The Science Government Relations Office represents APA within the Collaborative for Enhancing Diversity in Science (CEDS), a coalition with the goal of increasing collaboration among associations, societies, federal agencies, and private foundations in creating a more diverse scientific workforce. Most recently, CEDS is planning a May workshop, "Enhancing Diversity in Science: Working Together to Develop Common Data, Measures and Standards," with funding from the National Institutes of Health, the National Science Foundation, and the W.T. Grant Foundation. GRO staff are also coordinating the responses to NIH's Diversity in Biomedical Research Working Group as they seek input from the scientific community on ways to enhance diversity throughout the various research career stages, particularly with regard to underrepresented minorities, persons with disabilities, and persons from disadvantaged backgrounds.
- The Science Government Relations Office is working closely with cognizant program staff across NIH to identify and support minority training opportunities in psychology.
- The Science Directorate continued to address STEM issues and the diversity of the scientific workforce in the 2010 Science Leadership Conference. That conference generated a large set of proposals that are being implemented by governance groups and staff.
- Practice Directorate communications routinely focus on a range of diversity issues. For example, the ongoing "Research Roundup" feature recently included content on telehealth and deaf populations.
- Office of Graduate Education & Training manages the BEA Innovative Awards to graduate programs; past awards have gone to programs that offer best practices related to multicultural perspectives.

- OEMA solicited applications, coordinated review and selection, and coordinated grant award processes for the three 2011 awardees of OEMA's Promoting Psychological Research and Training on Health Disparities Issues (ProDIGs) grants to post-docs and/or early career faculty at minority-serving institutions. Three faculty members were each awarded approximately \$6,500 for research activities preliminary to preparation of a major research/training grant, as well as additional funding of approximately \$2,500 to support their mandatory attendance at the seven day 2011 MFP/PSI professional development institute.
- The Office on Aging and the Committee on Aging incorporate diversity components in its annual CE Workshop, "What Psychologists Should Know about Working with Older Adults."
- *Cyber Mentors: A Training Program for HIV/AIDS Researchers Working on Health Disparities* is an innovative research mentorship program designed to prepare researchers who have not yet received RO1 level funding, and who are either from underrepresented groups and/or are interested in HIV/AIDS research with racial and ethnic groups that are overrepresented with HIV/AIDS. The Cyber Mentors Program, funded through a grant from the National Institute of Mental Health (NIMH), utilizes state-of-the-art distance learning technologies (e.g., webcasts, online classrooms, etc.) to assist mentees achieve three major goals: (1) develop and implement a career development plan focused on building the capacity to conduct independent research in the area of HIV/AIDS and health disparities; (2) conceptualize, draft, and submit a high-quality research application to an appropriate NIH funding mechanism; and, (3) establish a mutually supportive network of professional colleagues with common research interests (see www.apa.org/pi/aids/programs/cyber for details).
- Provided stipend, health insurance, and travel support to 1 post-doctoral fellow in psychology through the Mental Health and Substance Abuse Services (MHSAS) fellowship.
- Provided mentoring and professional development opportunities for fellows through workshops, poster sessions, and annual progress report activities.
- Conducted the Psychology Summer Institute (PSI) which included post-doctoral trainees. See above for a full description.
- Worked with the Government Relations Offices from the Public Interest, Education, and Science Directorates to advance funding for training ethnic minorities in psychology and neuroscience on Capitol Hill and in federal agencies.

GOAL 4: To expand support for diversity in the training of psychologists

D. Promote diversity in psychology faculty

- As part of the Directorate's Advanced Training Institutes (ATI) Program, a new institute on Research Methods with Diverse Racial and Ethnic Groups, held at Michigan State University, was created in 2008 and has been offered every year since then. The institute has become one of the most popular ones offered and the Science Directorate plans to continue to support it in future years.
- The Science Government Relations Office is working closely with cognizant program staff across NIH to identify and support minority training opportunities in psychology.
- Commission on Accreditation requires APA accredited graduate programs that their program has and implements a thoughtful and coherent plan to provide students with relevant knowledge and experiences about the role of cultural and individual diversity in psychological phenomena as they relate to the science and practice of professional psychology. The avenues by which these goals are achieved are to be developed by the program.
- Conducted the Psychology Summer Institute (PSI) which included early career faculty. Several small grant recipients of the Promoting Psychological Research and Training on Health Disparities Issues (ProDIGS) program, sponsored by the Office of Ethnic Minority Affairs, attend PSI each year.
- CIRP and the OIA published a brochure on "Going International" for psychologists contemplating academic exchange abroad

