



FOCUS

Notes from the Society for the Psychological Study of Ethnic Minority Issues
Volume 23, Number 1
Winter 2010

PRESIDENT'S CORNER

*Jean Lau Chin, EdD, ABPP
Adelphi University*



I was deeply touched by my installation ceremony as president of Division 45. I did not expect the gifts that were so thoughtful of my leadership theme and so reflective of our different traditions. I carry with pride the talking stick, from the Native American tradition, used to open our Executive Committee meetings. It symbolizes the passing along of the wisdom through the generations. I am truly honored to carry it forth as the next president of Division 45. The cross-fertilization of cultures, so symbolized in the ceremony, is central to Division 45 as we honor each of our traditions while retaining our uniqueness. As an Asian American, I bring some of my own. In the Chinese tradition, I bring the blessings of—Fook-Luk-Siu—(福.祿.壽) 3 honorable characters wishing you Prosperity-Wisdom and Longevity.

As many of you know, my interest and presidential initiative will be on Diversity and Leadership. It is driven by the inattention of the leadership literature to recognize and embrace the differences in style, experiences, and identities of diverse leadership; the creation of paradigms that favor and reinforce an elite type of leadership.

I looked into what Confucius had to say about leadership. He offers 3 principles:

1. Above all, be virtuous - Acting ethically is the supremacy of virtue, and ethical leadership is the supreme outcome and absolute necessity.
2. Rule wisely and fairly - May we have the wisdom to do so. Exercise benevolent leadership with moral responsibility and worrying about those beneath us.
3. Think, and then act decisively.

Hence my presidential initiative on Diversity and Leadership will first examine the leadership styles, experiences, and identities of diverse leaders. With that wisdom, we will train and mentor the next generation of leaders to provide ethical leadership to create a more just society. 2011 is the year of my presidency – one decade after the millennium. It is time for Division 45 to review its strategic plan of 2005, and consider what our goals and vision should be in this millennium.

The Native American tradition of the walking stick encourages others to learn to possess their own kinds of wisdom, power and uniqueness. Martin Luther King also had something to say about leadership—The time is always right to do what is right. Together with the Asian tradition of ethical and benevolent leadership, may we think and then act decisively. Together, we create the ceremony that makes us strong, and a vision to bring us along.

Features

- 1 President's Corner
- 2 From the President –Elect
- 3 Past President's Column
- 4 Council of Past Presidents' Report
- 5 From the Editor
- 5 Treasurer's Report
- 6 Membership Update
- 6 Advertising Policy
- 6 Graduate Student Representative Column
- 7 Council Representative's Report
- 8 Member-At-Large (African American Slate) Report
- 9 Member-At-Large (Native American Slate) Report
- 11 Member-At-Large (Asian American Slate) Report
- 12 Member-At-Large (Diversity Slate) Report
- 13 Member-At-Large (Latino/a Slate) Report
- 13 Division 45 Listserv
- 13 CDEMP Report
- 14 Division 45 Fellows Report
- 16 From our Members...
- 18 Research Report
- 20 Kudos to Division 45 Members
- 20 General Announcements
- 23 Division 45 Executive Committee
- 22 Division 45 Standing and Ad Hoc Committee Chairs
- 24 Membership Application

PRESIDENT'S CORNER (Continued)

Diversity and Leadership is part of my vision – As we made gains in advancing the issues of ethnic minorities, our success is that we made inclusion and difference a priority.

In the words of Mao Tse Tung – Let a thousand flowers bloom – symbolizing our value of diversity—a thousand flowers of all varieties will makes us prosper.

Today, it is politically incorrect for others to suggest that we be left out. But does that ensure equity? Does it ensure that we have leaders at the top? The data shows that the power elite is still made up largely of white males. It is

time for us to look at leadership more broadly, not only to get diverse leaders into the ranks, but also for them to be part of the decision making; it is time to train and mentor them to be effective leaders, to carry on the values that we hold dear, and to include our uniqueness as features of effective leadership.

The EC will do some strategic planning in a Fall meeting toward these ends. I ask all Division 45 to join me in this as I launch my presidential initiative. Fill out the Leadership survey; encourage other diverse leaders to so, so that we have the data to challenge the existing paradigms of leadership, and to promote programs which build a diverse leadership.

Sign in to participate in the Leadership Survey at:
<http://www.surveymonkey.com/s/NK9QNQC>

FROM THE PRESIDENT-ELECT

Justin (Doug) McDonald, Ph.D.

Hau Division 45 Oyate (“Extended Family”)

Please let me begin by saying what an overwhelming honor it is writing my first FOCUS column as your President-Elect. Division 45 has always been a spiritual, intellectual, and emotional home for me since graduate school. For those of you I’ve not had the honor to meet I am of bicultural/ethnic German (mom) and Oglala Lakota (dad) descent. I grew up on a Quarterhorse ranch on the Northern Cheyenne reservation in Montana that my family still runs. My Lakota name is “Spotted Hawk”. I’ve served as the University of North Dakota’s Director of the Indians into Psychology program since graduating in 1992. Those of you, my relatives, that know me know I am unafraid to speak my mind, and have made Diversity in psychology my mission in life (aside from catching more and bigger fish!). I am straightforward, good-humored, down-home country and consider everyone my friend and relative. I proudly represent rural, mostly-Native peoples of the Dakotas. Yes, I am the Guy in the Cowboy Hat!



In speaking to my presidential initiative, I wanted to provide an historical, contextual journey so you may understand why I am so committed to it, as well as serving as your president to the best of my ability.

“Two Struggles”. When I was asked if interested in running for Division 45 president, I went on Hanalei (“Vision-Quest”) to Bear Butte in South Dakota and prayed for guidance. Among the myriad of spiritual and emotion experiences emerged a consistent theme: “Two

Struggles”. It made no sense to me then but -as with most significant spiritual messages - time, and advice from elders, provided clarification. Wow! It was so true. Much of my life in psychology has been influenced by two major/related challenges: graduate school, and APA governance cultural barriers.

Like most, I began graduate training starry-eyed and idealistic. It didn’t take long to realize how culturally rigid and narrow professional psychology really was. Being a submarine force veteran, I wasn’t unfamiliar with standardization, repetition, and a worldview that didn’t allow for questioning of policies, procedures, and accumulated “knowledge”. But to me that was different. If folks don’t process information and behave that way on a submarine, you may surface one less time than you dive! Honestly, graduate school was difficult for me. Not in terms of the academic and scholarly requirements, but because of the prevailing worldview. But by no means were my struggles confined to my immediate surroundings in grad school, the challenges were seemingly everywhere for someone whose belief system varied from the Mainstream. Some of my opinions about everything from assessment to research, and ethics and therapy as they applied to Native people were far from supported, and sometimes even degraded. I could find so little literature to support my “feelings” and as we all know “The Literature” in our field is considered the gold standard for reality among many. Thank the Creator for inter-library loan (obviously pre-internet for us older folks!) so I could access the works of my idols like Trimble, Sue(s), LaFromboise, Vasquez, Helms, Jones, Hall, Mio, Suinn, and others of you reading so I could have some justification for completing a thesis and dissertation. Without these (and others) hero’s works I’d have never made it through. Sound familiar?! But I did manage that struggle and it made me stronger and more committed to paving the way for future culturally-diverse students. Through it all I felt so much support and empathy from the leaders and other members of Division 45 and especially the MFP

program, to which I will be forever indebted.

My Second Struggle was realized when I became acquainted with APA governance. I was fortunate to serve on the Boards for Public Interest and Education (BAPPI, BEA), as well as two presidential task forces, Division 45 Treasurer, and APA Council representing the Society of Indian Psychologists for two terms.

It became quickly evident to me there were simply not enough diverse voices guiding our profession and in particular our professional organization. For every victory - such as Dick Suinn's and Melba Vasquez' presidential elections, there are multiple set-backs that reflect the same Old School mind-sets I referred to earlier. I've sat in board meetings that sought to nominate new member slates and had so many of my and others suggestions of culturally-diverse candidates shot down for lacking "experience", "seasoning", etc, many times by powerful Majority Culture leaders in our field. It became clear how and why so few of use make it through the process. I would be remiss for not mentioning so many of our Majority Culture allies, they are many, and without them it would be so much harder effecting positive future change. I've had the honor to open two APA conventions with a Lakota song and purification ceremonies. I've also kept a (large-unfortunately) file of the hate-mail I've received from folks who felt I'd harmed or offended them by doing so. I am also finishing my tenure on APA Council and have experienced the back-lash to diversity-related efforts in the past few years that is, unfortunately, gaining momentum. We simply and strongly need greater and more diverse representation in APA in general, and in governance in particular.

My Second Struggle is clearly not resolved. That's fine.

