# Division 45 – The Society for the Study of Ethnic Minorities

# STRATEGIC PLAN 2015

**MISSION STATEMENT**

Division 45, (The Society for the Study of Ethnic Minorities) is for psychologists concerned with ethnic minority issues. We promote understanding of ethnic minority psychological principles, and provision of culturally competent service delivery. We promote the elimination of racism and social injustice against People of Color and the incorporation of diversity and multiculturalism into all societal issues.  The Division encourages empowerment inclusion and collaboration among psychologists, promotes multicultural research, education and training regarding People of Color, and represents these concerns within the American Psychological Association and to the public.

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The Society disseminates its scholarship through the publication of its Division journal, *Cultural Diversity and Ethnic Minority Psychology*, the *Focus* newsletter, and presents awards to outstanding contributors.

**VISION STATEMENTS**

Scrolling marquee-with What does Div 45 mean to you? Link with Pictures of who said; Comments and add

1. The source for cultural diversity and ethnic minority psychology for APA and society
2. An organized, strategic body of psychologists poised to positively impact and support education, public policy, research, treatment and care for diverse populations.
3. The go to source for relevant and leading edge psychological science concerning diverse peoples
4. Recognizes value and integrates multiple cultural perspectives in the practice of psychology
5. Strives to end racial and ethnic inequalities of power and privilege that affect psychosocial well being
6. Empowers our membership toward eliminating racial/ethnic injustice and influencing apa policy
7. The division whose research, practice and advocacy expertise in issues related to culture, race, ethnicity and privilege is recognized as the gold standard
8. A beacon for racial/ethnic minority issues in psychology that impact diverse lives
9. Empowers individuals at different stages of their career/education to address issues of racial/ethnic minorities in research, practice, and education
10. The voice for cultural diversity and ethnic minority psychology within APA and society
11. Increases awareness of ethnic minority issues and empowers our members to impact these issues
12. Recognizes, empowers and fully integrates cultural diversity and ethnic minority issues into the practice of psychology and all its realms
13. A platform to promote cultural diversity and ethnic minority mental health issues including leadership development, interorganization collaboration, and promoting human welfare.

**GOALS AND OBJECTIVES FOR DIV 45 STRATEGIC PLAN 2015**

**Strategic Goal 1: That the division becomes a diversity psychology home where members find support, encouragement and tangible resources to enhance their work and wellbeing in diversity psychology**

Objectives:

1. Develop a process to determine if the division should change its name to incorporate diversity and eliminate the term ethnic minority within the next five years, e.g., The Society for the Psychological study of culture, race, ethnicity and privilege or The Society for Cultural Diversity and Ethnic Minority Issues
   1. Responsible: Council of Past Presidents will be the task force to examine this issue
   2. Timeline:
2. Conduct a needs assessment to identify membership demographics, membership needs, and themes for engaging members
   1. Responsible: Membership Committee
   2. Timeline: Ongoing
3. Recruit new members (100/year over next 5 years or a 25% increase)
   1. Develop a welcome packet for new members
   2. Evaluate membership fee structure
   3. Responsible: Membership Committee
   4. Timeline: Ongoing
4. Increase engagement of members in the division through regular communication via advanced technology to promote scholarly exchange and collegial support
   1. Create a Linked in account to enable members to connect with one another and to update members about division activities
   2. Offer a minimum of 3 webinars and “virtual” happy hour to members
   3. Offer CE through the website or LinkedIn account
   4. Use the listserv to communicate division goals and strategies
   5. Develop website and use to connect with membership
   6. Responsible: Web manager; Communications Chair will organize consistent with APA guidelines and capabilities; Continuing Education Chair
   7. Timeline:
5. Increase voting participation of members
   1. Responsible: ?
6. Expand CDEMP to support practitioner interests as well as science interests, e.g., work with editor to offer special sections on practitioner issues, case studies for clinical and teaching, make journal articles available for CE credits
   1. Responsible: CDEMP editor and Continuing Education Chair
7. Offer leadership training to members
   1. Offer 1-2 non-substantive programming in hospitality suite
   2. Use Links and shoulders for leadership training
   3. Offer webinars on leadership skills 1-2/yr
   4. Use campus links
   5. Responsible: Convention Program Chair and Hospitality Suite chair
8. Increase benefits for students
   1. Liaison with CEMA chair of APAGs to send a representative to Division 45 EC meetings
   2. Promote and highlight benefits for students
   3. Offer scholarships for students
   4. Conduct an annual member satisfaction survey to identify needs of student members
   5. Responsible: Student Representative
9. Spotlight on Division 45 members in the newsletter including ECP and new members and link article to website or linkedin account
   1. Responsible: Newsletter Editor
10. Offer grantswriting training to members
    1. Responsible: Science Committee
11. Increase by 50% awards to persons of color
    1. Responsible: Awards Chair

