

Diversity Delegate Orientation Manual

*American Psychological Association Practice Organization
2015 State Leadership Conference*

PRACTICE INNOVATION

Dear Diversity Delegate,

Congratulations on being nominated as your psychological association's 2015 Diversity Delegate to the APA Practice Organization's State Leadership Conference (SLC). The fact that you have been selected to participate as a Diversity Delegate speaks to your leadership skills and potential in your state, provincial, and territorial psychological association (SPTA). When you meet Diversity Delegates from other SPTAs, you will quickly become aware that you are part of a dynamic group of respected professionals.

The Diversity Initiative of the Committee of State Leaders began under the leadership of the Committee of State Leaders (CSL), the Committee for the Advancement of Professional Practice (CAPP) and the Office of Ethnic Minority Affairs (OEMA). Historically, the Diversity Initiative originally focused on the leadership development of ethnic minority psychologists. In 2011, the definition of diversity used for the program was broadened to include the diverse groups recognized in APA's overall definition of diversity which includes race, ethnicity, language, sexual orientation, gender, age, disability, class status, education, and religious/spiritual orientation. Over the years, the Diversity Initiative and the State Leadership Conference (SLC) have been extremely successful in involving ethnic minority psychologists in membership and leadership positions, in facilitating the growth and development of leadership skills for many psychologists from diverse backgrounds and in enhancing diversity within governance at the state and national levels. As has been the case for Diversity Delegates in previous years, the training in advocacy and leadership you receive at the SLC will be invaluable to you in your current and future roles as leaders in our profession.

Our hope in providing the material contained in the 2015 Diversity Delegate Orientation Manual is that you may have your questions answered and feel prepared for this conference. In particular, if you are attending for the first time, the SLC has the potential to be an overwhelming and confusing experience. It is our desire to provide you with information that may ease and facilitate your participation in the conference activities. Included in these materials are:

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Diversity work can be challenging and isolating, as well as powerful and connecting, thus we encourage you to reach out to current and past Diversity Delegates who have previously attended the SLC. We are all in this together and sharing the gift of our knowledge and friendship improves our collective and individual experiences. We are hopeful that your experience at the 2015 SLC will be a compelling and expansive one; but our greatest hope is that you will have fun!

With appreciation and joy,

Karen Cone-Uemura, Ph.D
Diversity Liaison 2015-2015

Jessica Floyd, Ph.D.
Diversity Liaison-Elect 2015-2016

* The 2008 Orientation Manual Working Group was the original creator of this manual. This group included: Kamieka Gabriel, Ph.D., Georgia, Eleanor Gil-Kashiwabara, Psy.D., Oregon, Mabel Lam, Ph.D., Massachusetts, Lisa McGill Linson, Ph.D., Arkansas, and Cynthia Wang, Psy.D., Colorado. Thanks to Sarah Burgamy, Psy.D., Colorado, and Carrie Crownover, Ph.D., Kansas, for assisting in updating the Manual in 2011 and Mabel Lam, Ph.D., Massachusetts and Phyllis Bolling, Ph.D., New Jersey in 2012.