I want very much to serve my division, my family, with distinction. I also want to honor our beloved family, friends and colleagues who have passed on, whose shoulders I so meekly and honorably stand upon. I therefore eagerly embrace my Second Struggle with my presidential initiative which will focus on increasing the representation of people of color in APA Governance and leadership at all levels. I plan to recruit a task force to establish needs and goals over the next year that, during my presidency, can be put into motion. Perhaps the most significant lesson I've learned in APA governance is that if you don't have a voice at the table representing your people, then your peoples' needs will most likely be unheard, misrepresented, or marginalized. Another focus of this initiative will seek to coordinate and strengthen the familiarity and efforts of the four ethnic psychology associations. We are family, and we need to get to know each other better and what our relatives are doing in their efforts to advance their visions. I believe there are ways our ethnic psychology communities can work together more effectively.

Finally, let me again say how honored and humbled I am to even be in a position to write this. As we would say in my part of the country I will do my best to "Do you Proud"! I invite any ideas, contributions, or even criticisms of these thoughts - or any others - feel free to get in touch with me.

Mitakuye Oyasin ("We are all related")

Doug

PAST PRESIDENT'S COLUMN

*Robert M. Sellers, Ph.D.
University of Michigan
September 1, 2010*

Greetings Fellow Division 45 Members!



At this time, I have completed my presidency of Division 45. It has been a distinct honor to represent the Society for the Psychological Study of Ethnic Minority Issues (APA Division 45). Personally, I have learned and grown a great deal serving in this position. I highly recommend it. By far, the most gratifying experience has been to work with the wonderfully dedicated people on the Executive Committee of Division 45 as well as the great staff at APA. There is no way that I would have been able to survive without their generosity of spirit, hard work, and encouragement. I would like to take this opportunity to thank them for their support.

I believe that this past year has been a productive one. The division has taken several important new steps as well as continued the moment generated by the initiatives of past division leaders and members. I will not enumerate them all here, but instead focus on only a small few accomplishments in the past year. My Presidential theme was "I am because we are; We are because I am". I chose the this theme to represent the fact that our individual strength comes from the collective strength of those who came before us and that as such we owe a debt to preserve their legacy through our own individual actions. Under this theme, I had four goals for the Division when I took office as President. These goals were to: 1) continue our efforts to develop a new budgeting and accounting system for the organization that will allow for more effective strategic planning; 2) to sway greater influence within APA; 3) to raise the profile of the Society beyond APA; and 4) to host the first conference of the Society for the Psychological Study of Ethnic Minority

Issues on June 17-19, 2010 in Ann Arbor, MI. I believe that we have made great progress in the past year toward achieving these goals, however; these are also goals that I believe that the organization should continue to strive towards in the upcoming years.

I want to spend my limited space in this column elaborating on our success in achieving goals 1 and 4. I must admit that these are the two accomplishments that I am most proud of as outgoing president. With regards to the development of a new budgeting and accounting system (goal 1), a subgroup of the finance committee consisting of Alfiee Breland-Noble, Antoinette Burriss, Jean Lau Chin, John Garcia, Cheryl Talley, and Robert Sellers met in March to decipher the Division's current fiscal status as well as lay out a plan for a new budgetary process that would be tied to the Division's strategic position. Our progress has been slow, but steady. One would think that it would be a relatively straightforward process to develop an annual budget for an organization. Trust me it is not for a number of reasons that I will not go into here. Nonetheless, I am happy to report that we have made considerable progress over the past year. I now feel that we have a strong handle on the financial status of the division (We are in good shape) and we have a plan in place for a more accurate and efficient budgeting process for the future. I am happy to report that these principles will go into effect this fall and with the 2011 budget. I want to thank all of the people who have worked on the budget for their patience and hard work. I want to especially thank Alfiee Breland-Noble, our out-going Treasurer, for her efforts in this endeavor.

I am also proud to report that the Inaugural Division 45 Conference was a huge success. Three hundred and sixty-two people registered for the conference including more than 200 students. The conference consisted of 3 plenary sessions, over 30 symposia, roundtable discussions, and workshops, as well as more than 100 poster presentations. The overall responses from conference participants have been extremely positive. Several participants remarked about how unique and wonderful it was to be at a conference in which ethnic minority issues were the main focus. The conference logistics went off without any significant problems. Before, during, and after the conference, numerous individuals have inquired in person as well as via email as to when and where the next conference would be held. A number of dignitaries in the world of ethnic minority psychology were in attendance including: Melba Vasquez, Richard Suinn, Gwen Keita, Bertha Holliday, and several Past-Presidents of Division 45.

As a result of the funding from UM and the strong attendance, the conference made a profit of approximately \$25,000. (We are still waiting for the final accounting from our conference planners, before we have a final total.) This total profit does not include the \$5,599 that will be used to subsidize new Division 45 memberships

for the 57 professionals and 94 students who paid their registration fees, but were not members of the division. These new members will receive a 2011 Division 45 membership. It is hoped that a significant number of these new members will renew their membership with the division in the future. Through donations from the University of Michigan (UM) and sponsorships from APA Divisions 7, 8, 35 and 51, we were able to offer scholarships to 25 deserving students. These scholarships covered registration for the preconference, the conference, and lodging.

Before, during, and after the conference, numerous individuals have inquired in person as well as via email as to when and where the next conference would be held. I am happy to announce that the Executive Committee of Division 45 voted at the convention meeting in August to commit to sponsoring a biennial division conference to begin in the spring of 2012. Please stay tuned for details regarding the exact date and location of the 2012 conference and plan to attend. Once again, I would like to publicly thank the entire conference planning committee for their hard work, dedication, and professionalism in planning and implementing the conference. It was a pleasure working with the group.

Finally, I would like to publicly thank Bertha Holliday who recently retired as the Director of the Office of Ethnic Minority Affairs for all of the support and dedication that she has provided to the division and to me. I wish her continued success, happiness, and good health. I am not alone in feeling that we will miss her.

As I transition into my new position as Past-President, I am excited about where we are as a division and the new vision that Jean Lau Chin is proposing as the new president. I look forward to working hard with her and the rest of the EC to realize the immense potential of the division. Thank you for letting me serve as your president. I got far more than I gave.

Sincerely,
Robert M. Sellers, Past-President
The Society for the Psychological Study of Ethnic
Minority Issues (APA Division 45)

COUNCIL OF PAST PRESIDENT'S REPORT

Submitted by Beth Boyd, Chair

Division 45 President Rob Sellers asked that the Council of Past Presidents (COPP) present at the inaugural Division 45 Conference in June, 2010 on two things: (1) an historical overview of the Division; and (2) a discussion of the important issues currently facing the Division. Past Presidents that participated in the session were: John Moritsugu, Teresa LaFromboise, Gordon Hall,



Guillermo Bernal, Fred Leong, and Beth Boyd. A power-point presentation was developed which outlined major initiatives and accomplishments of each of the Division 45 presidents. This information came from the presenters and Lillian Comas-Diaz' history article in the recent CDEMP Special Edition (Oct. 2009). Comments on the presentation were very positive; specifically, that it was helpful to see how D45 began, and how it both changed and adapted to the sociocultural climate of APA over the years. There were suggestions that we put this up on the Division website, do a Convention presentation, and to write a first person article with each past president writing a one page manuscript summarizing their presidential year.

The COPP met during Convention in San Diego for an informal conversation hour and we had a very nice meeting with lots of ideas for future projects of the group. The group agreed to begin gathering all the historical documents of the Division so that they can be digitized and preserved. Also, the COPP will help with planning for the presidential installation ceremonies each year at Convention.

President Jean Lau Chin has also asked that the COPP participate in an event for the 2011 National Multicultural Conference and Summit.

The EC decided at the 2010 midwinter meeting to put forward a Bylaws change to make the COPP a standing committee of the division, that it be a non-voting advisory type of position on the EC, and to provide for the election of the chair (with a 3 year term) from within the COPP. This Bylaws amendment will be voted on by mail following the August Business Meeting.
Hello Division 45 members!

FROM THE EDITOR

*Melissa L. Morgan, Ph.D.
University of California, Santa Barbara*

I am pleased to present to you our second online newsletter. Inside you will find much information about important happenings in Division 45; including, a report on our first Division 45 conference, the initiatives of our President-Elect, the new Council of Past President's Report, a welcome to our new Fellows, reports of important activities from our members, news about CDEMP, the Division 45 journal, and reports and pictures from Division 45 sessions and activities at APA in San Diego in August... just to name a few.



I want to thank the membership for the tremendous response to my calls for articles this edition. I received

more submissions than ever before and about ever more varied topics of importance to our membership. For example, be sure to see the report on cultural competence from Postdoctoral fellow Earl Turner, the account of the BRIDGE program by Jose Soto, and the Research Report on evidenced based practice in diversity studies from our President, Jean Lau Chin. Many of these articles include a call for dialogue. So, if you have been thinking of submitting something for FOCUS, please do not hesitate. Keep them coming!

Meanwhile, please enjoy this Fall 2010 edition. I am grateful to have the opportunity to serve the Division in this way.