**Strategic Goal 2: That the division serves as a moral compass with regard to diversity to promote an active, engaged relationship with APA relevant to Division 45 strategic goals**

Objectives:

1. Cultivate relationships within APA through division presence on all APA Boards and Committees and representation on APA Council
   1. Support Division EC as liaisons to APA boards including: BSA, BEA, BAPPI, BPA and CAPP
   2. Coordinate with members to identify liaisons and monitors already attending APA boards and committees or located in DC to represent Division 45
   3. Responsible:
   4. Timeline: annually in Jan/Feb
2. Increase and maintain 1 additional seat on the APA council of representatives over next 5 years
   1. Responsible:
3. Develop a 5 year strategic plan to ensure appointment of division members to APA boards and committees
   1. Responsible: Nominations Committee (Jeff Ring and Jennifer Manly)
   2. Achieve an average of 25% ethnic minority composition within all Boards and Committees and APA Council of Representatives
   3. Develop a list of division members to attend APA boards and committees, to nominate to slates, to lobby Council and caucuses
   4. Elect two Presidents of Color within five years via involvement in the campaign process and to ensure that they address beliefs of division 45; bring out the vote via a phone tree
      1. Responsible: Nominations chair
4. Identify and nurture communication with division 45 members and allies already serving on APA COR, boards and committees who will insure that issues related to race/ethnicity and diversity are consistently addressed
   1. Responsible: Lisa Rey Thomas will contact all members to identify their existing positions
5. Collaborate with ally divisions and division members also serving in other divisions
   1. Identify 3-4 divisions with whom to collaborate
   2. cultivate at least one new relationship each year
   3. Responsible:
6. Cultivate relationship with the APA so that they will regularly call upon Division 45 as the brain trust for scientific advising on matters related to race, ethnicity, and diversity.
   1. Ensure that specific language addressing diversity is included in each of APA’s strategic plan areas
   2. Develop a relationship that Division members will be viewed as the thought leaders and go-to Division for information on diversity
   3. Monitor activities of the four directorates regarding race and ethnicity
7. Offer leadership training and mentoring to division members to promote leadership within APA governance and beyond
   1. Offer leadership training at APA convention, Division 45 conferences, NMCS, DLC for diversity delegates, CEMA meetings for MFP, prior to Consolidated Meetings, etc.
   2. Host a Meet the officers meeting in the Hospitality Suite for members interested in governance
   3. Develop resources, webinars, online modules on leadership within the division website
   4. Liaison with other groups developing leadership institutes including but not limited to CNPAAEMI Leadership Development Institute, LIWP,
   5. Develop the Diversity and Leadership initiative to offer resources and training for leadership
   6. Host a Leadership Summit to strengthen allies; rationale is that race, ethnicity or power not on agenda for most leadership training, or dealt with in a superficial manner; may need different workshop levels for different groups, e.g., students, ECP, midcareer); leadership is multifaceted
   7. Responsible: Doug McDonald, Jessica Henderson Daniel and Jean Lau Chin
8. Relations with APA president
   1. EC to meet with incoming APA president annually and present a “welcome packet” from Division 45
   2. Host the presidential candidate forum in the Hospitality Suite annually
   3. Endorse presidential candidates whose agenda supports ethnic minority issues and diversity
   4. Responsible: President, Hospitality Suite chair, Nominations Chair