2015 DIVERSITY DELEGATES: 29 Delegates

Karen Cone-Uemura, Ph.D. 2015 Diversity Liaison		kcone-uemura@sa.utah.edu	Returning
Full Funding (5 delegates)			
<u>Name</u>	<u>Affiliation</u>	<u>Email Address</u>	
Chinmay Aradhya, M.A.	APAGS/Div. 31	caradhya@oakland.edu	1 st time
Nafisa Sekandari, Psy.D.	Arizona	drsekandari@yahoo.com	1 st time
Lucinda DeGrange	Louisiana		Returning
Jessica Floyd, PhD	MD, Diversity Liaison-Elect	jkfloyd08@gmail.com	Returning
Brad Larsen Sanchez	Oregon	brad@bradlarsenpsyd.com	1 st time
Partial Funding (18 delegates)			
Ruddy Taylor, Ph.D.	Alaska	ruddy.taylor@gmail.com	Returning
Gary Howell, Psy.D	Florida	garyhowellpsyd@gmail.com	1 st time
Kensa Gunter, Psy.D	Georgia	kkgunter@gmail.com	1 st time
Patrick Kamakawiwo'ole, Psy.D.	Hawaii	patrickk@argosy.edu	1 st time
Cristina Cox, PhD	Illinois	ccc@adler.edu	Returning
Susanne Francis, Psy.D	Illinois	sfrancis@chicagocounseling.org	1 st time
Monnica Williams	Kentucky	mwilliams@louisville.edu	1 st time
Charmain Jackman, Ph.D.	Massachusetts	cjackman@inpsychonline.com	1 st time
Martin Pierre, Ph.D.	Massachusetts	mapierre@gmail.com	Returning
Christi Moore, Ph.D.	Missouri	cmoore@ourlittlehaven.org	1 st time
Rita Billow, Ph.D.	Montana	Rita.billow@northwestchc.org	1 st time
Marta Aizenman, Ph.D.	New Jersey	martaaiz@gmail.com	1 st time
Ann Williams, Ph.D.	North Carolina	ams633@nyu.edu	Returning
Jorge Boero, Ph.D.	Tennessee	jvboero@yahoo.com	Returning
Joan Popkin, Ph.D.	Tennessee	jpopkin@gmail.com	Returning
Alfonso Mercado, Ph.D.	Texas	Amercadoz3@utpa.edu	1 st time
<u>Diana Rexach, Ph.D.</u>	Virginia		1 st time
Carolyn Sahni, Ph.D.	Virginia	cjsahni@hotmail.com	Returning
SPTA Funded (5 delegates)			
Anatasia Kim, Ph.D.	California	anatasiakim@gmail.com	Returning
Jessica Feliciano, M.A.	Connecticut	jfeliciano258@gmail.com	1 st time
Celeste Malone, Ph.D.	Maryland	Celeste.malone@howard.edu	1 st time
Bibi Neumann, Ph.D.	Minnesota	Bibi.neumann@icloud.com	1 st time
Willie Garrett, Ph.D.	Minnesota	wilgarrett@comcast.net	Returning
Johanah Kang	Nevada	johanahkang@gmail.com	Returning
Gary Carrington, Ph.D.	Ohio	Garycarrington13@yahoo.com	1 st time

INFORMATION FOR DIVERSITY DELEGATE PARTICIPANTS TO THE APA STATE LEADERSHIP CONFERENCE

We welcome your participation at the 2015 State Leadership Conference (SLC). The 2015 SLC runs from Saturday, March 14th through Tuesday, March 17th. The Pre-SLC Diversity Delegate Dinner will take place on Friday, March 13th at 7:30 pm. The Diversity Delegate Orientation begins with breakfast Saturday morning at 8:00 am. On Tuesday members of the SLC delegation make visits to Capitol Hill and members of Congress. These visits are conducted by each state, provincial or territorial delegation.

The SLC has a number of things already built into the schedule to help make your experience easier and more useful. It is a wonderful conference and also a lot of fun. It is strongly recommended that you attend the Diversity Delegate dinner on Friday, March 13th, the evening before the conference begins. The dinner is sponsored by the Office of Ethnic Minority Affairs (OEMA). This event is a wonderful opportunity to meet your fellow diversity delegates along with some of the supporters and leaders of the CSL Diversity Initiative, and to recognize the 2015 Diversity awardee for outstanding contributions toward the Diversity Initiative. It sets a positive tone for the days to follow and is also a highlight of your SLC experiences. Details about the dinner are communicated via the SLC Diversity listserv, so be sure to watch for this information. Please plan on attending this dinner and you may want to present it to your SPTA as an important part of the Diversity Delegate experience. The Orientation session on Saturday morning is also very important. At Orientation, you will learn about the SLC and receive some tips on how to get the most out of the conference. The Orientation program includes the Diversity Delegates, Presidents–elect of states, provinces and territories, and the Early Career Psychologists. After this Orientation, you will have a better sense of the SLC and what is expected of you as a participant.

The SLC can feel overwhelming due to the amount of information you will receive every day. If you feel overwhelmed, do not worry - this is typical, particularly for first year attendees. The information below is intended to help you to prepare for the SLC and navigate the various activities and events while you are there.