Take care,
Melissa

TREASURER'S REPORT

Treasurer:

Dr. Alfiee M. Breland-Noble

Support Team:

Ms. Antoinette Burriss



Finance Committee:

Dr. Asuncion Austria, Dr. Manuel Casas,
Dr. Beth Boyd, Dr. Robert Sellers

Update:

Subsequent to the 2010 Mid-Winter meeting and Special Budget meeting in February 2010, Ms. Burriss and I refined the budget. As of 7/8/10 the special budget committee (Drs. Lau Chin, Gonzalez, Talley and Sellers) and I prepared a final draft for the EC's review. The review was completed during the convention EC meeting with assistance from the incoming treasurer Dr. John Gonzalez (thank you) and is attached to the report for the membership's review.

DIV 45 BUDGET FALL 2010

Acct Name	2010 Budget	2011 Proposed Budget
INCOME		
Total Income	\$ 121,837.54	\$ 122,312.41
EXPENSES		
Total Expense	\$ 74,898.37	TO BE DETERMINED DURING SPECIAL FALL EC MEETING
Net (REVENUE LESS EXPENSES)	\$ 46,939.16	

Action Items:

- Beginning of transfer of duties to new Treasurer, Dr. John Gonzalez
- The special budget committee believes strongly in the alignment of the 2011 budget with the division Strategic Plan which follows for reference purposes.

This is my final report as treasurer of Division 45.

Having the opportunity to make a contribution by furthering the budgeting process and enhancing our record keeping has been my sincere pleasure as I believe that this was one of the wishes Dr. Toy Caldwell-Colbert envisioned for my work in the division. I wish the EC and our membership well in future endeavors.

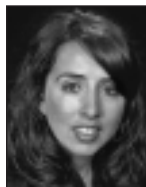
Peace & Blessings,
Alfiee M. Breland-Noble, Ph.D., M.H.S.

MEMBERSHIP UPDATE

Shamin Ladhani, Psy.D.

Wheaton Franciscan Healthcare-All Saints

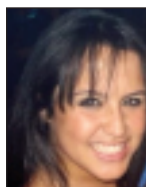
Great news! Membership numbers are bouncing back and we are seeing a positive trend for this year. We appreciate our members doing their own advocacy and promotion efforts for Division 45. If you have been successful at recruiting members to Division 45 we want to hear how you did it. Please send me an email on your successful strategies. Some of the best ways for us to retain members is through your involvement in the division. We are also pleased to welcome several new members through the recent Division 45 convention. During this convention, all attendees received membership to the division just by attending the conference. If you interested in making the most of your membership please visit our website to find out how. We are always interested in connecting more to our membership and getting you involved. I always welcome your suggestions and comments about membership at any time so feel free to send me an email.



GRADUATE STUDENT REPRESENTATIVE COLUMN

Andrea Ballesteros
Graduate Student, Spalding University

(Marc, please insert picture "Ballesteros" here)



Hello all! I would like to introduce you to the new student committee! There are still two spots left as liaisons for the Society of Indian Psychologists and the Society for Black Psychologists. The current committee consists of:

Claudeste "Claudia" Antuna, Argosy University – Seattle, she has licenses as an Independent Clinical Social Worker and an Affiliate Sex Offender Treatment Provider.

Aracely Arellano, Alliant International University
Darren Bernal, University of Miami; His research interests include sport psychology, mindfulness, and interventions that promote positive mental health in underrepresented populations

Babel Pulmu Carlota, San Diego Mesu College

Victoria Josefina Limon, Philadelphia College of Osteopathic Medicine

Salya Namazi, Alliant International University; Her main focus and passion in psychology is multicultural issues and competency.

Oanh Meyer, University of California – Davis; Her research is mainly focused on understanding how cultural factors influence various psychological processes and mental health outcomes.

Lydia Watson, Spalding University ; Her research interests are in child and adolescent development, specifically abused and neglected children.

Yi-Chen Jenny Wu, University of Georgia – Athens; One of her goals as a psychologist is to help people across nations see beyond differences and come together to create a cooperative community.

I am really excited to work with all these people to increase involvement among graduate students in Division 45. One of our main projects this semester will be to come up with regional events so that Division 45 members will feel more involved and have people to connect with at different conferences around the nation. If this is something that may interest you, keep an eye out - you will be hearing from us soon through the student listserv!

Advertising Policy

All articles and advertisements are subject to review and approval by the editor. Submissions must be relevant to Division 45 interests.

The following rates apply to announcements for job openings and publisher's new releases based on a three-column per page format:

3 inches	\$50
1/2 column (5")	\$75
1 column (9")	\$140
1/2 page	\$200
1 page	\$ 400

Deadline for Spring Issue (May): February 15
Deadline for Winter Issue (Dec.): September 1

Contact:

Newsletter Editor
Melissa Morgan

Email: mmorgan@education.ucsb.edu

COUNCIL OF REPRESENTATIVES REPORT

*Jessica Henderson Daniel, PhD and William Parham,
PhD, Members, Council of Representatives*

Two sections:

Part I—Submitted by Rhea Farberman,
Monitor Executive Editor

Part II—Submitted by the Division 45 COR
members



further communication and policy efforts to foster that recognition.

- Received the Report of the Task Force on the Psychosocial Effects of War on Children and Families who are Refugees from Armed Conflict Residing in the United States (see sidebar).

Part I:

Summary of Council's August 2010 Actions

By Rhea K. Farberman
Monitor executive editor

At its August meeting during APA's Annual Convention, the Council of Representatives added or continued the recognition of seven specialties and proficiencies in professional psychology, among other actions. The seven were industrial-organizational psychology, sport psychology, psychopharmacology, personality assessment, professional geropsychology, clinical neuropsychology and behavioral and cognitive psychology.

Specialties and proficiencies are recommended by the Commission for the Recognition of Specialties and Proficiencies in Professional Psychology and are designed to help practitioners demonstrate and the publicly identify distinctive areas and activities within psychology.

At the opening of its meeting, the council reaffirmed its 2004 policy statement in support of civil marriage for same-sex couples.

"As the world's largest organization of psychologists, we felt it was important to make a statement here and now to demonstrate APA's unwavering support of marriage equality," said APA President Carol D. Goodheart, EdD. "With the issue playing out so prominently in California, we are using the opportunity presented by our annual convention to present the growing body of science that is the foundation for our position, and that has influenced many of the legislators, judges and other public officials who are working to achieve this goal."

In other action, the council:

- Received the Report of the 2009 Presidential Task Force on the Future of Psychology as a STEM Discipline. The report articulates the rationale for the inclusion of psychology as a STEM (science, technology, engineering and mathematics) discipline and recommends strategies for

- Approved the 2011 preliminary revenue and expense budget, which estimated \$103,193,200 in revenues and \$103,311,800 in expenses. That small operating deficit is expected to be corrected for the council's next review of the 2011 budget in February.

- Suspended the annual Consumer Price Index dues increase, holding member dues steady through the end of 2013. In 2011, member dues will be \$287.

- Approved a proposal for a modified council representation plan that keeps the number of representatives from state, territorial and provincial psychological organizations and APA divisions at 162 while also ensuring that each group has at least one voting representative. The proposal requires a bylaws change and therefore the approval of the full membership. A ballot will be distributed to all voting members this fall.

- Adopted a plan for a central office inventory of the association's overall greenhouse gas emissions. The inventory will review APA's buildings and business practices. Findings will be used to compare APA greenhouse gas emissions to those of similar businesses and organizations and set emission goals for the association.

APA Publisher Gary R. VandenBos, PhD, briefed the council on the association's publishing program and the evolution of science publishing over the last three decades. APA enjoys international recognition for its PsycINFO database and PsycNET platform and the overall quality and impact rating of its journals but must also keep pace with changes in the information industry, VandenBos said. APA's publishing revenue has increased from \$45 million in 2000 to close to \$80 million this year, but the rate of the program's overall revenue growth is slowing as competition from other technology platforms has increased, VandenBos said. Approximately 60 percent of APA's publishing revenue comes from the sale of licenses to the association's electronic databases.

"APA enjoys a well-deserved reputation for quality in

COUNCIL OF REPRESENTATIVES (Continued)

our scholarly publications and databases, but consumer expectation for the latest technology features is making the publishing business more competitive on a daily basis," VandenBos told the council. "To keep pace, we have to continually invest in our technology platforms."

In other action, the council witnessed the presentation of the 2010 Raymond D. Fowler Award for service to the association to longtime governance member and former member of the Board of Directors Matty Cantor, PhD. In receiving the award, Cantor, a practitioner and 44-year member of the association said, "I'm still in practice, still on the cutting edge, I hope, and APA still helps me do that."

In addition, Dorothy W. Cantor, PsyD, was awarded a presidential citation by APA President Goodheart. Cantor was recognized for her years of service to APA and current leadership of the American Psychological Foundation (APF). Also honored was Lee Gurel, PhD, for his generous gifts to the APF.

APA task force reports on plight of refugees:

Tens of thousands of refugees leave their home countries due to war and violence each year and resettle in the United States; 40 percent of those refugees are children. In an effort to more fully understand and mediate the impact of armed conflict, displacement and resettlement on children's development and well-being, 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 was created in 2008.

