

BOARD FOR THE ADVANCEMENT OF PSYCHOLOGY IN THE PUBLIC INTEREST

2006 Annual Report



AMERICAN
PSYCHOLOGICAL
ASSOCIATION

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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 2006 were: Armand Cerbone, PhD, (chair), Martha E. Banks, PhD, Jean L. Chin, EdD, Margaret B. Heldring, PhD (2006 chair-elect), Douglas C. Kimmel, PhD, Irene W. Leigh, PhD, Allan S. Noonan, MD, MPH (Public Member), Ena Vazquez-Nuttall, EdD, Brian Smedley, PhD, and Mark Pope, EdD

Drs. Cerbone, Leigh and Smedley, completed their terms of service on BAPPI on December 31, 2006.

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 2006 the board had five white/Caucasian members and five ethnic minority members. The board had five female members and five male members. The diversity representation on the board in 2006 was as follows: three African-American members; one Asian-American member; one Native-American member; one Latina member; two members with a physical disability; and three openly gay members. At all times the board is 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 has strongly advocated for diversity training within and across APA governance. BAPPI was very influential in advocating for the diversity training offered to C/R in February 2005 and to APA boards and committees in April 2006. BAPPI was pleased to participate in the diversity training follow-up activities during the Spring and Fall 2006 consolidated meetings and strongly encourages the Association to continue to build upon these activities at future Consolidated meetings.

Ongoing Activities

BAPPI continued its focus on issues related to poverty and socioeconomic status issues; 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 2006.

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. At its July 2004 meeting, the B/D and C/R approved several affirmative steps for enhancement of diversity with APA Governance. Among those recommendations was the funding for two multicultural training workshops for C/R and all APA boards and committees in 2005 and a 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. BAPPI is pleased to see these recommendations being implemented on a systematic basis across the Association. BAPPI hopes to see the other recommendations approved by the B/D and C/R in June 2004 also implemented. Those recommendations are as follows:

- 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.
- 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.

At its November 2006 meeting, BAPPI also agreed to forward a memorandum to APA CEO, Norman Anderson with recommendations for enhancing diversity within APA staff, particularly management staff. This memorandum was sent as a follow-up to a memorandum sent by BAPPI in June 2004.

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 Spring 2006 Consolidated Meetings. The training, 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 meet together at the same time during the Spring consolidated meetings, it was agreed that the workshop should be moved to Spring 2006. In February 2006, the APA Council of Representatives allocated discretionary funds to support a Multicultural Organizational Leadership Workshop for APA boards and committees at the Spring 2006 Consolidated Meetings.

The hour-long Multicultural Leadership Workshop took place on April 7, 2006 directly after the APA Presidential Plenary. John Dovidio, PhD presented "Understanding and Combating Contemporary Bias," and Derald Sue, PhD, presented "Racial Microaggressions in Institutional Climates." As a follow-up activity APA boards and committees participating in Workshop were asked to allocate at least thirty (30) minutes of meeting time on Friday, April 7, 2006 to develop a Diversity Action Plan. Each action plan would outline what each participating board/committee intended to do to advance issues of diversity (race/ethnicity,

gender, disability, sexual orientation, age and religion) on their respective board/committee.

Specifically each board/committee was asked to outline how it planned to enhance diversity on its respective board/committee by:

1. Identifying strategies that your board/committee can take to minimize or prevent the effects of behavior based on unconscious discriminatory attitudes and biases.
2. Identifying concrete steps that your board/committee will take in 2006 and future years to advance diversity as it relates to the work of the board or committee and its membership.

Each board and committee was also asked to designate a representative who would present their action plan at a conference committee meeting at 5:00 pm on April 7, 2006. The conference committee meeting was very well attended and the feedback received, via surveys, from participating boards and committees was overwhelmingly positive. Also, almost every participating APA board and/or committee submitted a Diversity Action Plan for implementation within their group.

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 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>.