GOAL 4: To expand support for diversity in the training of psychologists

E. Promote understanding of the importance of diversity among faculty and trainers of psychologists

- The Science Government Relations Office is working closely with cognizant program staff across NIH to identify and support minority training opportunities in psychology.
- The Advisory Committee on Colleague Assistance (ACCA) affirms culturally relevant application across all aspects of public and professional information, referral practices, and clinical intervention. It is well established that most aspects of health and impairment are influenced by cultural context (i.e. age, race/ethnicity, sexual orientation, able-bodiedness, language, religion/spirituality, class). ACCA supports the integration of cultural relevance into all facets of colleague assistance and professional wellness, including but not limited to, issues surrounding confidentiality, stigma in the workplace, and dual relationships. ACCA also makes every effort to ensure consideration of cultural context through national, state, and local levels with regard to colleague assistance.
- The Commission on Accreditation (CoA) of the APA continues to review doctoral, internship and postdoctoral residency training programs in terms of their quality based upon the Guidelines and Principles for Accreditation of Programs in Professional Psychology. Those guidelines call for programs: to respect diverse individuals and have appropriate policies in place that reflect this respect (Domain A and Domain E); to include issues of cultural diversity and individual differences in all aspects of the education and training curriculum (Domain B); to make systematic efforts to recruit and retain students/interns/residents and faculty/staff that represent diversity (Domain D); to provide a systematic and planned education plan that provides students/interns/residents with relevant knowledge about the role of diversity in psychological phenomena and the practice of professional psychology (Domain D); and to provide relevant outcome data on its efforts to ensure competency in these areas among its current and former students/interns/residents (Domain F).
- The disability issues office launched its first module, [*Students with Disabilities in the Social and Behavioral Sciences*](#), as part of the [*DisABILITIES Resource Toolbox*](#) (DART) which provides the tools training directors and faculty need to increase their knowledge of disability issues. New toolkits will be added continuously.
- Closed out the Healthy Lesbian, Gay, and Bisexual Students Project, for which CDC funding was not extended, and initiated work to reorganize of all office web content related to LGBT youth and schools, and to school staff professional development, which will include dissemination of the HLGBSP workshop.

- In August, worked with the APA Office on AIDS to leverage a grant opportunity it had to implement the training of the workshop developed by Healthy Lesbian, Gay, and Bisexual Students Project in six U.S. cities.
- Through the Recovery to Practice initiative, we began the development of a curriculum which integrates culturally competent, recovery-based practices for individuals with serious mental illness.

GOAL 5: To promote diversity in psychological research and practice

A. Increase diversity in psychological research topics and methodologies

- The Science and Education Directorates jointly staffed a 2009 APA Presidential Task Force on “The Future of Psychology as a STEM Discipline.” A major topic addressed by the task force is the diversity of the scientific workforce and training pipeline across subfields of psychological science.
- The Science Government Relations Office is working closely with cognizant program staff across NIH to identify and support minority training opportunities in psychology.
- The Science Government Relations Office represents APA within the Collaborative for Enhancing Diversity in Science (CEDS), a coalition with the goal of increasing collaboration among associations, societies, federal agencies, and private foundations in creating a more diverse scientific workforce. Most recently, CEDS is planning a May workshop, “Enhancing Diversity in Science: Working Together to Develop Common Data, Measures and Standards,” with funding from the National Institutes of Health, the National Science Foundation, and the W.T. Grant Foundation. GRO staff are also coordinating the responses to NIH’s Diversity in Biomedical Research Working Group as they seek input from the scientific community on ways to enhance diversity throughout the various research career stages, particularly with regard to underrepresented minorities, persons with disabilities, and persons from disadvantaged backgrounds.
- The Science Directorate sponsors an annual Executive Branch Science Fellowship program, directed by staff in Science and Science Government Relations. This is a companion program to the APA-wide Congressional Fellowship program. Both programs pursue both broad and targeted advertising to enhance the diversity of applicants and eventual fellows.
- The APA Steering Committee on Health Disparities has identified key areas of interest on which to focus its efforts including obesity and women, health disparities in boys and men, implementation science’s role in health disparities intervention, and the relationship between stress and health disparities. The Steering Committee’s first project is to bring together researchers and practitioners to determine evidence-based interventions to eliminate or reduce health disparities and to develop best practices in this area as well.
- The CAPP Task Force on Serious Mental Illness and Severe Emotional Disturbance (TFSMI/SED) has a dedicated position on the committee for a consumer of mental health services who is also a psychologist. Also, to assure that the needs of children are not overlooked, two positions on the Task Force are reserved for psychologists with backgrounds in Severe Emotional Disturbances of childhood.