The group's report, received by council at its August meeting, reviews the available research and notes that while children and their families caught in or displaced by war endure great trauma and adversity, they also demonstrate profound strength and resilience in their coping mechanisms and ability to adapt, often to completely unfamiliar environments.

More research on the multi-dimensional aspects of being a refugee is needed, concludes the report, but some treatment programs are showing promise, including comprehensive services, individual treatment methods, family therapy and group work in schools and community settings. Community engagement and collaboration and culturally informed practice are particularly important for the refugee client population, the report notes.

"Training for psychologists working with refugee populations should include non-traditional elements, such as interfacing and collaborating with other agencies, includ-

ing cultural organizations not traditionally seen as 'service providers,' [such as community-based mutual assistance organizations] and working with language interpreters, cultural brokers and paraprofessionals," the report states.

Read the full report at URL.

Part II

Addendum Submitted By Jessica Henderson Daniel and William Parham

Funding for Ethnic Minority Members of Council

Council voted to approve the following motion: Council finds that the program of fully reimbursing ethnic minority members of Council for their attendance at the February and August Council meetings (first approved by Council in August 2001) has been helpful in increasing ethnic minority representation on Council and should be continued. APA shall provide full reimbursement for ethnic minority members of Council who are elected during the year 2011-2013 for their attendance at the convention meeting of the Council.

MEMBER-AT-LARGE (AFRICAN AMERICAN SLATE) REPORT

*Cheryl P. Talley African American Member at
Large, Science Committee Chair*

A PSYCHOLOGY OF EMPOWERMENT

I believe that it is time for a new narrative around Race in the United State. For evidence of this need, I point to two issues: 1) how African Americans (used here as an example of an out-group) purportedly view ourselves and 2) how White people in the U.S. view Blacks.



Issue #1- In the early 1950's the Supreme Court reversed a ruling made shortly after the Civil War and declared that racial segregation did not produce equality. Part of the evidence used in the case *Brown Vs. Topeka (1950)* was testimony by social psychologists Drs. Kenneth and Mamie Phipps Clark. The Clark's conducted a study with 16 Black children who were given two identical dolls that differed only by skin color. The children were then asked which doll was "nice" and which doll was "bad." The majority of the children labeled the white doll "nice" and the black doll "bad." A facsimile of the study was conducted again in 2006 (and in several renditions since

2006). Seventeen-year-old filmmaker, Kiri Davis, presented black and white dolls to New York city preschoolers. When given a forced choice, sixteen of the twenty-one children surveyed characterized the white doll as “nice” and the black doll as “bad.” In the film, one child received a follow-up question. She was asked “which child looks like you” she hesitates for a moment and then pushes forward the Black “bad” doll. (<http://www.kiridavis.com>)

Issue #2- According to a recent Newsweek article (<http://www.newsweek.com/2009/09/04/see-baby-discriminate.html>), even the most liberal white parents are unwilling to openly discuss race with their children. When White parents do discuss race, their children are more likely to have more positive racial attitudes. The absence of a parental conversation leaves children to form opinions about race from peers and popular culture. Popular American culture does not encourage frank and open discussions around race. In fact, contemporary cultural attitudes and mores favor the concealment of racist sentiments (Cunningham, Preacher and Banaji, 2001). Furthermore, studies by Sue (2007, 2008) reveal that the greatest damage to the life experiences of people of color is from racial “microaggression”; brief and commonplace daily verbal, behavioral and environmental indignities whether intentional or unintentional that communicate hostile, derogatory or genitive racial slights and insults. White Americans find it difficult to believe that they engage in microaggressive acts (Sue 2008) or that their implicit beliefs about race may influence their outward behavior.

I provide these pieces of evidence as just two examples of why it is time for a new narrative around Race in the United States. I present you with the internal musings of little Ashante, about herself. I give you the silence and discomfort of Tommy’s parents when asked why Jamal’s skin is dark. I ask myself and I ask you, my colleagues, “Is our current strategy working?” My answer to myself is- “I need a new narrative.”

This new narrative will communicate a simple message to a pre-schooler of color; Despite how it looks or what you’ve heard, you are valued. You are significant and you are worthy. You are good.

This new narrative will no longer perfuse primary textbooks with symbols from history devoid of validation for people of color. The new narrative will teach that our existence is validation and enable Race to be talked about out loud.

This new narrative will speak to the *psyche* and call it what it is...the soul

This new narrative will cause those of us who say we study the *psyche* to ask what our work does for a commu-

nity of people that consider themselves less than...and then to reconsider our work.

This new narrative will cause those of us who say we study the *psyche* to ask what our organizations do for a community of people that consider themselves greater than...and then to reconsider our involvement.

This new narrative will not require that White people own up to beliefs that they don’t care to acknowledge. This new narrative is not about White people.

This new narrative is about empowerment. Empowerment of the *psyche*.

I don’t claim to know what this new narrative will contain or how it will be disseminated but this I do know. That we, of Division 45 have been given a message. The message has come in the resignation of Bertha Holiday and the decimation of her office. The message has come in assault on Human Rights, as evidenced by the new “anti-immigrant” law in Arizona. The message is evident in the political rhetoric, as any reference to Race is a liability, even when it is taken completely out of context. The message emanates from an old narrative that continues to devalue, disrespect and denigrate that which is different.

We must acknowledge that the problem is not in our heads but in our *psyche*. We must acknowledge that our old strategies will not create a new narrative. We require a new and powerful vision in order to narrate a new story... and there is no better time to begin creating that vision than now.

MEMBER-AT-LARGE (AMERICAN INDIAN SLATE) REPORT

*Lisa Rey Thomas, PhD (Tlingit)
Member-at-Large, Native Slate
Alcohol and Drug Abuse Institute
University of Washington*

Greetings everyone! I always enjoy the first signs of Fall in the Pacific Northwest – the daylight changes, the trees begin turning, the breeze is cooler. A time for contemplation and great work!



We’ve all been very busy since the last issue of Focus as you can see from all of the reports. If you remember, I am focusing on four activities in service to Division 45: 1) serving on the planning committee for the 2011 National Multicultural Committee; 2) working on a team to develop the Council of National Psychological Associations for the Advancement of

MEMBER-AT-LARGE (AMERICAN INDIAN SLATE) REPORT

(Continued)

Ethnic Minority Interests (CNPAAEMI) Leadership Development Institute (CLDI); 3) strengthening the ties between Division 45 members and the APA Public Interest Government Relations Office (PI-GRO); 4) and building and strengthening collaborations between Division 45 and Native organizations.

2011 National Multicultural Conference and Summit (NMCS).

The NMCS planning committee (Cisco Sanchez, lead coordinator Div 44; Debra Kawahara, Div 35; Roger Worthington, Div 17; Lisa Rey Thomas, Div 45) continues to work hard for a successful Summit in 2011! The NMCS Coordinators are excited to announce The Westin-Seattle Hotel as the host hotel for the 2011 NMCS (www.Westin.com/Seattle). The NMCS will be held on January 27–28, 2011. We are also planning a half-day pre-conference and kick-off reception for Wednesday, January 26, and community service projects for Saturday, January 29. The theme of the 2011 NMCS is *"Unification through Diversity: Bridging Psychological Science and Practice in the Public Interest"*. We are very excited about this theme and hope you are, too! Please note the new 2011 NMCS website <http://multiculturalsummit.org/>.

We are honored and excited to announce the two keynote speakers, Dr. Ana Mari Cauce (University of Washington) and Dr. Joseph Gone (University of Michigan). In keeping with the 2011 NMCS theme, their keynote addresses will focus on "Is Multicultural Psychology Ascendant?" and "Is Science Acultural?" We believe these keynote addresses will create an opportunity for lively discussion. We are finalizing the two panels which will focus on "Examining the Divide Between Science and Practice in Multicultural Psychology" and "Is Science Helpful or Harmful for Our Diverse Communities?" These moderated panels will also add to the respectful dialogues and, hopefully, help strengthen the bridge between science and practice.

The 2011 planning team continues to meet via conference call every two weeks to keep us on track and we welcome your ideas and feedback as we plan for 2011. Please join us on Facebook and Twitter to stay informed with breaking NMCS news! To find us on Facebook: <http://www.facebook.com/group.php?gid=87498768180> and to find us on Twitter: <http://twitter.com/NMCS2011>.

Council of National Psychological Associations for the Advancement of Ethnic Minority Interests (CNPAAEMI) Leadership Development Institute.

A committee has been formed and invited by the Council

of National Psychological Associations for the Advancement of Ethnic Minority Interests (CNPAAEMI) to develop a Leadership Development Institute (CLDI). This idea has been percolating among the member organizations of CNPAAEMI, many of the psychologists of color who are leaders in our organization, and the APA Office of Ethnic Minority Affairs. This committee, of which I am a member, has been working together via email and conference calls to begin to move this project forward. Accomplishments to date include submission of a proposal to APF for \$20,000 to begin the Institute was submitted and we are awaiting a response. We've also contacted the NIH/NIMH to submit an R13 proposal for up to \$50,000 each year for up to 5 years of funding to support the CLDI convening; we've submitted the concept paper to NIMH and are moving forward with this possibility. We are looking into the Ford Foundation as a possible additional opportunity to seek funds. We are seeking nominations for CLDI mentors and Alvin Alvarez has created a FAQ sheet for potential mentors. We will let Div 45 know if/when this initiative is funded and the next steps.