At its August 2005, the Council of Representatives approved the funding and formation of the APA 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, will meet twice per year for two years beginning in 2006 and will report to the B/D on a regular basis on the progress of its work. The membership of the task force is comprised of individuals from each APA Standing Board (BCA, P&C, BAPPI, BSA, BEA and BPA), COLI, CAPP, Division 31 (State, Provincial and Territorial Psychological Association Affairs (SPTAs)), Division 45 (the Society for the Psychological Study of Ethnic Minority Issues), and the

Committee for the American Psychological Association of Graduate Students (APAGS).

The 2006 members of the Task Force are: Josephine Davis Johnson, PhD (CAPP), Chair, Rochelle Balter, PhD, JD (P&P) Cheryl Boyce, PhD (BCA), Lisa Porche Burke, PhD (Division 45), 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), Stephen Lally, PhD, ABPP (BPA), Leah Light, PhD (P&C), Ena Vazquez-Nuttall, EdD (BAPPI), Ruperto Perez, PhD (MCG writing group), and Sandra Shullman, PhD (B/D).

The Task Force met on May 12-14, 2006 and November 17-19, 2006. The Task Force will hold its next meeting on April 20-22, 2007.

2006 APA Convention

BAPPI sponsored three symposiums at the 2006 APA Convention.

When Multicultural Worlds Collide: Conflict and Reconciliation among Marginalized Groups

BAPPI sponsored a two-hour symposium entitled, "When multicultural worlds collide: Reconciling marginalized groups in conflict." The session was chaired by BAPPI Chair, Armand, Cerbone, PhD. Participants were Rosie Bingham, PhD and Sandra Shullman, PhD. Melba Vasquez was the discussant.

The symposium was part of an eight hour series of symposia and workshops. The series sought to allow psychologists practicing among diverse groups and populations to participate in a series of symposia and workshops to address the issue of conflict and reconciliation among marginalized groups. The symposium convened leading researchers and trainers to discuss the psychology of diversity and its application to issues of conflict and reconciliation among marginalized groups. The format was both didactic and interactive. The symposia series was conceived and developed by Dr. Cerbone. The series was sponsored by BAPPI, BPA, Division 29, Division 42, and Division 52.

Intersecting Dimensions of Multicultural Issues in Disaster Response: Aging, Disability, Ethnicity and SES

This BAPPI sponsored symposium explored the intersecting dimensions of multicultural issues in disaster relief and preparedness efforts. Presenters focused on the unique mental and behavioral health care needs of the aging, disability, ethnic minority, and poor populations who were adversely and disproportionately affected by the 2005 Gulf Coast disasters. The chair of the session was Azara L. Santiago-Rivera, PhD. Participants were: Katie E. Cherry, PhD, Priscilla P. Dass-Brailsford, EdD, and Jamie L.

Karam, Chair, Statewide Independent Living Council (SILC) of Louisiana. The discussant was J. Douglas McDonald, PhD.

CEMRRAT2 Task: Model Initiatives for Ethnic Minority Recruitment, Retention and Training in Psychology: Exemplar CEMRRAT Grant Projects

This BAPPI sponsored symposium presented exceptional model initiatives (“best practices” models) that have received CEMRRAT grant funds. Co-chairs were: James Freeman, PhD, and Ena Vazquez-Nuttall, EdD. Presenters were Lisa L. Harlow, PhD (with Herb Eber, Gwyneth Boodoo, Keith Whitfield & Keith Widaman), Jennifer J. Manly, PhD, Jennifer F. Kelly, PhD, and Ronald S. Landis, PhD. The discussant was Hector F. Myers, PhD. The symposium was co-sponsored by Division 14.

BAPPI wishes to express its appreciation to all the participants, discussants, committees and divisions and Public interest staff that provided their expertise in the planning, development and execution of the 2006 public interest convention programs.

Task Forces and Working Groups Reporting through BAPPI

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>). The Ad Hoc Committee on End-of-Life Issues was also directed to explore and apply for external funding to support the implementation of recommendations contained in the *Report to the Board*.