**Strategic Goal 3: That the Div 45 Board will be an effectively functioning body, closely engaged with and relevant to the needs of membership with outcomes consistent with the Strategic Plan**

Objective

1. Enhance EC communication and collaboration through regular monthly virtual meetings; have a goal for each call and make it a priority; chairs will offer reports in preparation for the meeting to better utilize conference call time
   1. Responsible: Jae Yeon Jeong will schedule using Doodle; President will chair the meeting
2. Offer leadership training and mentoring for those interested in leading Div 45 to insure that all four ethnic groups have viable candidates who are ready to lead Div 45 if elected
3. Offer leadership training and orientation to new board members prior to beginning of their term of service.
4. EC meetings will include attention to both process and content
   1. Update and revise the Strategic Plan at each EC meeting and again in 2015
   2. All officers will report on their specific duties relevant to the Strategic Plan
   3. Action items will be specified at each EC meeting and EC members will report on completed action items at each EC meeting
5. Finance committee will ensure fiscal responsibility and that articulated goals align with strategic plan and fiscal allocation
6. Annually EC members will reflect on goals/objectives achieved and will report on needs for upcoming year (or in anticipation of next leaders’ needs)
7. Create and maintain operations manual for each EC officer/position duties, functions and terms of office to ensure smooth transitions and accountability
   1. Responsible: Jean will send draft manual to EC for edits and additions; Beth will pull it together and have a final draft ready by the August meeting
8. Offer media training and outreach for EC members
   1. Develop the elevator speech, sound bites to craft message about: Why should I join Division 45?
   2. Hire a political strategist for a webinar meeting with the EC

**Strategic Goal 4: Promote the elimination of racism and social injustice in society through research, education, practice, policy and advocacy**

**Make a difference; Empowerment**

Objectives:

1. \*Whereas health disparities (as defined in the APA strategic plan )are behavioral based, connect health care reform with behavioral and poverty and impoverished communities
2. Create and maintain a database of literature/resources for members and public on the Division website
3. Create and conduct grant writing workshops at APA, div 45 conference, and NMCS to increase the number of funded research grants by people of color (e.g., NIH or SAMHSA grantswriting
4. Offer mentoring on how to lead your life as a scientist via technology
   1. Responsible: Science Committee will develop a strategy and coordination
5. Create and disseminate a resource of “best practices” for teaching multiculturalism across curriculum.
6. Include religious minorities in our mandate (in light of 9/11 backlash)

HEALTH DISPARITIES

Science Committee to come up with strategy re: health disparities to align with President-Elect Suzanne Johnson’s initiative on obesity and diabetes. We will offer names of experts in the area toward her goal of creating deliverables for physicians and providers doing work in communities of color. Jennifer Manly together with the Science Committee (Cheryl, Priscilla, Lisa) will define what Division 45 priorities could be in this area of health disparities; perhaps focus on health equity, have a policy paper for APA

ELEVATOR SPEECH

Why should I join Division 45? Or What does Division 45 mean to me?

* It is the lens through which we look at research, practice, training relative to race/ethnicity.
* In division 45, the lens through which we examine research, practice and training issues is on race and ethnicity.
* We support and promote racial and cultural diversity in psychology.
* We are committed to your career success. We offer training, mentoring, and advocacy aimed at making you the best psychologist you can be. We help you become a leader.
* Division 45 offers support and collegiality, resources and education, professional development, friendship, meaning, emotional connection, ceremony, ritual
* We promote examining research, education, policy primarily through the lens of race, ethnicity, power and privilege.