Division 45 members and the APA Public Interest Government Relations Office (PI-GRO).

As many of you know, the PI-GRO serves as an advocate for addressing health disparity and health equity issues on "the hill" and provide an opportunity for psychologists to use their expertise in any number of ways to improve the health of our communities. During the APA Convention, representatives from the Div 18 Psychologists in Indian Country, the Society of Indian Psychologists, and me (as the Div 45 EC Native Member-at-Large) were invited to a brief meeting with Leo Rennie, Senior Legislative and Federal Affairs Officer, PI-GRO. The purpose of the meeting was to provide an opportunity to "discuss public policy priorities to advance Native American health during the APA convention." Mr. Rennie shared that the current priorities include APA collaboration with the Indian Health Service (IHS) which focuses on recruitment and retention of psychologists and other mental health professional in Indian country; promoting prescriptive authority for psychologists; and increasing funding for IHS mental and behavioral health programs. There were representatives from each of the invited groups and we are looking forward to this ongoing and important dialogue. Please feel free to send me issues that you believe are important for the APA PI-GRO to be aware of and advocate for with regards to AIAN psychology.

Building and strengthening collaborations between Division 45 and Native organizations.

Another activity that I feel is critical is networking with others who work with and serve American Indian and Alaska Native communities and I enjoy sharing information and resources across a number of listservs. Please

send any information and resources that you think are relevant for Native health and I would be happy to post that info on various email lists including the Native Research Network, Psychologists in Indian Country, the Society of Indian Psychologists, Community-Campus Partnerships for Health Aboriginal Section, the Native American Center for Excellence, National Congress of American Indians Policy Research Center, and the Native Research Group! Please let me know if there are other organizations and listservs that we can network with!

In closing, please let me say again how honored I am to be of service to Division 45 members and how excited I am to have the opportunity to work with my friends and colleagues on the EC. While new members and friends rotate on and off the EC I remain so impressed with this dedicated group of individuals. Please don't hesitate to contact me at any time and I look forward to continuing to work with all of you!

Respectfully,
Lisa Rey Thomas

MEMBER-AT-LARGE (ASIAN AMERICAN SLATE) REPORT

*Michi Fu, Ph.D.
Member-at-Large, Asian American Slate*

RUBBING ELBOWS: A RECAP OF THE LINKS AND SHOULDERS MENTORING EVENT

This year's Links and Shoulders program was another successful event for our membership. A call was put out to fill a dozen mentoring slots, 18 mentors pre-registered, and there were over 25 mentors present. Likewise, students and early career psychologists were encouraged to be one of the 48 mentees but over 60 participants arrived hoping to learn from others. We actually created a fire hazard by cramming more chairs than the hotel's maximum occupancy would allow. Unfortunately, due to space limitations, we turned some people away who were not pre-registered.



Folks were forming impromptu areas to exchange ideas and food was flying around due to the limited physical space available to navigate the area. More importantly, ideas and business cards were being exchanged to address issues, such as: how can I position myself for my

dream internship and what are the steps to publishing one's first peer reviewed publication? Participants were also briefly addressed by Division 45 President Robert Sellers, Division 45 President-Elect Jean Lau Chin and APA President Elect Melba Vasquez.

The following is a list of roundtable topics offered:

- Applying for internships/post-doctoral fellowships
- How to finish your dissertation & Getting Published
- Grant Writing & Getting Grants
- How to get involved in public policy
- Navigating Academia
- Private Practice & Licensure
- Presenting at conferences
- Negotiating a salary
- Minority women issues
- Self-Care

A few thank yous are in order for those who made this event possible. APA President, Carol Goodheart's, generosity provided us the space and refreshments for our program. Our student board representative, Ms. Andrea Ballesteros, helped to harness the excitement from our student members. Our APA staff (especially Candy Won and Sarah Magee) were instrumental in helping us to create the right menus and room configurations to maximize our experience. Most importantly, this event would not have been possible without the mentors that took the time to share their expertise and offer ongoing mentoring throughout the year. Finally, the event would not have been the same without our students and early career professionals, who took the initiative to invest in their own professional development.

Perhaps it's best to hear it from one of our participants. Kiara Alvarez was one of our student mentees and had this to share: "(Just) getting that extended time to sit with established psychologists and hear their 'pearls of wisdom' was fantastic. At APA and other conferences, you usually will only speak to someone for a few minutes to ask a question or follow up on a presentation, but at Links and Shoulders you get an entire half hour with psychologists whose work you have followed during your training. That time is invaluable...I very much appreciated that many of the mentors shared their personal stories, which made their journeys more real to us and helped us see the potential trajectory of our careers. At the same time, they gave very practical advice on what we need to focus on right now, as students...It was an energizing and informative experience. I very much appreciate how committed Div 45 psychologists are to the development of the next generation of psychologists. Div 45 has made me feel welcome in APA, and Links and Shoulders is a major part of that."

Stay tuned for the 2011 Links and Shoulders program in Washington, D.C. Remember to register in advance for

MEMBER-AT-LARGE (ASIAN AMERICAN SLATE) REPORT

(Continued)

the event so you are not left out. Thank you once again for your participation and looking forward to seeing the mentoring relationships that develop as a result of this annual event.

MEMBER-AT-LARGE (DIVERSITY SLATE) REPORT

Jeff Ring, Ph.D.

Dancing for Justice and Joy in San Diego

It was great to work with Julii Green from Division 35(1) on putting together our annual 45-35 dance in San Diego on August 14th. Despite weary feet and long days of seminars and presentations, our members came out in strong numbers to enjoy the music and to gracefully move to the music as a community. DJ Rubin played an eclectic mix of music, NiCole T. Buchanan, Ph.D. and Stephen Alexander taught salsa lessons to an enthusiastic group of quick learners, and the party went on 'til the wee hours of the night. Roberto Velasquez, Ph.D. of San Diego provided the generous gift of a live band, Grupo Cantua, who played with beauty and magic, and an irresistible beat. Thanks are due to our dance committee, including Eduardo Morales, Ph.D. who helped to identify DJ Rubin, and to Rebecca Toporek, Ph.D. who designed beautiful posters to advertise the event around the APA convention center.



A portion of the proceeds from the night will be donated to a local San Diego organization called InterTribal Youth/Young Native Scholars who provide enrichment experiences. From their website, www.intertribalyouth.org, the group exists to prepare Native American students for a brighter future through hands-on life experiences that combine academics, adventure, travel, health and wellness, cultural exploration and economic opportunities.

Division 45 is an organization with many rich traditions that mark our installation of officers, the beginnings and endings of our executive committee meetings, and the honoring of our Fellows each year at convention. Our dance is a tradition as well. It is something that people look forward to as an opportunity to catch up with friends and colleagues, and as a chance to dance away the intensity of a long APA convention day. It is a rich opportunity for students and more established psychologists to get to know each other, and extend conversations



Dancing the night away with DJ Rubin and Grupo Cantua.

begun earlier in the week at our remarkable Links and Shoulders annual mentoring event.

As I enjoyed the evening, I was reminded of the great dancer, Martha Graham, who once said,

"Nobody cares if you can't dance well. Just get up and dance. Great dancers are not great because of their technique; they are great because of their passion."

It is an honor and a privilege to serve a Division founded and sustained by colleagues dedicated to social justice, equality, and oppression elimination, and fueled by passion, indeed.

Division 45 Listserv

Are you an active and current member not on the Division 45 listserv? You can go to the Division 45 webpage <http://www.apa.org/divisions/div45/>, to learn more about our vibrant and engaging organization.

On our webpage under the membership section (look at the right hand panel about halfway down) there is a link called "listserv."

You can join here or if you are a member, all you have to do is to follow the easy steps below.

To join the List:

Write to LISTSERV@LISTS.APA.ORG and, in the text of your message (not the subject line), write: SUBSCRIBE DIV45

To Leave the List:

Write to LISTSERV@LISTS.APA.ORG and, in the text of your message (not the subject line), write: SIGNOFF DIV 45

For More Information:

Write to LISTSERV@LISTS.APA.ORG and, in the text of your message (not the subject line), write: "HELP" or "INFO" (without the quotes). HELP will give you a short help message and INFO a list of the documents you can order.

Please note that, members have to sign up for the listserv. The Division doesn't automatically add people when they become members.

Division 45 utilizes APA division services for trouble-shooting problems like getting on the general listserv and address changes. Members should send change of address information and problems enlisting on the listserv to Keith Cooke in APA division services via email at kcooke@apa.org.