The Annual APA State Leadership Conference is an important and unique opportunity to:

- Learn the details of the APA Practice Directorate's Legislative Agenda
- Learn how to be advocates with Congress, and carry important messages to the members of the Congressional Delegation
- Learn about trends and issues having an impact across state lines and trends and issues about which we need to be aware in serving our membership
- Meet key APA leaders and Staff
- Advance the recognition of your SPTA as a leading Association
- Meet and network with leaders from other states, provinces and territories
- Learn about best practices for association governance, leadership and management
- Network with other SPTA leaders and build relationships that will make for a stronger governance team

To maximize the mutual benefit from being part of the SLC Delegation, there are certain expectations of the delegation participants:

- Delegates are expected to take advantage of the networking opportunities provided. Bring business cards to share.
- Delegates are expected to arrange their travel such that they are available to participate for the entire SLC. **For Diversity Delegates, this includes the dinner on Friday, March 13th.**
- For general sessions when appropriate, tables will be reserved for the Delegation so that you can sit together.
- During the opening session, the schedule for SLC should be reviewed and a schedule of attendance at programs should be developed to maximize coverage of those offerings. If you have free time while important plenary sessions or other programs are going on, try to attend one of them. Coordinating with other Diversity Delegates or your SPTA delegation will help you to identify which program(s) may be best to attend.
- You are strongly encouraged to attend the SLC State Leaders' Town Hall & CSL Elections Meeting on Monday, March 16th from 2:00-4:00 pm. It is an important opportunity for SPTAs to have a voice in APA and the Practice Organization. Also, new members of the Committee of State Leaders are elected during this meeting.
- Your SPTA will schedule meetings with Congressional Leaders—sometimes referred to as “on the Hill” or “Hill visits.” Participants are expected to keep these appointments, complete the evaluations, attend the debriefing sessions, and return the evaluations to Central Office within two days of returning from Washington, D.C.

Events pertinent to Diversity Delegates:

- Friday, March 13, 2015:
 - 7:30 pm: 2015 Pre-SLC Annual Diversity Delegate & Recognition Award Dinner (meet in hotel lobby at 7:10)
- Saturday, March 14, 2015:
 - 8:00-10:00 am: Breakfast & Welcoming Remarks/ SLC Overview
 - 10:00 am-12:00 pm: Orientation Program for Diversity Delegates only
 - 3:30 - 4:30 pm: Networking Group for Diversity Delegates
- Monday, March 16, 2015:
 - 11:00 am-12:30 pm: Workshop #10, “Maneuvering Through a leadership Path Strewn with Micro- and Not-So-Microaggressions: Leaders in Psychology Share Their Experiences (This workshop, organized by the Diversity Delegate Liaison & the CSL Diversity Committee, offers CEU's this year!)
 - 4:00 – 5:00 pm: Diversity Delegate Wrap-up

* Although there is not a great deal of free time, Diversity Delegates often hang out in the Bar & Bistro located on the Ground floor of the Hotel in the evening after dinner or go to a nearby establishment and/or get together for breakfast or lunch when possible. Feel free to join us.

Evening Events:

- On Saturday, following the presentation of the Annual National Psychologically Healthy Workplace Awards (4:45- 6:15), there will be a reception for the Award winners in the early evening from 6:15-7:30 pm.
- You are free to dine out on Saturday and/or Sunday with anyone you like. Typically, SPTA delegations have their group dinner on one of these nights. You are usually required to attend one of the nights. As Diversity Delegates, you are encouraged to maximize any time and opportunity you have to network with each other. Recently some Diversity Delegates have gone out to dinner together, and some go Salsa dancing, so remember to bring appropriate clothes!
- On Sunday, the American Psychological Association Practice Organization Political Action Committee holds a reception from 6:00 - 7:15 pm honoring a legislator. Please plan to attend and wear business attire. Some individuals attend a more formal event this same evening and, therefore, wear “evening attire,” but it is not expected that everyone dress so formally.
- Monday evening there is a State Leadership Conference Networking Hour from 6:00-7:00 pm, followed by a banquet from 7:00-9:30 pm. This is a somewhat dressy affair. As mentioned above, some may be wearing more formal attire. You may want to wear what you would normally wear for a nice evening out, it’s a festive event.

