

BOARD FOR THE ADVANCEMENT OF PSYCHOLOGY IN THE PUBLIC INTEREST

2005 Annual Report

Mission Statement

The Board for the Advancement of Psychology in the Public Interest (BAPPI) shall consist of not fewer than ten members elected for three-year terms. Nine of the members must be members of the American Psychological Association. The tenth member shall be a public member appointed by BAPPI for up to a three-year term. The mission of BAPPI shall be to encourage the generation and application of psychological knowledge on issues important to human well being. It shall have general concern for those aspects of psychology that involve solutions to the fundamental problems of human justice and that promote equitable and just treatment of all segments of society. BAPPI shall encourage the utilization and dissemination of psychological knowledge to advance equal opportunity and to foster empowerment of those who do not share equitably in society's resources. The Board shall be concerned with increasing scientific understanding and training in regard to those aspects that pertain to, but are not limited to culture, class, race/ethnicity, gender, sexual orientation, age and disability. The Board shall support improving educational and training opportunities for all persons in psychology and continue the promotion of culturally sensitive models for the delivery of psychological services. The Board shall be sensitive to the entire range of APA activities as they pertain to the mission of this Board and make recommendations regarding ethically and socially responsible actions by APA when appropriate. The composition of the Board shall reflect diversity in terms of ethnic minorities, gender, sexual orientation, disabilities and religion, as well as the range of interests' characteristic of psychology in all its aspects.

Membership and Meetings

The members of BAPPI in 2005 were: Michael Duffy, PhD (chair), Armand Cerbone, PhD, (2005 chair-elect), Diana Slaughter-Defoe, PhD, Margaret Heldring, PhD, Irene W. Leigh, PhD, Edna Vazquez-Nuttall, Eddy, Allan S. Noonan, MD (Public Member), Ruperto Perez, PhD, Mark Pope, Eddy, Brian Smedley, PhD.

Drs. Duffy, Slaughter-Defoe and Perez, completed their terms of service on BAPPI on December 31, 2005.

Ongoing Activities

BAPPI agreed to continue its focus on issues related to poverty and its impact on public interest constituencies and interest groups; enhancing diversity within APA governance and staffing; and infusion/integration of the Guidelines on Multicultural Education, Training, Research, Practice, and Organizational Change for Psychologists (Multicultural Guidelines) as areas of focus during 2005.

Enhancing Diversity within APA Governance and Staffing

In August 2003, the BAPPI submitted a memorandum to the APA Board of Directors (B/D). The memorandum contained recommendations for enhancement of diversity within APA Governance and Staffing and requested that the B/D discuss the recommendations and determine courses of action that would address the issues raised. In response to a request from the B/D, BAPPI formulated and submitted specific recommendations and action for enhancing diversity within APA governance to the B/D at its June 2004 meeting. BAPPI also forwarded a separate memorandum to APA CEO, Norman Anderson with recommendations for enhancing diversity within APA staff, particularly management staff.

At its July 2004 meetings, the B/D and the APA Council of Representatives approved the following:

That the Council of Representatives approves the following affirmative and concrete steps that will enhance diversity representation across the APA governance system:

1. Allocate \$3,000 in 2005 to support the costs of a pilot diversity training activity at a C/R meeting and at the Spring or Fall Consolidated meetings. It is recommended that new governance members receive diversity training in order to inform their work in their respective venues. (It is anticipated that the plenary session at the Spring or Fall Consolidated meeting will be extended to accommodate diversity training).
2. Assess the impact of the training on participants to determining whether/how it should be conducted in future C/R and consolidated meetings.
3. Request that all APA governance groups (including the B/D) include a report on diversity training and representation on their respective groups within their annual reports.
4. Encourage Divisions and State Associations to include diversity training in their respective leadership conferences and to make diversity training sessions an integral part of their leadership conference programs on an annual basis.
5. Encourage Divisions and State Associations to incorporate diversity training into their programs and resources. Encourage Division and State Association

presidents to have diversity training on their respective Executive Boards/Committees and allow each Executive Board/Committee member to receive the training at least once during his/her tenure.