MEMBER-AT-LARGE (LATINO/A SLATE) REPORT

*Melanie M. Domenech Rodríguez, Ph.D.
Utah State University*

It was an absolute pleasure to see many of you in San Diego at Division 45's Hospitality Suite! This year we opened the Suite for three full days of programming. The suite schedule was prepared and coordinated by Annel Cordero. Please join me in thanking her for an outstanding job and for her unwavering commitment to the division. Annel also coordinated a group of dedicated volunteers: Vanessa Berens, Xin Zhao, Jenny Wu, Faheemah Mustafaa, and Hammad Smith N'cho. For those of you that had the opportunity to meet these young scholars, you will know they were delightful. Please join me in thanking them as well for their service to the division.



We kicked off Suite activities with our traditional coffee hour with APA presidential candidates. All candidates were invited and we were pleased to have four accept our invitation. Donald Bersoff, Paul Craig, Suzanne Bennett Johnson, and Bob Woody all joined us at 7:30a on Thursday and shared their perspectives on diversity issues and their vision for promoting diversity within APA.

We also hosted a D45 student breakfast for students interested in becoming involved in the division. Andrea Ballesteros, our D45 student representative to the Executive Committee, was present to lead the discussion. If you are a student and are interested in being involved in D45, please e-mail Andrea (gatorabc@gmail.com). If you are a student and you want your voice heard, please e-mail Andrea. She is your *voting* representative and the best vehicle for your ideas, suggestions, kudos, gripes, etc. to reach the division's governing body.

We'd like to thank those that made contributions to our Suite programming by sharing knowledge and resources for all of our members. Specifically, Oanh Meyer led a discussion on training/mentoring, Alberto Figueroa (Interim Director, Office of Ethnic Minority Affairs) shared information on funding sources for graduate school, and Michael Zárate (Editor, CDEMP) provided tips for publishing in our division's journal *Cultural Diversity and Ethnic Minority Psychology*. Thank you all for sharing your wisdom, time, and enthusiasm.

Our best attended event of the convention was the Hospitality Suite open house on Saturday evening. The

student volunteers prepared a wonderful spread of hors d'oeuvres and wine. In the cozy setting of the Suite we saw some of our dearest elders (Dr. Casas, Dr. Trimble, Dr. LaFromboise) hanging out with students and early career members. It was a wonderful time! Many simply "transferred" the party to the D45/D35 Caribbean Nights Dance.

It is important to know that our Hospitality Suite is a home for other associations to meet as well and promote ethnic minority issues within and outside APA. This year we hosted meetings for the Asian American Psychological Association, National Latina/o Psychological Association, Taiwan Psychology Network, Society for Indian Psychologists, and Division on South Asian Americans & South Asian Psychological Networking Association. These collaborations strengthen our division, our sister organizations, as well as our psychological science and practice.

Thank you everyone for making the D45 Suite program such a success. We are looking forward to seeing many of you again next year as well as seeing some new faces.

CULTURAL DIVERSITY AND ETHNIC MINORITY PSYCHOLOGY JOURNAL (CDEMP) REPORT

Michael A. Zárate, Ph.D.

WHAT'S NEW FOR CDEMP?

CDEMP continues to do well and to publish research related to the ethnic minority experience. There are two important pieces of news regarding the editorial team.

Denise Sekaquaptewa (U of Michigan) has rotated off as Associate Editor at CDEMP. Denise originally agreed to stay on for one year only, and I appreciate all her efforts. She has been a tremendous resource for the journal and she certainly made her service contribution to the division. If you get the opportunity, please thank her for her service. It is often a thankless job, and as anyone who has had to review even 2 papers/year will tell you, handling 40 papers/year can get time consuming. Thus, she has served the journal for years now and deserves our appreciation.

In response, I asked Lydia Buki (U. of Illinois at Urbana-Champaign) to join CDEMP as an Associate Editor and I am thrilled to say that she agreed. Dr. Buki started April 13. Dr. Buki brings to the journal some important areas of expertise and should prove to be a great asset. She has been a tremendous reviewer for the journal and her interests in women's health issues and in Latino community

CDEMP REPORT (Continued)

research fill important gaps in the editorial board. She has been handling papers for a while now, and wow, she has been great. I think the greatest joy regarding working for CDEMP is that I get to work with a group of highly skilled researchers who are also dedicated to the field and to the division. The entire editorial team is great to work with.



Lydia Buki

One issue that continues to plague the journal concerns the 5000 word limit for single study manuscripts. Those manuscripts are rejected without review. Please remember that researchers in all areas tend to believe that their particular area requires more space than other areas. The goal, however, should be to highlight quickly your new contributions to the literature.

I want to stress again that CDEMP is always looking for constructive reviewers. It seems that we often have multiple people refuse to review because they are busy. All of us are busy. My belief is that because we seek three reviews for each submission, a person should be willing to review at least three manuscripts for each one they submit. Please recognize that there may have been multiple reasons why you were asked to review that manuscript. Our requests are not entirely random (though on occasion, we have reached the wrong person with a similar name). As one example of this process, I recently reviewed the process for one particular submission. I asked 15 different researchers to review a particular paper, all of whom were knowledgeable about the topic. Most never responded, and those that said yes never submitted their reviews. The author has been patient, but that has been unfair to that author. Fifteen requests is an extreme, but it puts undue pressure on the editors, and far more importantly, it is very unfair to the author. The success of the journal depends on the quality of the reviews, and if everyone chips in, everyone gets better and faster reviews.

I was particularly pleased to find out that this year, our journal pages were contracted to go to 600 pages from the previous 400. This has shortened our lag time between acceptance and publication. Our review time has been great, but our publication lag time was, well, lagging. Now that will be fixed.

In summary, CDEMP is working well. We continue to get interesting papers. It is my hope that we continue to broaden our publication fields to include anything that impacts the lives of ethnic minorities. Thus, we have some I/O type papers in the pipeline, as well as more social psychological papers. We continue to publish in the same areas we always have. We simply want to expand our readership to new areas.

In summary, please keep the papers coming. Our goal is to provide fast and constructive feedback while also providing our readers with great science.

Sincerely,

Michael A. Zárate
Editor, CDEMP

DIVISION 45 FELLOWS REPORT

*Edward A. Delgado-Romero, Ph.D.
University of Georgia*

Congratulations to Linda Castillo, Priscilla Dass-Brailsford, Brian McNeill, Linda Forrest and Jane Simoni for their induction into Fellowship at APA 2010. We also announced that Melanie Domenech-Rodriguez and Arapana Inman are initial Fellows that will be inducted in 2011.



The EC has approved the following new criteria for Fellows in Division 45. The deadline for fellows applications this year is December 15, 2010. Anyone who is interested in being either an initial Fellow or is a Fellow of another division and would like to be a Fellow of 45 - please contact me - edelgado@uga.edu

Fellow status is an honor that is shared by only 8% of the membership of APA. To be a Fellow one must show outstanding and unusual contributions in a specialty area. National or international impact must be demonstrated. There are two types of Fellows. One is an Initial Fellow - this person is not a Fellow yet and must undergo a long and involved application process. The other is current Fellow who is seeking to have Fellow status in Division 45. This process is much more streamlined.

Initial Fellows are inducted at APA a year after election, Current Fellows the same year of election.

You can nominate yourself or others.

Criteria

The *Society for the Psychology Study of Ethnic Minority Issues* is the major representative body for psychologists who conduct research on ethnic minority concerns or who apply psychological knowledge and techniques to ethnic minority issues. The Division's purpose is to advance psychology as a science and to promote public welfare through research, to apply research findings towards addressing ethnic minority issues, and to encourage professional relationships among psychologists with these interests. It also represents ethnic minority concerns within the governance of the APA.

Fellows in Division 45 are individuals who have made significant, unusual and outstanding contributions to ethnic minority issues consistent with the mission of Division 45. The impact of the work must be national or international in scope.

Examples of unusual and outstanding contributions that merit consideration for fellow status include: Research: Sustained and impactful contributions to refereed journal articles, book chapters and research grants on ethnic minority issues. Examples include publications in *Cultural Diversity and Ethnic Minority Psychology*, *Journal of Black Psychology*, *Hispanic Journal of the Behavioral Sciences* and *Asian American Journal of Psychology*. Note: research must contribute to the advancement of ethnic minority issues rather than simply include ethnic minority participants. THIS LIST OF JOURNALS IS NOT EXHAUSTIVE AND RESEARCH PUBLISHED IN OTHER REFEREED JOURNALS IS VALUED.

Teaching: Sustained and impactful contributions to teaching of ethnic minority psychology. Examples include awards for teaching, recognition of innovation, authoring of textbooks. Clinical teaching (supervision) is also recognized.

Practice: Sustained and impactful contributions to psychological practice with ethnic minority populations. Innovations and contributions to practice may be reflected in publications, conference presentations, grants and diplomate status.

- Training: Sustained and impactful contributions to the training of psychologists who excel in ethnic minority psychology. This includes advising, mentoring, directing training and the creation of training programs that focus on ethnic minority training.
- Professional Leadership: Sustained and impactful contributions to leadership in ethnic minority psychology. This includes leadership contributions to Division 45, leadership of the other four ethnic minority psychological associations, and contributions to ethnic minority psychology within the governance of APA. Leadership may be recognized by election or appointment to important national positions, awards and progressively influential leadership that advances ethnic minority psychology.