Additional Notes:

- You will need business cards for the Hill visits. If your workplace policies prohibit you from using your business card on congressional visits, generate a way of identifying yourself in your SPTA role.
- APA provides a continental breakfast on Sunday and Monday and a full breakfast on Tuesday. Many groups have a full breakfast on Saturday—check your materials. Lunch is provided on Sunday. Dinner is provided on Monday.
- There is a Starbucks in the hotel lobby
- The hotel is located directly above a main Metro station, so travel to most destinations is inexpensive and convenient.
- Several sessions at the SLC are available for CE credit. There is a small fee to obtain CE credit.

We are sure you will find the SLC to be stimulating and energizing. For first time attendees, it can feel a bit overwhelming, especially with all the acronyms being tossed about. Plan to be busy from morning until night – not much chance for sightseeing on this trip. Again, congratulations and welcome!

TIPS FOR NEW DIVERSITY DELEGATES

- Dress code: Dress professionally throughout; in addition, bring more formal attire for evening events (suits, dresses, skirt outfits or pantsuits)
- Review the schedule of events before arriving; it will help you feel more prepared and aware of the flow of events
- Bring business cards
- Make every effort to attend the Diversity Delegates Dinner the evening before the official opening day of the conference. It is a good opportunity to meet most of the other Diversity Delegates and to network and become acclimated
- During the SLC, you will hear and see many acronyms. Here is a little glossary to help crack a few of the codes:

▪ APAGS	American Psychological Association of Graduate Students
▪ CAPP	Committee for the Advancement of Professional Practice
▪ CEMA	Committee of Ethnic Minority Affairs
▪ CEMRRAT	Commission on Ethnic Minority Recruitment, Retention, and Training in Psychology
▪ CESPPA	Council of Executives of State and Provincial Psychological Associations
▪ CSL	Committee of State Leaders
▪ FAC	Federal Advocacy Coordinators
▪ OEMA	Office of Ethnic Minority Affairs
▪ PEC	Public Education Campaign
▪ SPTA	State, Provincial, Territorial Associations
▪ ED	Executive Director

- Look for your SPTA table at plenary events; signs are on each table: It can be a challenging task to find your table, so make sure you check with your ED where your delegation will be seated
- Include yourself in photographs of your SPTA and Diversity Delegates; you are there to be included and your presence matters
- Remember you are representing your SPTA, not only “diversity” issues and delegates
- Coordinate with your SPTA delegation when selecting which workshops and sessions to attend at the conference
- Attend Capitol Hill visits on Tuesday-- the experience is very valuable
- Make sure you are matched with the State representative (or constituents) where you live or work before the Hill visit
- Attend the briefing session on Sunday and the debriefing session on Tuesday after the Hill visit
- Read the other Diversity Delegates’ reports and explore with them any comments/questions you may have; Take the opportunity to connect in person since it will facilitate continuing communication by e-mail later on
- Even if it is challenging for you, push yourself to connect with others; building relationships with others will help your professional development and will help your SPTA
- Become informed of the CE process and evaluation form; you can get credit for attending

- The SLC experience may feel overwhelming due to the amount of information that you will receive every day; however, it is not unusual for first year delegates to enjoy the conference!

THINGS TO DO AND THINK ABOUT RIGHT NOW

There are some things that can be done immediately which will help you transition to your role once at the SLC. As soon as you have been confirmed as the Diversity Delegate representing your state, make sure your name is in the APA SLC Diversity listserv, as you will begin to receive important materials via e-mail. Additionally, you can begin to network with other Diversity Delegates prior to the SLC via the listserv. You will find information about the Diversity Initiative on APA's Division 31: State, Provincial and Territorial Psychological Association Affairs page:

(<http://www.apadivisions.org/division-31/index.aspx>). When you click on the Diversity Initiative tab on the left, you will find information about the Diversity Delegate program at last year's SLC, the winner of the 2014 Diversity Recognition Award, the 2014 Orientation Manual, and more. This page is a work in progress; the information is updated regularly. Check this site frequently - information for the 2015 SLC will be uploaded as it becomes available. Another useful section to look at is the Diversity Task Force Blog, which has postings of diversity issues and concerns.