Multicultural Organizational Leadership Workshop

BAPPI, Public Interest Directorate Executive Office staff and members of a workshop planning group coordinated the development of a Multicultural Organizational Leadership workshop at the February 18-20, 2005 meeting of the APA Council of Representatives(C/R). The workshop featured a presentation entitled "Understanding and Combating Contemporary Bias," by John Dovidio, PhD. Dr. Dovidio is currently Professor of Psychology at the University of Connecticut and formerly Charles A. Dana Professor of Psychology at Colgate University, where he also served as Provost and Dean of the Faculty. The workshop was co-facilitated by Sandra Shullman, PhD (APA Board of Directors Liaison to BAPPI) and Toy-Caldwell-Colbert, PhD, Vice Director of Clinical Education and Professor of Psychiatry in the Department of Psychiatry, College of Medicine at Howard University and President of Division 45, the Society for the Psychological Study of Ethnic Minority Issues. Feedback from C/R members who attended the Workshop has been overwhelmingly positive.

A Multicultural Organizational Leadership Workshop for APA boards and committees was originally scheduled for the Fall 2005 Consolidated Meetings (Round I and II). However, because most of the boards and committees will meet together at the same time during the Spring consolidated meetings, it was agreed that the workshop should be moved to Spring 2006. The Multicultural Organizational Leadership Workshop for APA boards and committees will take place on the first day of the Spring 2006 Consolidated Meetings, April 7, 2006.

BAPPI wishes to thank all of the members of the Multicultural Organizational Leadership Workshop Planning Group who assisted in planning either the C/R workshop in February 2005 and/or the upcoming workshop in Spring 2006. Those individuals are: Shirlene A. Archer, JD, Patricia Arredondo, EdD, Toy Caldwell-Colbert, PhD, John Dovidio, PhD, Irene W. Leigh, PhD, Derald Sue, PhD, Sandra Shullman, PhD, Henry Tomes, PhD and Joan White.

Infusing the APA Multicultural Guidelines Throughout APA

The Council of Representatives passed the APA Guidelines on Multicultural Education, Training, Research, Practice, and Organizational Change for Psychologists (Multicultural Guidelines) in August 2002.

The guidelines were developed as an interdivisional project of Divisions 17 (Counseling Psychology) and 45 (Society for the Psychological Study of Ethnic Minority Issues). The Guidelines were published in the May 2003 *American Psychologist*. The Multicultural Guidelines can be accessed by logging onto the APA Public Interest Directorate website at <http://www.apa.org/pi/multiculturalguidelines/formats.html>.

Despite the approval of the Guidelines by C/R and their dissemination via the *American Psychologist* and the APA website, there was not an association-wide plan to implement the guidelines throughout APA.

In March 2004, the Board for the Advancement of Psychology in the Public Interest (BAPPI) and the public interest committees received an item on their agendas requesting that they discuss methods for infusing the Guidelines across the Association. During its October 2004 meeting, BAPPI reviewed the comments submitted by the public interest committees and discussed methods for infusing/implementing the Guidelines across the Association. BAPPI agreed that in order to ensure a wide implementation of the Guidelines it would be important for the entire APA governance system to participate and provide input. To this end BAPPI formulated a main motion that requested the funding and establishment of a Task Force on the Implementation of the Multicultural Guidelines. The task force, charged with formulating recommendations for the infusion of the Multicultural Guidelines throughout psychology, would meet twice per year for two years beginning in 2006 and would report to the B/D on a regular basis on the progress of its work. The membership of the task force would be comprised of individuals nominated from each APA Standing Board (BCA, P&C, BAPPI, BSA, BEA and BPA), COLI, CAPP and The APA Board of Directors. BAPPI noted that the work of the task force might be suggestive of methodologies for the infusion of other guidelines into psychology.

At its June 10-12, 2005 meeting, the APA Board of Directors recommended approval of the main motion and noted that the Task Force could also serve to provide input to the CEO for the development of the Diversity Implementation Plan. At its August 17 & 21, 2005 meeting, the C/R approved the main motion with a friendly amendment that added a representative from Division 31, State, Provincial and Territorial Psychological Association Affairs (SPTAs) and a representative from the Committee for the American Psychological Association of Graduate Students (APAGS).