We recognize that not all fellow candidates will have unusual and outstanding contributions in every facet mentioned above. However, it is expected that fellows either make unusual and outstanding contributions in at least one area mentioned above or present a case in two or more areas that results in an overall impact that is unusual and outstanding. Those members of Division 45 who have won national awards from the Division are especially encouraged to consider applying for fellowship.

Additional criteria includes: membership in Division 45 for at least one year and at least five years of unusual and outstanding contributions to ethnic minority psychology issues. Self-nominations are accepted.

This criteria applies both to initial fellows and current fellows of APA seeking to become fellows in Division 45.



Linda Castillo becoming a new Fellow of Division 45

FROM OUR MEMBERS...

TRAINING PSYCHOLOGIST TO MEET THE NEEDS OF A DIVERSE SOCIETY: AN EARLY CAREER PERSPECTIVE

Erlanger (Earl) Turner, Ph.D.

*Postdoctoral fellow, Johns Hopkins University School of Medicine/Kennedy Krieger Institute
Baltimore, Maryland*

According to the U.S. Census Bureau (2006), the population is approximately 299 million, and about 33% is represented by ethnic minority groups. The representation of these groups has significantly increased since 2000 from about 29% and continues to grow. Given the changing demographics of society and the higher unmet need by these ethnic minority groups, the field of psychology practice must make continued strides to meet the mental health needs of these individuals. As a profession, the American Psychological Association (APA) has strived to meet the needs of diverse individuals by establishing standards that require psychologist to be culturally responsive as part of the ethics code. These standards are particularly important given that 87.5% of licensed psychologist self-identify their race/ethnicity as Caucasian/White (APA Center for Workforce Studies, 2009). Some have stated that the profession's greatest challenge is infusing cultural competence in the practice of psychology in the 21st century (Gallardo, 2009).

What is cultural competency?

Cultural competency has been defined in different ways. Whaley and Davis (2007) generally defined cultural competent practice as a system that acknowledges the importance of and incorporates culture, assessment of cross-cultural relations, vigilance toward the dynamics that result from cultural difference, expansion of cultural knowledge, and adaptation of interventions to meet the culturally unique needs at all levels of service. Three central concepts have been delineated as representing cultural competency: (1) *cultural awareness and beliefs* – which refers to providers' sensitivity to his or her personal values and biases; and how these may influence psychology practice, (2) *cultural knowledge* – which is described as having knowledge of the clients culture, worldview, and expectations, and (3) *cultural skills* – which refers to providers' ability to intervene in a manner that is culturally sensitive and relevant. Given the shifting demographics of the US population and disparities in mental health care, it is paramount that steps be taken to infuse multiculturalism in psychology practice at multiple levels.

How should these statistics impact psychology training?

As psychologists-in-training, we are often concerned

about the status of the job market post-graduation. Based on the current market place, several key topics should be on the radar for psychology training programs to prepare students to work with diverse populations: (1) improving our understanding of cultural competency, (2) preparing individuals for practice in a primary care setting, (3) expanding experiences working with multidisciplinary teams, and (4) early education about licensure and the business of psychology practice. These areas are particularly important because some individuals from ethnic minority groups are reluctant to seek treatment and have experiences with some practitioners that increase their stigma towards psychological services. Providers that are culturally responsive would have the ability to address these fears and beliefs at the outset of treatment to improve treatment adherence and session attendance.

Incorporate cultural competency into psychology training

Although we have made significant progress, there are many challenges ahead. To meet the needs of the diverse US population, psychology graduate and training programs should continue to expand their training in cultural competency, and increase their efforts to reach underserved populations. In addition to traditional psychology courses on multicultural issues, we need to consider more creative ways to incorporate cultural competency into training. Possible ways may include the following:

- Requiring trainees to highlight cultural aspects in clinical case presentations
- Allowing trainees and staff to present during the training year on cultural issues that are specific to the community where they provide services
- Inviting local experts from universities and religious institutions to speak about cultural issues and mental health services
- Providing trainings in the local community on mental health various topics to educate the public about recognizing and treating mental health issues

A BRIDGE TO THE FUTURE

Jose A. Soto, Ph.D.

Assistant Professor of Psychology, The Pennsylvania State University

The inspiration for this contribution came from so many conversations with colleagues (many of them fellow division 45 members) who find themselves in an all too familiar place: at a predominantly White university, struggling with how to improve on a number of diversity fronts. The great irony is that many of these institutions have formal, detailed plans about how to accomplish several diversity oriented goals, but those initiatives too frequently fail to have meaningful impact at the level of the academic unit or department. The lack of a coordinated plan of attack to advance diversity initiatives at the department level forces these units to rely on the trickle-down benefits from overall improvements at the university level. Unfortunately, this leaves very few tangible and visible products to affect the daily lives of most students and faculty in a department. This disparity motivated a number of graduate students in my department and me to take action! Below we share some of the results of our efforts and the beginnings of a promising program in the hopes that it may provide a starting point for others in similar situations.

In December 2006, we surveyed students and faculty in our Clinical Psychology Program about their satisfaction with regard to several diversity issues (representation, integration into curriculum, climate). The results suggested that there was much room for improvement and provided the impetus for the formation of BRIDGE, a diversity alliance between faculty and students focused on taking action to promote diversity. Initially, BRIDGE focused on improving the climate around diversity issues and was limited to the clinical area. However, the initiatives and events sponsored by BRIDGE were so well received that our size, scope and mission have since expanded. Currently, the overarching goal of BRIDGE is to systematically address the multiple challenges outlined in our university's strategic plan for addressing diversity, but with a limited focus on the department of psychology. Its specific aims are threefold: 1) To improve the climate in the department for students, faculty, and staff from underrepresented groups who have traditionally felt alienated in academic settings, 2) To increase the number of students and faculty from underrepresented groups through targeted recruitment of underrepresented applicants, and 3) To increase the quality of training in issues related to diverse populations (including classroom instruction, talks, special workshops, etc.) in the recognition that cultural competence will continue to grow in importance as students enter the workforce. To ensure that each aim receives appropriate attention, we created

three semi-autonomous subcommittees within BRIDGE to address each aim. These subcommittees consist of 4-6 members who meet at the beginning of each semester to determine goals related to their specific aim. Subcommittees then share their progress toward their goals and solicit suggestions and feedback from others at larger BRIDGE meetings. In addition, there is a general steering committee established to oversee the overall functioning of BRIDGE and to ensure that there is constant communication between subcommittees and the steering committee and between these entities and me.

Although it is still quite early, a number of indicators point to the group's promise. First, participation in BRIDGE has spread to outside of the clinical area and now has representatives from all five areas in the Psychology Department on both the faculty and student fronts. Second, we have implemented a number of changes that appear to have considerable staying power and many more to come. These include a welcome picnic for first year graduate students with a cultural introduction to the area, a regular series of diversity themed talks, and an introductory meeting with graduate applicants to our department. Data collected from these applicants suggests that not only does the presence of BRIDGE make our department more attractive, but it might have even encouraged a couple of applications from underrepresented students that might not have come otherwise. Finally, as the old saying goes, "money talks"...and we are listening! Our group received a university grant to expand our efforts in 2009 and this fund was renewed in 2010. We have also garnered increasing financial support within the department as the potential of BRIDGE continues to grow. All goods signs! And while this is certainly not the only program of its kind (see Robbie Steward's efforts at Michigan State and similar programs), we hope that by making our efforts known more publicly we can inspire others to take up the challenge of advancing diversity and maybe help others who have been advocates all along. After all, we can never have too much focus on diversity!

Give birth to a book? Been given a new title? Have exciting research to report? Something else of interest to share with our Division 45 colleagues?

Please send your submissions to FOCUS Newsletter Editor, Dr. Melissa Morgan, by September 1, 2010 to mmorgan@education.ucsb.edu to be included in the next edition of FOCUS.

RESEARCH REPORT

CONSIDERING THE EVIDENCE ON DIVERSITY IN PRACTICE AND TRAINING

Jean Lau Chin, EdD, ABPP
Adelphi University

The 2010 APA Convention panel with Drs. Arthur Nazu, Beverly Greene, Stanley Sue and myself started with the questions: In this age of **Evidence Based Practice (EBP)**, is the evidence there on diversity for practice, training, and research in psychology? How well are we doing in diversifying our field? What can we do to improve it?

Dr. Arthur Nezu found that the evidence is not there in a search of the major cognitive behavior therapy journals where much of the Empirically Supported Treatment (EST) research is reported; diversity made for less than 4% of all the articles between 2000 and 2009. I, however, said the evidence is there. I present a summary here *to promote continuing dialogue on EBP and ESTs as a section in the Focus newsletter*.