- The Practice Research and Policy Department routinely gathers information from members. Data are analyzed in terms of disability status and race and ethnicity of participants and their clients. Staff looks at data from internal surveys and published reports to understand practice patterns and trends.
- The Advisory Steering Committee for Clinical Treatment Guideline Development members and staff also carefully consider a wide range of diversity issues (e.g. cultural factors influence on the effectiveness of treatment and health disparities) when delineating procedures for guideline development.
- The report of the Presidential Task Force on Immigration continually emphasizes the need for culturally competent and developmentally appropriate research and practice with the immigrant population that adheres to APA's Multicultural Guidelines. With regard to research, in particular, the report recommends increased methodological rigor in sampling, cultural validity and reliability of constructs, and use of mixed methods.
- In August, [met with staff](#) of the National Institutes of Health (NIH) Office of Extramural Research to advocate for NIH to expand and enhance its research focus on LGBT populations;
- This year, OEMA recruited three early career faculty members into ProDIGs, which seeks to increase the capacity of the ethnic-minority serving institutions and faculty to engage in health disparities research.
- The mission of The Committee on Aging (CONA) is to advance psychology as a science and profession and as a means of promoting health and human welfare by ensuring that older adults, especially the growing numbers of older women and members of minority groups, receive the attention of the Association.
- The *[Cyber Mentors: A Sustainable Model for Developing Minority HIV Researchers](#)* is designed to prepare behavioral scientists for successful independent research careers in area of HIV/AIDS and health disparities. The mentoring of diverse researchers who are successful will ultimately impact the diversity of psychological research topics.
- Task Force on Trafficking of Women and Girls will review the state of the literature of theory, research, and practice relevant to the trafficking of women and girls. This review will include definitions, prevalence, nature, psychological, physical, and social effects, prevention, identification, intervention, and recommendations for future research, training, practice, and policy. The Task Force will produce a report summarizing its findings. A call for nominations was disseminated in November; generating more than 70 nominations. The 10-member task force consists of 9 women, two of whom are women of color and

one member with a disability, and one man. The Task Force convened its first meeting December 2-4, 2011 at APA headquarters in Washington, DC.

- The WPO was recently awarded a one-year grant from the National Science Foundation to support the Women with Disabilities in STEM Education Research Agenda Development Project (WWDSE).
- Post-Partum Depression Consumer Brochure.
- One of the curriculum modules for the Recovery to Practice initiative focuses on scientific foundations from a recovery-based perspective.

APAGS awarded the following grants and awards in diversity and research:

- The Kenneth and Mamie Clark Award for mentoring ethnic minority graduate students was awarded to Ann Kathleen Hoard Burlew, PhD, University of Cincinnati
- The APAGS Diversity Dissertation Grant was awarded to Gloria Luong, University of California, Irvine
- The Ellin Bloch and Pierre Ritchie Grant, with the special topic of Discrimination and Racism, was awarded to Eric Hehman, University of Delaware
- The APAGS LGBT Dissertation Grant was awarded to Erin Doolin, University of Wisconsin, Madison
- This goal is at the center of CIRP's action and policy activities