You will be asked to submit a report of activities related to diversity issues taking place in your SPTA. Consult with your association to see if there is any information of which you need to be aware to include in this report. If there was a Diversity Delegate prior to you, connect with this person. Ask for previous reports and review them. Explore if there were any short-term goals and whether or not they were met. If there is no information to report, your selection as the first diversity delegate to represent your state association is something significant to report! Information is provided below with suggestions on how to put together this report. Due date for the report was March 2nd, 2015, but please submit them to Karen Cone-Uemura (kccone-uemura@sa.utah.edu) and Susie Lazaroff (slazaroff@apa.org) when you are able.

You will be matched with a Diversity Delegate with prior experience at the SLC. Seize this opportunity as a mentorship experience to learn about the SLC. Ask as many questions as you can. You may be able to connect with this person through e-mail prior to SLC. If you do not know who your mentor is, contact the Diversity Liaison. The Diversity Liaison changes every year. This year our Diversity Liaison is Karen Cone-Uemura, Ph.D. (kccone-uemura@sa.utah.edu).

Make sure that you have a clear understanding of the financial arrangement supporting your attendance to the SLC. There are some variations, and you want to be clear of the one that applies to you to ensure that you follow the appropriate reimbursement procedure(s) (if any) and address this matter to the appropriate office.

Other things that might put you a little more at ease are to (1) read the packet of material sent to you by the Practice Directorate. Also, be aware that the important information will be repeated at the Conference, so you will have an additional opportunity to become familiar with it; (2) relax, because you will find people at the SLC to be friendly and eager to help.

WRITING A PROGRESS REPORT FOR YOUR SPTA

All SPTA Diversity Delegates are asked to submit a progress report which will be incorporated by the Diversity Liaison into the Diversity Initiatives Progress Report to share with the other Diversity Delegates and update the Committee of State Leaders on their Diversity Initiative. First of all, try not to re-invent the wheel. If your SPTA requested funding for you to attend the State Leadership Conference, your SPTA leadership had to either develop a plan for its Diversity Initiative for a first time Diversity Delegate or review their goals and progress from the previous year if you are a returning Diversity Delegate. Ask to see what was submitted, and use it as a foundation for your progress report. If there was no funding request submitted, then just follow a few simple steps:

For first-time SPTAs in the early stages of a Diversity Initiative, describe the existing plan or a proposed vision of what you hope to accomplish. Each SPTA's governance can be different so you will want to describe the role and function of Diversity in your SPTA (e.g. a representative, a voting member, a standing committee, a special committee or task force, a Division of the SPTA, etc.). Describe how you (and/or your committee) plan to integrate diversity into your SPTA, and how you will work with others in the Association to further the goals of this initiative. Develop the goals and objectives of the Diversity Plan for your SPTA, including the scope of the plan (broad or narrow), and a general timeline (short- and long-term). It is also important to describe how progress will be measured (i.e. how do you know if a goal or objective has been met) and how information will be communicated to the Board, including what role the Diversity Delegate has within the Association.

For returning SPTAs, first look at what was submitted last year. Provide a status update on the goals and objectives of your previously submitted Diversity plan. Also describe any identified obstacles or barriers to achieving those goals and objectives, and describe what has been, or could be done, to overcome them. Other than that, the plan will look much like what is described above for first-timers.

Formatting has also varied among SPTA's, but the report will need to be in a Word document. Some submit everything within a narrative, while some use bullets. Formatting will depend on who is doing the writing, but the key is to hit the points discussed above to communicate the Diversity Initiative of your SPTA. Don't be afraid to ask for help from the previous Diversity Delegate, your Board or from your Executive Director. You can also ask for help on the Diversity Listserv since there are many "veterans" of the SLC that are willing to help. Most importantly, don't stress out. This progress report is about communication and learning from each other. There is not a grade, and it is not a contest. It is a chance for us all to learn and support each other as we move our Diversity Initiatives forward within our SPTAs.