In December 2005 the following individuals were appointed to the Task Force by APA President Ronald F. Levant, EdD, ABPP: Cheryl Boyce, PhD (BCA), Bonita G. Cade, PhD, JD(COLI), Eugene K. Emory, PhD (BSA), Nadya Fouad, PhD (BEA), Nadia Hasan, MA (APAGS), Allen Ivy, PhD (MCG writing group), Jennifer Kelly, PhD (Division 31), Josephine Davis Johnson, PhD (CAPP), Stephen Lally, PhD, ABPP (BPA), Leah Light, PhD (P&C), Ena Vazquez-Nuttall, EdD (BAPPI), Ruperto Perez, PhD (MCG writing group), Derald Sue, PhD (P&P) and Sandra Shullman, PhD (B/D).

2005 APA Convention

BAPPI sponsored two symposia at the 2005 APA Convention in Washington, DC. Both symposia were very well attended.

Mental Healthcare and U.S. Correctional Institutions consisted of a two part overarching discussion on the impact of mental health on correctional institution populations (local jails

and state and federal correctional facilities) and the lack of treatment for, and consideration of, mental illness within correctional system populations. Presenters discussed these issues, paying particular attention to the impact upon public interest constituencies (aging populations, persons living with HIV/AIDS, persons with disabilities, lesbian, gays and bisexuals, ethnic minorities, particularly African American and Hispanic/Latino males, children, youth and families, and women). The symposium convened psychologist and public health experts to present and discuss these issues and offer solutions and recommendations. The symposium was sponsored by BAPPI and co-sponsored by the APA Board of Professional Affairs and Division 18: Psychologist in Public Service. Participants were: **Panel I** - Allan Noonan, MD, MPH, (Chair), RADM Kenneth Moritsugu, MD, MPH, Deputy Surgeon General of the United States, Roberto Hugh Potter, PhD, John Baxter, PhD, Joel Dvoskin, PhD. **Panel II** - Allan Noonan, MD, MPH (Chair), Dennis Waite, PhD, Angela Browne, PhD, Corinne Ortega, PhD, Rebecca S. Allen, PhD, Laura Phillips, MA, and Jeffrey D. Strain, MA.

Older Adult Mental Health: Multicultural Infusion Into Education, Training, Research, Practice and Policy was a discussion of the consideration and infusion of cultural diversity in geropsychological research, education, training, policy, and service provision. Participants were: Toni C. Antonucci, PhD and Elizabeth M. Douvan, PhD (co-chairs), Martha Crowther, PhD., MPH, Jennifer Manly, PhD, Todd J. McCallum, PhD, Susan Krauss Whitbourne, PhD, Richard Zweig, PhD, and Michael Smyer, PhD,

Diversity

BAPPI works to ensure that diversity issues receive not only the board's attention but also the attention of the Association as a whole. BAPPI's membership is diverse and seeks to represent and advocate for all of the public interest constituencies (ethnic minorities; lesbian, gay and bisexual concerns; children, youth and families; disability issues; older adults; persons living with HIV/AIDS and urban issues). BAPPI encourages the public interest committees to address not only their core issue but also to consider issues of poverty and socioeconomic status in their work.

BAPPI is comprised of nine members elected by the APA Council of Representatives and one public member appointed by BAPPI. BAPPI is proud of the diversity within its ranks. Its membership is representative of the public interest constituencies and issues it represents. In 2005 the board had five white/Caucasian members and five ethnic minority members. The board had four female members and six male members. The board is at all times also comprised of at least one African-American psychologist, one Asian-American psychologist, one openly gay or lesbian psychologist, one Latino/Latina psychologist, one Native-American psychologist, one psychologist with a physical disability, one female psychologist, and one psychologist with expertise in issues related to aging populations.

BAPPI did not have board specific diversity training during 2005 but advocated for many diversity related issues during 2005 (see discussion of Ongoing Activities above).