GOAL 5: To promote diversity in psychological research and practice

B. Promote sensitivity and understanding of diversity in psychological practice

- The Board of Professional Affairs oversees practice guideline development. Existing APA practice guidelines address an array of diversity issues including older adults, GLBT individuals and multicultural. Practice Directorate staff actively promulgates these guidelines and ensures that these policies are represented in policy development. PD staff also uses these guidelines as a foundation for additional communications with members.
- The Practice Directorate's department of Legal and Regulatory Affairs is examining strategies that will assist psychologists in overcoming barriers to providing services to underserved, diverse Medicaid populations. Additionally, LRA is engaging with states to determine ways to promote psychologists' involvement with Medicaid and the provision of psychological services in rural areas and/or areas with significant minority populations, where access to behavioral health services is limited.
- Promotion of psychological services using telehealth technologies can help to improve patient access, particularly to specialized services such as neuropsychology, forensic psychology or child psychology that might not otherwise be widely available in underserved areas. Using technology to access those services can better serve patients who might otherwise have to travel great distances to receive services or forego services altogether. While APA does not yet have guidelines for psychologists using telehealth technologies in providing psychological services, the joint APA-ASPPB-APAIT Telepsychology Task Force (charged with developing such guidelines) does recognize that psychologists must be both technologically competent in using relevant technologies as well as culturally competent (e.g., development across the lifespan, health status, gender and ethnicity) in addressing the diversity needs of the patients they serve.
- Seeking prescriptive authority for appropriately trained psychologists has been a long-standing priority for APA Practice. Allowing doctoral-level, licensed psychologists with additional training in psychopharmacology to prescribe can improve patient access to comprehensive care for their mental health needs, particularly those patients in rural or underserved areas. In developing guidelines for postdoctoral education and training in psychopharmacology, APA has emphasized that training programs provide didactic and supervised clinical training "that encourage sensitivity to the interactions between pharmacological interventions with development across the lifespan, gender, health status, and ethnicity of patients." Recognizing the diversity in the population being served, many prescribing psychologists are practicing in very rural and underserved areas as evidenced by the distribution of those authorized to prescribe in the U.S. Public Health Service, U.S. Indian Health Service and in New Mexico.

- One of the Practice Directorate’s Government Relations key advocacy objectives centers on Medicare. Adequate support for Medicare ensures that older adults have access to psychological services.
- APA members Josephine Johnson, PhD and Jennifer Kelly, PhD have been representing APA on the YMCA of the USA’s African- American and Hispanic/Latino Health and Well-Being Collaborative workgroup that produced a report, “Recommendations and Keys to Successfully Improving Health and Well-Being in Underserved Communities.”
- BAPPI approved the Committee’s submission for the 2012 APA Convention program on “Addressing Obesity and Health Disparities in Our Nation’s Children,” part of which will address the racial/ethnic and socioeconomic disparities that exacerbate this problem. Youth raised in low-income communities, particularly those primarily made up of racial/ethnic minorities are found to be at greater risk for obesity, to eat fewer fruits and vegetables, and to be less likely to engage in physically active lifestyles.
- In 2011, APA's Council of Representatives adopted the *Guidelines for Assessment of and Intervention with Persons with Disabilities*, which help psychologists conceptualize and implement more effective, fair and ethical psychological assessments and interventions with people who have disabilities. This set of 22 guidelines was developed by APA's Task Force on Guidelines for Assessment and Treatment of Persons with Disabilities, and recently published in the American Psychologist, February 2012.
- [Cohosted three September events](#) with the University of Utah’s National Center for Veterans Studies focused on suicide prevention in military and veteran populations, including a dinner honoring Medal of Honor recipient Sal Giunta, a day-long best practices working group meeting, and two congressional briefings.
- [Collaborated with Rep. Ann Marie Buerkle](#) to host a workshop on the mental health of military service members, veterans, and their families.
- Provided staff support to the Division 44/CLGBTC Guidelines Revision Task Force. The new [Guidelines for Psychological Practice with Lesbian, Gay, and Bisexual Clients](#) were adopted by the APA Council of Representatives, February 18-20, 2011, and include an expanded focus on diversity from the 2000 version it replaces, including attention now to the influences of religion and spirituality on the lives of LGB people.
- Helped launch the Joint Division 44/CLGBTC [Task Force on Guidelines for Psychological Practice with Transgender and Gender Non-Conforming Clients](#) and provides ongoing technical support as the Task Force conducts its work. The Task Force was a recommendation of the Report of the 2009 [APA Task Force on Gender Identity and Gender Variance](#).