2015 SLC DIVERSITY DELEGATE MENTORING CLUSTERS

Mentor (2015)	SPTA	Mentee (2015)	SPTA
Joan Popkin, Ph.D. jpopkin@gmail.com	Tennessee	Chinmay Aradhya, M.A. caradhya@oakland.edu	APAGS/Div.31
Ann Williams, Ph.D. ams633@nyu.edu	North Carolina	Nafisa Sekandari, Psy.D. drsekandari@yahoo.com	Arizona
Willie Garrett, Ph.D. wilgarrett@comcast.net	Minnesota	Jessica Feliciano, M.A. jfeliciano258@gmail.com	Connecticut
Ann Williams, Ph.D. ams633@nyu.edu	North Carolina	Gary Howell, Psy.D garyhowellpsyd@gmail.com	Florida
Carolyn Sahni, Ph.D. cjsahni@hotmail.com	Virginia	Kensa Gunter, Psy.D kkgunter@gmail.com	Georgia
Ruddy Taylor, PhD ruddy.taylor@gmail.com	Alaska	Patrick Kamakawiwo'ole, Psy.D. patrickk@argosy.edu	Hawaii
Cristina Cox, PhD ccc@adler.edu	Illinois	Susanne Francis, Psy.D. sfrancis@chicagocounseling.org	Illinois
Joan Popkin, Ph.D. jpopkin@gmail.com	Tennessee	Monnica Williams mwilliams@louisville.edu	Kentucky
Jessica Floyd, Ph.D. Jkfloyd08@gmail.com	Maryland	Celeste Malone, Ph.D. Celeste.malone@howard.edu	Maryland
Anatasia Kim, PhD anatasiakim@gmail.com	California	Charmain Jackman, Ph.D. cjackman@inpsychonline.com	Massachusetts
Willie Garrett, Ph.D. wilgarrett@comcast.net	Minnesota	Bibi Neumann, Ph.D. Bibi.neumann@icloud.com	Minnesota
Cristina Cox, PhD ccc@adler.edu	Illinois	Christi Moore, Ph.D. cmoore@ourlittlehaven.org	Missouri
Ruddy Taylor, PhD ruddy.taylor@gmail.com	Alaska	Rita Bellow, Ph.D. Rita.bellow@northwestchc.org	Montana
Jessica Floyd, Ph.D. Jkfloyd08@gmail.com	Maryland	Marta Aizenman, Ph.D. martaaiiz@gmail.com	New Jersey

Carolyn Sahni, Ph.D. cjsahni@hotmail.com	Virginia	Gary Carrington, Ph.D. Garycarrington13@yahoo.com	Ohio
Ruddy Taylor, PhD ruddy.taylor@gmail.com	Alaska	Glenna Stumblingbear-Riddle, Ph.D. gstumblingbear@yahoo.com	Oklahoma
Anatasia Kim, PhD anatasiakim@gmail.com	California	Brad Larsen Sanchez brad@bradlarsensyd.com	Oregon
Carolyn Sahni, Ph.D. cjsahni@hotmail.com	Virginia	Alfonso Mercado, Ph.D. Amercadoz3@utpa.edu	Texas

SUGGESTIONS FOR MENTORS AND MENTEES

Mentors

- Encourage professional growth and success of the new SLC Diversity Delegate.
- Invite and encourage participation in SLC activities, events and CSL governance.
- Between meetings, introduce your mentees to as many people as possible, making a strong effort to provide formal introductions to at least a few of the key APA staff and current APA leaders.
- Inform the mentee about professional development funds and training/development opportunities within APA, within Division 31, and especially within the State Leadership Conference.
- Support and listen to the mentee; share personal experiences that may provide guidance, and refer the new delegates to other resources, leaders or programs as appropriate.
- Be available to the mentee for consultation on problems or challenges.
- Make the mentee aware of social, professional and recreational opportunities that occur within the context of the State Leadership Conference.