Task Forces and Working Group Reporting through BAPPI or being Staffed in the Public Interest Directorate Executive Office

CEMRRAT2 Task Force

The *CEMRRAT2 Task Force* is charged with oversight and implementation of the *APA Plan for Ethnic Minority Recruitment, Retention, and Training in Psychology (CEMRRAT Plan)*, including oversight of the CEMRRAT Implementation Grants Fund (approximately \$100,000 per year), and selection of the winner of the *Richard M. Suinn Minority Achievement Award for Graduate Recruitment, Retention, and Training in Psychology*. The Task Force, composed of representatives designated from each of the four Directorates, was established by the APA Council of Representatives in 1997. In 2005, Task Force members included Ena Vazquez-Nuttall, EdD (Chairperson), James E. Freeman, PhD, A. Toy Caldwell-Colbert, PhD (Chairperson-elect), Frederick T. L. Leong, PhD, Victor De La Cancela (on military active duty). The Task Force convened one meeting in 2005 on May 16 & 17 in Washington, DC.

- (a) Provided seed grant funds totaling \$62,991 to 17 of 23 CEMRRAT proposals;
- (b) Selected 3 of 12 nominated graduate programs in psychology (Howard University, University of Michigan, and University of Wisconsin-Madison) to receive the 2005 Suinn Minority Achievement Award;
- (c) Received briefing on progress made since adopting strategies for addressing non-compliance with the conditions of CEMRRAT grant awards;
- (d) Received \$100,000 from the APA Council of Representatives for its 2006 budget;
- (e) Identified 2006 CEMRRAT grant priority areas and allocated funding accordingly;
- (f) Met with the Executive Director of the American Psychological Foundation, Elizabeth Strauss, and discussed the process and relevant information needed to support the resubmission of a grant application that would be used to support ethnic minority student recruitment and retention efforts for future Suinn award-winning programs;
- (g) Applied for and received programming hour for a symposium on model recruitment and retention strategies for ethnic minorities in psychology during the 2006 APA convention;
- (h) Continued to review its major CEMRRAT Plan Progress Report, which is to be presented to C/R in February 2006.

The Task Force is very grateful for the continuing support of the Council whose funding contributes to sustaining the APA-wide implementation of the CEMRRAT Plan for ethnic minority recruitment, retention, and training.

Planning Committee for an Interdisciplinary Conference on Family School Relations

At its June 2005 meeting, the Board of Directors approved the funding for one meeting of the Planning Committee for an Interdisciplinary Conference on Family School Relations. The conference, conceived by Nancy Hill, PhD and supported by the Committee on Children, Youth, and Families (CYF), will present empirical research findings on the relationship between family involvement in schools and children's educational outcomes, and factors that promote or inhibit the development of family and school relationships for families, schools and teachers. BAPPI appointed the following members to the Planning Committee: Nancy Hill, PhD (chair), Ruth Chao, PhD, Holly Kreider, EdD, Raymond Lorion, PhD, Jalani Mandara, PhD, and Ena Vazquez-Nuttall, EdD. The Planning Committee met at the APA G Street Building on November 16 -17, 2005 and refined the goals and objectives of the conference; reviewed and finalized themes and topics; defined the daily meeting structure; identified speakers; and addressed logistical issues. Public policy briefing materials and an edited scholarly volume will result from the conference. The conference is expected to be held during July 2006 at Duke University which will cosponsor the conference.

Task Force on Socioeconomic Status

The Task Force on Socioeconomic Status (SES) was established by the APA Council of Representatives (C/R) at its February 2005 meeting and was approved to meet twice per year for two years (2005 and 2006). The Task Force is charged with (a) operationally defining the scope, nature, range, parameters and effects of socioeconomic inequalities in the United States; b) psychological issues associated with socioeconomic status; and (c) recommending mechanisms and structures that would more effectively address, on an Association-wide basis, the causes and the impact of socioeconomic inequality. Members of the Task Force are: Susan C. Saegert, PhD, Chair; Nancy E. Adler, PhD; Heather E. Bullock, PhD; Ana Mari Cauce, PhD; William M. Liu, PhD; and Karen F. Wyche, PhD.

The group held conference calls and two meetings (June 26-28 and October 21-22) in 2005. The Task Force plans to submit a draft report with recommendations to the Spring 2006 Cross-Cutting Agenda for review by APA Boards and Committees.