- Facilitated development of a workshop by the CLGBTC and the National Consortium of School Professional Psychology (NCSPP) GLBT Committee on affirmative practice with individuals experiencing conflict between their sexuality and their religion based on chapter 6 of the Report of the [APA Task Force on Appropriate Therapeutic Responses to Sexual Orientation](#). Provided \$1,300 to support the piloting of the workshop at the NCSPP winter conference, and which was submitted as Continuing Education programming for the 2012 APA Convention.
- Worked with the Public Interest Government Relations Office, in coordination with LGBT health care advocacy organizations, to meet with NIH and SAMSHA, and continues to develop advocacy plans related to LGBT health, especially with regard to monitoring NIH, CDC, and other federal agencies' implementation of recommendations in the Institute of Medicine's groundbreaking report released in March 2011 entitled [The Health of Lesbian, Gay, Bisexual, and Transgender People: Building a Foundation for Better Understanding](#). Five APA members served on the committee that wrote the report, as well as one more as a consultant and three others as reviewers.
- In July, the LGBTCO was awarded a two-year \$150,000 grant from the Arcus Foundation to enhance its secretariat support for [The International Network for Lesbian, Gay, and Bisexual Concerns and Transgender Issues in Psychology](#) (the Network) and to form partnerships with the Psychological Society of South Africa and the Psychological Association of the Philippines to build their capacity to support the human rights of LGBT people in Africa and Southeast Asia.
- In its secretariat role with the Network, the LGBTCO solicited LGBT-related programming for the [2012 International Congress of Psychology](#), which included developing and distributing promotional brochures in English and French. The LGBTCO submitted one symposium, three individual papers, and worked with an APA International Network Representative on another paper, all of which were accepted.
- Provided technical assistance to the Psychological Association of the Philippines on [non-discrimination policy](#) development.
- Disseminated the International Council for Science (ICSU) [Principal of Universality](#), revised in September, 2011, to include gender identity and sexual orientation; worked with the APA International Affairs Office advocating for the revision.
- The 2011 *Survey of Professional Geropsychology Training and Experiences* conducted by the Office and the Education Directorate collected data regarding diversity of the geriatric populations that psychologists serve and of the psychologists who provide these services.

- The Office regularly updates the online APA [*Family Caregivers Briefcase for Psychologists*](#) including its pages on [cultural diversity and caregiving](#) and [variations of practice for culturally diverse groups](#).
- The Office on Aging and the Committee on Aging incorporate diversity components in its annual CE Workshop, “What Psychologists Should Know about Working with Older Adults.”
- A conference title “Inequity to Equity: Promoting Health and Wellness of Women with Disabilities” was co-sponsored by APA entities and other organizations.
- WPO staff was interviewed for news stories related to women’s leadership and sexualized images of women and girls in the media.
 - APA Monitor – “Expanding opportunities for women’s leadership,” May 2011 by Tori de Angelis
 - Evening Exchange—WHUT Channel 32 (Local DC TV)—“Black women and body image”
 - WUSA Channel 9 (Local DC TV)-- Products Send Young Girls Evocative Messages,” and “How Parents Can Combat Images And Products That Push Girls To Grow Up Too Soon”
 - ABC News Nightline.com—“10-Year-Old Model's Grown-Up Look: High Fashion or High Risk,”
http://abcnews.go.com/Health/w_MindBodyResource/10-year-models-grown-high-fashion-high-risk/story?id=14221160
- Selected Meetings/Briefings attended by WPO Staff:
 - Congressional Briefing on Women and the Arab Spring, Ms. Gloria Mejia (<http://www.state.gov/p/nea/rls/rm/176603.htm>)
 - White House Women’s Briefing Series–Women and the Economy, Ms. Kari Hill (www.whitehouse.gov/engage)
 - The Wage Gap, Ms. Gloria Mejia (http://www.womenspolicy.org/site/DocServer/October_13_briefing_agenda_FINAL.pdf?docID=4281). Sponsored by Women’s Policy Inc.
 - IWP Roundtable on Women & the Economy, Ms. Kari Hill & Gloria Mejia. Sponsored by the Institute for Women’s Policy Research (IWPR) (<http://www.iwpr.org/events/youre-invited-iwpr-roundtable-on-women-the-economy-on-september-28>)