Mentees

- Accept and avail her/him of the support being provided by the mentor.
- Initiate contact with the mentor as needed.
- Maintain contact, even if just to confirm that everything is okay.
- Feel free to ask as many questions as you might have before, during, and after the SLC.

USEFUL INFORMATION

Diversity Initiative

The Diversity Initiative is made possible by the financial support of CAPP and OEMA. The Committee of State Leaders (CSL) Diversity Subcommittee coordinates the various activities involved in this initiative, including the nominations process for Diversity Delegates to the SLC (with recommendations forwarded to the full CSL and then to CAPP) and the orientation program for the Delegates at the SLC. As noted previously, the goals for the Diversity Initiative originally focused on involving more ethnic minority psychologists in membership and leadership positions in states/provinces/territories and the national association and recently diversity has been more broadly defined under APA's definition of diversity to include race, ethnicity, language, sexual orientation, gender, age, disability, class status, education, and religious/spiritual orientation. The funding to attend SLC for Diversity Delegates continues to be provided by both CAPP and OEMA. Funding from OEMA is designated for Delegates from diverse racial and ethnic backgrounds. CAPP's funding includes Diversity Delegates who fit under APA's definition of diversity. The SLC has been a link between the two groups. By funding Diversity Delegates to participate in the SLC, we hope to provide advocacy/leadership training, opportunities for networking with other delegates, occasions to share creative enterprises, and interaction with national leaders for the purpose of increasing skills to be brought back to the states/provinces/territories.

A Diversity listserv has been established to serve as a means of sustaining an ongoing dialogue among all the Diversity Delegates (current and former) and the CSL.

In addition, the position of Diversity Delegate Liaison, a liaison between the Diversity Delegates, the CSL Diversity Subcommittee, CSL, and Liaison-Elect, has been established. The Diversity Liaison-Elect is a two-year term elected by the Diversity Delegates in attendance at the immediately preceding SLC. During the first year, the person will be mentored by the Diversity Delegate Liaison leading to his/her role on the CSL the following year. The Diversity Liaison-Elect is an ex-officio member of the CSL Diversity Subcommittee but is not a participating member of CSL.

During the second year, the Diversity Liaison-Elect will assume the role of Diversity Delegate Liaison. In this position, the person will serve as a full voting member of the CSL and will by virtue of this position, serve in the role of CSL's Diversity Subcommittee Chair.

The primary role of the Diversity Liaison/Diversity Subcommittee Chair is to serve as liaison between the delegates and the CSL Diversity Subcommittee and the Committee of State Leaders. The Diversity Subcommittee addresses the diversity agenda for the SLC the following year and participates in the planning of the orientation for the delegates. One of the primary roles is communication with the delegates about the conference and other topics related to development of the diversity initiative within the SPTAs. Each year, the Diversity Liaison usually takes on a special project and along with the Diversity Liaison-Elect also plans the introductory social event for the delegates (the evening prior to the start of the SLC).

After the SLC, there is a call for nominations for the Diversity Liaison-Elect position. Current Diversity Delegates nominate fellow delegates and later vote for those nominated.

The Diversity Liaison is fully funded as part of CSL to attend SLC. The position of Diversity-Liaison-Elect also has priority funding from the Diversity Initiative's Fund when the individual is not funded by his/her SPTA as a Diversity Delegate.

Beginning in 2009, the Diversity Initiative, and the Diversity Delegates with the leadership of Diversity Liaison Dinelia Rosa, Ph.D. established a Recognition Award. This award was established to honor an outstanding individual who has contributed and advanced the SLC Diversity Initiative. The awardee is selected by the Diversity Liaison and Diversity Liaison-Elect in consultation with former Diversity Liaisons. The awardee is recognized at the annual Diversity Delegate & Recognition Award Dinner held the evening before the SLC begins.