Key Accomplishments

- Creation of an APA web site that contains extensive information related to psychology and end-of-life issues (see <http://www.apa.org/pi/eol/>);
- Publication of a review article in *Professional Psychology: Research and Practice* on the role of psychologists in end-of-life care;
- Development, production, and dissemination of fact sheets on end-of-life care based on behavioral and social science research findings;
- Development of a report that analyzes barriers to reimbursement for psychological services for individuals covered under the hospice benefit of Medicare;
- Development and implementation of the first international conference dealing exclusively with psychological and psychosocial issues associated with end-of-life care;
- Development, dissemination, and analysis of eight, web-based surveys designed to assess the extent and types of end-of-life activities conducted in conjunction with psychology departments, state associations, and APA divisions;

- Obtained funding for, and subsequently implemented, Phase I of a Small Business Innovation Research (SBIR) grant to develop an internet-based program for training psychologists to work with people near the end of life;
- 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.
- In June of 2006, the APA Office on AIDS and its small business collaborator, eNursing LLC, received \$750,000.00 of Phase II funding from the Small Business Innovations Research (SBIR) Program of the National Institute of Mental Health (NIMH) for developing a ten-module, internet-based, continuing education program to train psychologists and other mental health providers about working with people near the end of life.

Future Plans

A preliminary final report of the Ad Hoc Committee on End-of-Life Issues that includes a summary of data obtained from the surveys along with descriptions of all accomplishments listed above will be submitted to the cross-cutting agenda of the spring 2007 Consolidated Board and Committee Meetings for review. Feedback from boards and committees will be incorporated into a final report which will be submitted to the Board of Directors at its meeting of June 2007 and the Council of Representatives at its meeting of August 2007.

Task Force on the Sexualization of Girls

The Council of Representatives established the Task Force on the Sexualization of Girls (TFSG) in February 2005. BAPPI appointed the following members: Eileen L. Zurbriggen, PhD (Chair); Rebecca L. Collins, PhD; Sharon Lamb, EdD; Tomi-Ann Roberts, PhD; Deborah L. Tolman, EdD; L Monique Ward, PhD; and Jeanne Blake, BlakeWorks (Public Member). Jessica Henderson Daniel, PhD served as Liaison from the Board of Directors; Janet Shibley Hyde, PhD and Louise B. Silverstein, PhD, served as Liaisons from CWP. The task force met June 23-24, 2005; February 10-12, 2006; and June 22-23, 2006. The report examines and summarizes psychological theory, research, and clinical experience addressing the sexualization of girls, describes positive alternatives, and provides recommendations for research, practice, education and training, policy, and raising public awareness. Boards and committees reviewed the report during the Fall 2006 consolidated meetings. The Board of Directors recommended that the report be adopted and the appendix be filed. The report will be submitted to Council in February 2007.

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 was 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 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 outlined its final report and assigned sections for task force members to draft for review at its third meeting on May 5-7, 2006. The Task Force is working on its report, which it expects to have completed for submission to APA governance in September 2007.

Task Force on Mental Health and Abortion

During its February 2006 meeting, the APA Council of Representatives voted to establish the Task Force on Mental Health and Abortion to collect, examine, and summarize the scientific research addressing the mental health factors associated with abortion, including the psychological responses following abortion and produce a report, based upon a review of the most current research. Based on recommendations by CWP, BAPPI recommended and the Board of Directors appointed the following six members: Mary Ann Dutton, PhD (Co-Chair); Brenda Major, PhD (Co-Chair); Mark Appelbaum, PhD; Linda Beckman, PhD; Nancy Felipe Russo, PhD; and Carolyn West, PhD.

The task force held its first meeting September 15-17, 2006, during which they drafted a table of contents and agreed on a tentative timeline, including task and writing assignments. The Task Force also convenes monthly conference calls to address major issues as they develop and draft their literature review to be completed in 2008.

Acknowledgements

BAPPI wishes to extend its thanks to Sandra Shullman, PhD, and Jessica Henderson Daniel, PhD who served as Board of Directors Liaisons in 2006, for their invaluable advice, guidance and support during the entire year.