- Addressing Violence Against Women, Ms. Gloria Mejia. Sponsored by the Young Women's Christian Association (YWCA) (<http://www.ywca.org/site/c.cuIRJ7NTKrLaG/b.7515807/k.BE84/Home.htm>)
 - Breaking the Shackles: A Forum on Domestic Violence and Human Trafficking, Ms. Tanya Burrwell. Sponsored by Alpha Kappa Alpha Sorority, Inc. Rho Mu Omega Chapter (<http://www.rhомуomega.org/>)
 - The Fight Against International Human Trafficking: How Evaluation Research Can Help, Ms. Tanya Burrwell (<http://www.urban.org/events/Human-Trafficking.cfm>). Sponsored by the Urban Institute
 - 55th Annual United Nations Commission on the Status of Women: Access and participation of women and girls in education, training and science and technology, including for the promotion of women's equal access to full employment and decent work, Dr. Shari Miles-Cohen (<http://www.un.org/womenwatch/daw/csw/55sess.htm>)
 - Trafficking and Violence Against Women and Girls with Disabilities, Dr. Shari Miles-Cohen, Sponsored by The American University College of Law
 - Building A Pipeline to Women's Leadership. Sponsored by the National Council for Research on Women, Dr. Shari Miles-Cohen
 - Advocacy against Sexualization Summit, Dr. Shari Miles-Cohen, Sponsored by APA PI-GRO
 - Unification through diversity: Bridging Psychological Science and Practice in the Public Interest. <http://multiculturalsummit.org/>) Sponsored by the 2011 National Multicultural Conference & Summit. Ms. Tanya Burrwell.
 - Generating Feminisms. Sponsored by the Association for Women in Psychology, Dr. Shari Miles-Cohen
- Many of the curriculum modules for the Recovery to Practice initiative have been developed to focus on psychological practice from a recovery-based perspective.

APAGS held the following sessions at 2011 Convention that promote diversity in psychological practice:

- So Are You...? Navigating Self Disclosure with LGBT Clients (5B)

- Como Se Dice?: Developing Competencies as a Bilingual Counseling Professional (5B)

APAGS awarded the following grants related to diversity issues in psychological practice:

- The Carol Williams-Nickelson Award for Women’s Leadership and Scholarship in Women’s Issues to Erin Cooper, a graduate student from Temple University.
- APAGS-Committee on Ethnic Minority Affairs (APAGS-CEMA) Training Grant to the following students:
 - Jason Chen and Erica Coates, University of South Florida, for the event *Multicultural Research and Clinical Practice Speakers Series*
 - Anna Wheatley, University of Miami, for the event *Beyond Borders: Engaging and Supporting Graduate Students at the Caribbean Regional Conference of Psychology*.
 - Candice Crowell, Howard University, for the program, *Counseling Students of Color Workshop Series*
 - Amileah Davis, New Mexico State University, for the event *Friday Lecture Series on Borderland Wellness*
 - Hanako Shishido, University of South Dakota, for the program *The Building Bridges Conference*
- APAGS Committee on Lesbian, Gay, Bisexual, and Transgender Concerns (APAGS-CLGBTC) Training Grant was awarded to Stacey “Colt” Meier, University of Houston, for the program *Creating and Celebrating Possibilities for Gender Variant Children and Families*
- The APAGS Disabilities Training Grant was awarded to Melissa Anderson, Gallaudet University, for the program *Working with Deaf Survivors of Abuse: A Skills-Based Training Workshop*

APAGS staff met with Education Government Relations Office staff to develop a strategy for potentially expanding the National Health Service Corps Scholarship Program to include psychology graduate students. The proposed idea would be to have students apply in graduate school and require one year of service in a qualified underserved area for each year of NHSC funding during the NHSC Scholarship Program.

APAGS disseminated the following action and information alerts related to diversity issues through the APAGS Advocacy Coordinating Team:

- Supporting funding for the National Child Traumatic Stress Network (NCTSN) – June 8, 2011 – to support funding for this resource
- Supporting the Employment Non-Discrimination Act (ENDA) of 2011 – May 27, 2011 – to prohibit discrimination on the basis of sexual orientation or gender identity
- To oppose Arizona HB 2565 – April 21, 2011