Task Force on the Sexualization of Girls

The Task Force on the Sexualization of Girls (TFSG) was established by the APA Council of Representatives (C/R) at its February 2005 meeting. The Task Force is charged with examining and summarizing the best psychological theory, research, and clinical experience addressing the sexualization of girls via media and other cultural messages, including the prevalence of these messages and their impact on girls, and includes attention to the role and impact of race/ethnicity and socioeconomic status. The Task Force will produce a report, including recommendations for research, practice, education and training, policy, and public awareness. Task Force members were appointed by BAPPI in consultation with Division 46, Media Psychology. Members of the Task Force are: Eileen L. Zurbriggen, PhD (Chair); Sharon Lamb, EdD; Tomi-Ann Roberts, PhD; Deborah L.

Tolman, EdD; L. Monique Ward, PhD; Rebecca L. Collins, PhD; Jeanne Blake (Public Member); Jessica Henderson Daniel, PhD (Liaison, Board of Directors); and Janet Shibley Hyde, PhD (Liaison, CWP)

The Task Force met in June and developed a table of contents, drafted sections, and is pulling together a complete first draft. At its February 10-12, 2006 meeting (funded by Board discretionary funds), the Task Force will finalize this first draft and distribute an integrated version to outside reviewers by mid-April. The task force is requesting Council funding for a second meeting, to review outside reviewer comments and resolve major issues and questions; revise recommendations, based on input from outside reviewers; and discuss additional products and strategies, focusing heavily on reaching audiences outside APA. The report will be submitted to boards and committees for comment in the Fall, then to Board of Directors in December, and finally to Council in February 2007 for adoption.

Task Force on Gender Identify, Gender Variance, and Intersex Conditions

The Task Force on Gender Identify, Gender Variance, and Intersex Conditions was established by the APA Council of Representatives (C/R) at its February 2005 meeting. The Task Force is charged with developing recommendations, based upon a review of current research on gender identity and intersexuality, relative to the following:

- (1) How APA should address these issues, including recommendations for education, training, and further research;
- (2) How APA can best meet the needs of psychologist and students who identify as transgender, transsexual, or intersex, including which entities have interest or expertise in these issues, and how to develop ongoing dialogue and sensitivity training in this area;
- (3) Review extant APA policies with regard to these populations and make recommendations for changes;
- (4) Make recommendations for collaboration with other professional organizations in this area.

The Task Force has conducted a needs assessment survey of APA members and consulted with interested APA boards, committees, and divisions, relevant professional organizations, and community-based organizations. The Task Force has outlined its final report and assigned sections for task force members to draft for review in advance of the third meeting, during which the report will be finalized for submission to APA governance.

Task Force on Diversity in Course Content, Publications and Training Programs

The Task Force on Diversity in Course Content, Publications and Training Programs was formed by Council in July 2004. The five-person Task Force is charged with providing oversight and making recommendations regarding the ongoing development of a report on the status of diversity in course content publications and training programs. This report shall serve to inform Council and serve as a basis upon which to recommend the resources

needed to enhance diversity in the discipline of psychology. Members of the Task Force are Lisa Porche-Burke, PhD (chair), Mark Applebaum, PhD, Suzanne Brothers, PhD, Louise Douce, PhD and Ena Vazquez-Nutall, EdD.

The Task Force held its first meeting on July 29-30, 2005. The Task Force completed the following tasks during its meeting: Definition of Diversity for the purposes of the Task Force's work; Review and discussion of the three areas of Focus: Course Content, Publications and Training Programs; review of a Listing of Journals, Books and Psychotherapy Videos Currently Produced by APA Books; review of a Draft Diversity Online Questionnaire; development of draft survey questions for the online questionnaire; development of draft survey questions for Publications and Communications and the Publications and Communications Board (P&C); and agreement upon a sample size for the survey. The Task Force will determine meeting dates for 2006 in the near future.