First, my assumption is that culture—values, beliefs and practices—are important to all aspects of practice including care delivery, therapist-client relationship, access, utilization, and compliance. Moreover, racial disparities in health exist related to genetic and environmental stressors due to racism, social class, and poverty. Barriers in access to health care exist because of language, culture, and socioeconomic factors. Therefore, providers and systems of care need to be culturally competent to effectively serve clients from diverse communities. Services are inadequate when the system is mono-cultural and ethnocentric such that the client must modify his/her behavior to the system or provider. Such mismatch results in unethical service and the client feeling invalidated or misunderstood.

The evidence exists that there are racial disparities in health, and that current services and practice are inadequate in the following foundational documents:

Heckler Report (1985) by the then Secretary of Health and Human Services set the stage for health disparities with its findings that health disparities exist among Black and Hispanic populations on 6 major indicators of mortality and morbidity; small sample sizes for the Native American and Asian American populations rendered these findings insignificant.

David Satcher's Surgeon General Report (2001) concluded that "Culture Counts!"

Guidelines for culturally competent practice include the Multicultural Education, Training, Research, Practice, and Organizational Change for Psychologists (2003) by the APA Council of Representatives, and the USDHHS

Cultural and Linguistic Appropriate Services guidelines (2001)

Institute of Medicine Report: Unequal Treatment (2002) underscored the existence of health disparities among communities of color.

Essentially, a universal approach to EBP fails to respect or understand the contextual realities of the histories, languages, values, traditions, and indigenous wisdom of diverse communities of color that affect the use and delivery of mental health services (New Freedom Commission on Mental Health, 2003).

Culture includes thoughts, communications, actions, customs, beliefs, values, and institutions of a racial, ethnic, religious, or social group and **competence** means having the skills and capacity to work effectively with culturally diverse patients (Cross et al, 1989). Cultural competence is essential to quality care. Being nice is not good enough!

Diversity in Clinical Practice

The multicultural literature is increasingly showing that it is the intersection of multiple identities that must be considered in all aspects of care. Therapists must consider what parts of a client identities are brought to the therapeutic relationship. They must consider how power is inherent in the therapist-client dyad and that contextual factors such as institutional racism and poverty contribute to increased stress and mistrust. Unconscious biases of both therapist and client related to race and ethnicity are active in the transference relationship. Therapists must consider how world views and cultural values influence interpreting dynamic content, utilization and compliance. How do clients view a helping relationship, authority figures, or identify with the therapist's race and ethnicity?

This calls for therapist self awareness and reflection. Clinical practice is competent only if therapists address diversity in conceptualizing problems, use of assessment and intervention methods, not just by having diverse individuals as clients. Competence includes understanding the contexts in which groups live, not just the racial/ethnic groups to which individuals belong.

Diversity in Clinical Training

While we have the solace of accreditation criteria and ethical guidelines expecting attention to diversity in practice and training, how do we know if it is done well?

Questions to assess the competence of a training program include: Who is not at the table in the composition of faculty and students? Are diverse groups underrepresented? Is there a hierarchy of power in the make-up of these diverse groups? Do core values and goals trump culture and diversity in the curriculum and training or is culture and diversity part of the institution's or program's core values? Is diversity addressed by being subsumed under "individual differences" or made to be so broad as to be meaningless? Is there bias in diversity being viewed as "soft", not contributing to the bottom line, or something to do because you must? Women and minorities often find that they may not fit with the organizational values or are expected to behave in stereotypic ways reinforced by covert sanctions—leading to their being silenced and without voice.

Consequently, there are three essential aspects of diversity in training: infusing the Curriculum with diversity, being inclusive in the Composition of students and faculty, and promoting a Climate that values difference and diversity—or what I call **the 3 Cs of diversity**. It means training methods are tailored to serve diverse needs of diverse groups, and do not simply adhere to a theoretical orientation or rule out treatment for those who don't fit. It means having a plan to implement diversity goals and assessing if they are being met. It means acknowledging that the different experience of racial and ethnic groups. For example, we know stereotyped threat diminishes performance (Steele, 1997); we need to recognize when we are expecting students to behave according to stereotypic patterns. We know aversive racism (Hodson, Dovidio, & Gaertner, 2010) influences aversive attitudes and actions toward students of color; we need to ensure ways to promote self-reflection and evaluation to avoid cultivating these biases.

Diversity and EBP Research

The research on EBPs reveal a number of limitations, ranging from unclear definition and exclusion of ethnic minority populations to serious epistemological differences and shortfalls in cultural responsiveness in interventions. Diverse racial and ethnic groups have been underrepresented as subjects. Small sample sizes or the failure to include ethnic minority groups in randomized clinical trials prevent strong and clear conclusions about the effectiveness and generalizability of EBPs. At the same time, diversity is not simply about recruiting underrepresented groups as research subjects—conceptualization of the research question, choice of methods, and interpretation of results all need to be culturally competent. Research questions or methods which fail to include dimensions relevant and specific to racial/ethnic groups can bias results and their usefulness for groups of color. Rigid adherence to manualized treatments may not allow the flexibility to adapt these methods to diverse populations.

Considering the Evidence—Toward paradigm shifts

In conclusion, considering the evidence means it is about diversity in our minds and our actions (Chin, 2009). Diversity is not simply about representation. Paradigm shifts are essential in considering diversity as central to competent training and practice. These include moving from:

- Cultural sensitivity to cultural competence—Awareness is not enough.
- Marginalizing cultural differences to Culture is important—Rationalizations that "we're all human" or "I learn from my patients" avoid addressing diversity.
- Majority-minority dichotomy to multicultural paradigm—The "majority" is not the norm with everyone else having a culture.
- Replacing diversity with globalization—Diversity is not globalization.
- Defining diversity as an extraneous variable or soft science to culturally competent evidence based practice—Existing outcome data demonstrate that ethnic specific interventions work and population differences exist.
- The gold standard of randomized controlled trials to paradigms that consider different world views to test hypotheses about what we don't know.
- While the evidence on diversity does exist, current biases preclude their full consideration.

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DIVISION 45 STUDENT ACTIVITIES

Kudos to Division 45 Members!!

Dr. Asuncion Miteria Austria, chair and director of clinical training of the graduate program in Clinical Psychology, received the Cardinal Stritch University 2010 Distinguished Scholar Award. The award "recognizes and honors a faculty member whose scholarly activities, research or other creative works are at the forefront of her/his respective discipline. The Award is a distinction which befits the best of the academic faculty at Cardinal Stritch University."

Additionally, she co-edited, "A Handbook for Women Mentors: Transcending Barriers of Stereotypes, Race and Ethnicity," (Praeger Publishing, 2010). She and her daughter, A. Marie M. Austria, Ph.D., also co-authored a chapter in the book, "Enhancing Capabilities of Women and Ethnic Minorities," and co-presented at a symposium on, "Mother and Daughter on Mentoring and Being Mentored" at the 118th Annual Convention of the American Psychological Association in San Diego. The book was released at the Convention in San Diego.

Dr. Irene Lopez is beginning her fourth year at Kenyon College and was just awarded the Harvey F. Lodish Faculty Development Endowed Chair in the Natural Sciences. She also just returned for a voyage at Semester At Sea where we traveled to 8 different countries in Asia and Africa.

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GENERAL ANNOUNCEMENTS

American Psychological Association Division 1: The Society for General Psychology

Call for Nominations 2011 Awards

The Society for General Psychology, Division One of the American Psychological Association is conducting its Year 2011 awards competition, including the **William James Book Award** for a recent book that serves to integrate material across psychological subfields or to provide coherence to the diverse subject matter of psychology, the **Ernest R. Hilgard Award** for a Career Contribution to General Psychology, the **George A. Miller Award** for an Outstanding Recent Article in General Psychology, and the **Arthur W. Staats Lecture for Unifying Psychology**, which is an American Psychological Foundation Award managed by the Society. In addition, there is an award for graduate students: **The Anne Anastasi General Psychology Graduate Student Award** (see below for details).

All nominations and supporting materials for each award **must be received on or before February 15, 2011. With the exception of the William James Award, you are encouraged to submit your materials electronically.**

There are no restrictions on nominees, and self-nominations as well as nominations by others are encouraged for these awards.

The Society for General Psychology encourages the integration of knowledge across the subfields of psychology and the incorporation of contributions from other disciplines. The Society is looking for creative synthesis, the building of novel conceptual approaches, and a reach for new, integrated wholes. A match between the goals of the Society and the nominated work or person will be an important evaluation criterion. Consequently, for all of these awards, the focus is on the quality of the contribution and the linkages made between diverse fields of psychological theory and research.

Winners will be announced at the annual convention of the American Psychological Association the year of submission. The awardees for the first four awards will be expected to give an invited address at the subsequent APA convention and also to provide a copy of the award presentation for inclusion in the newsletter of the Society (**The General Psychologist**). These Awardees will receive a certificate and a cash prize of \$1000 to help defray travel expenses for that convention.

Details of the requirements for submission for all awards are available on the Society's website, see <http://www.apa.org/divisions/div1>. General enquiries for 2011 awards should be made to: MaryLou Cheal, PhD, Awards Coordinator, 127 E. Loma Vista Drive, Tempe, AZ 85282, cheal@asu.edu.



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