Task Force on Multicultural Training

In the aftermath of Hurricane Katrina, the APA Board of Directors acting on an emergency basis directed a broad response to those impacted by the hurricane and its aftermath. It was the intent that the Association's response would: provide assistance to victims of the storm by monetary gifts to charitable and relief organizations, provide relief to APA members whose homes and livelihoods had been affected by the storm, help foster information exchange within the psychology community, and help academic and training communities. To this end, the B/D agreed to form a Task Force on Multicultural Training.

The Task Force was charged with making recommendations to the APA Board of Directors regarding the direction and content of multicultural training efforts. Efforts might include ethnic specific content related to individual, family and community based interventions with the understanding that community and in some instances family relationships have been obliterated. Multicultural training recommendations should address a range of issues and be sensitive to influences of socio-economic status, health, age, race, ethnicity, gender, sexual orientation, disability status, etc., on appropriateness and effectiveness of interventions. Other issues to be addressed by the Task Force were:

- Cultural training models that may be utilized/adapted to address mental health/psychological needs of specific groups;
- Provision of training by whom and to whom, e.g., training of psychologists and other mental health professionals, training of others such as community leaders, state/local mental health staff, etc.
- Resource development, i.e., curricula, trainers, use of internet, etc.

The Task Force met on October 28-30, 2005, at the APA Headquarters in Washington, DC. During its meeting, the Task Force discussed the FEMA and Red Cross response to Hurricane Katrina. Members of the Task Force met (via conference call) with psychologists who traveled to the Gulf Region after the hurricane and delivered mental health services to

victims. Task Force members also met with the Coordinator of the Red Cross Disaster Response Network (DRN).

The Task Force members, appointed by APA President Ronald F. Levant, EdD, ABPP, were: Henry Tomes, PhD, Chair, Elizabeth Boyd, PhD, Nicolas Carrasco, PhD, Anderson Franklin, PhD, Chalsa M. Loo, PhD, Matthew Mock, PhD, Fayth Parks, PhD, John Peregoy, PhD, Azara L. Santiago-Rivera, PhD and Kevin Washington, PhD. Jessica Henderson Daniels, PhD, served as the Board of Directors liaison to the task force.

The Task Force is in the process of finalizing its report and recommendations for submission to the APA Board of Directors.

Ad Hoc Committee on End-of-Life Issues

In August of 2000, the Council of Representatives (COR) voted to establish the Ad Hoc Committee on End-of-Life Issues and charged it with providing oversight and leadership in implementing the recommendations of the *Report to the Board of Directors from the APA Working Group on Assisted Suicide and End-of-Life Decisions (Report to the Board)* (see - <http://www.apa.org/pi/aseolf.html>). Members of the Ad-hoc Committee are: William E. Haley, PhD, Donna M. Kilowsz, PhD, Robert A. Neimeyer, PhD, Sharon Valente, PhD, RN, FAAN, and James L. Werth, Jr, PhD.

Activities & Accomplishments in 2005

- Development and submission of a Phase II Small Business Innovation Research (SBIR) Proposal to develop an internet-based program for training psychologists to work with people near the end of life;
- Completion of the summary report based on data from eight, web-based surveys that assessed end-of-life-related activities and needs of psychologists in the areas of practice, research, and training;
- Acceptance of the *Final Report of the Children and Adolescents Task Force of the Ad Hoc Committee on End-of-Life Issues* by the Council of Representatives at its meeting of August 2005.

Plans for 2006

Members of the Ad Hoc Committee on End-of-Life Issues will produce a draft final report of its activities and accomplishments. The draft final report will be placed on the cross-cutting agenda of the spring consolidated board and committee meeting. Feedback from boards and committees will inform the development of the committee's final report which will be forwarded to the Board of Directors at its meeting of June 2006 and the Council of Representatives at its meeting of August 2006.

Acknowledgements

BAPPI wishes to acknowledge the retirement of Henry Tomes, PhD, Executive Director of the Public Interest Directorate and thanks Henry for his 13 years of services to psychology in the public interest.

BAPPI welcomes the incoming Executive Director, Gwendolyn P. Keita, PhD and looks forward to working with her in the coming years.

The board also wishes to thank Sandy Shullman, PhD, Board of Directors Liaison, for her input and support during the entire year.