In 2011, a plaque was donated by Diversity Liaison-Elect, Mabel S. Lam, Ph.D. for this recognition. The plaque is a "Traveling Plaque" as each year's honoree will get to keep it for one year and he/she will pass it on to the next year's honoree at the dinner. The plaque should be sent to the Diversity Liaison who has the responsibility to get the next honoree's name engraved. The inscription on the plaque reads "SLC Diversity Delegates and the CSL Diversity Subcommittee are Proud to Recognize Individuals who have made Outstanding Contributions to Advancing the SLC Diversity Initiatives"

We are grateful to the Recognition awardees which include: Bertha Holliday, Ph.D. in 2009, Melba Vasquez, Ph.D. in 2010, Jennifer Kelly, Ph.D., ABPP in 2011, Alberto Figueroa-Garcia, MBA in 2012, Jo Johnson, Ph.D. in 2013, and this year Jessica Henderson Daniel, Ph.D., for their wisdom and dedication to the development and growth of the Diversity Initiative and to us -the Diversity Delegates.

In May, 2013, the Diversity Task Force Blog (<http://www.apadivisions.org/division-31/news-events/blog/diversity/index.aspx>) was established on the Division 31 site. This is a regular blog with posts addressing diversity issues and concerns. A Diversity Initiative page, (<http://www.apadivisions.org/division-31/news-events/diversity-initiatives.aspx>), started by Diversity Liaison Takako Suzuki, Ph.D. with the support of Andy H. Benjamin, JD, Ph.D., ABPP, has been added to highlight the ongoing activities of the Diversity Delegates.

The description of the CSL's Diversity Initiative is based on the American Psychological Association Committee of State Leaders Committee Policies updated in 2010, 2011 and 2012.

USEFUL INFORMATION

Committee of State Leaders

The American Psychological Association's Committee for the Advancement of Professional Practice* (CAPP) established the Committee of State Leaders (CSL) to serve as an advisory group to provide feedback about State, Provincial, and Territorial Associations' (SPTA) concerns and needs, to respond to special projects at the request of CAPP, to provide advisory input about the State Leadership Conference (SLC), and to assist SPTA leaders to become more involved in APA governance. The CSL is funded by CAPP and is comprised of members who are selected by State Leadership Conference participants.

Formerly known as the State Leadership Conference Organizing Committee, and later the State Leadership Organizing Committee, the Committee of State Leaders serves as a resource to CAPP and the Practice Directorate in planning the annual State Leadership Conference but it does not organize or put on the Conference; CAPP has charged the Practice Directorate with this responsibility. Currently, the CSL is working on a number of initiatives. These include a program to mentor SPTAs for advocacy leadership development, an ethnic diversity initiative for SPTAs, selection of the annual State Leadership Award recipient, and conducting an orientation for Presidents-Elect at SLC. Each initiative has a corresponding subcommittee to coordinate the full committee's work in that area.

The Committee of State Leaders is composed of eighteen members (nine elected and nine appointed): Chair, Chair-Elect, Past Chair, 4 At-Large Members, 2 Federal Advocacy Coordinators, 2 CESPPA Representatives, a Division 31 Representative, an APAGS Representative, a CPA Representative, the Diversity Delegate Liaison, DPA Representative, an ECP Representative, and a Liaison from CAPP. All members volunteer to serve on the Committee of State Leaders and make themselves available for committee business during the course of the year.

The description of the Committee of State Leaders is based on the American Psychological Association Committee of State Leaders Committee Policies updated April 1, 2010.

RESOURCES

General Information

Division 31's "Implementing a Diversity Initiative in State, Provincial, and Territorial Psychological Associations: A Handbook for SPTAs"

<http://www.apadiv31.org/wusage/Diversity%20Handbook%202009Ed.pdf>

OEMA website <http://www.apa.org/pi/oema/>

Advocacy

Legal and Legislative Advocacy Section of APA's Practice Central (a service of the APA Practice Organization)

<http://www.apapracticecentral.org/advocacy/index.aspx>

The Legislative Action Center has your legislative officials' contact information, important state and national issues and current legislation, and contact legislation.

<http://capwiz.com/apapractice/home/>

APA Government Relations Office contains 3 offices (<http://www.apa.org/about/gr/index.aspx>), including Public Interest (<http://www.apa.org/about/gr/pi/index.aspx>) which provides policy issues regarding Ethnic Minority Affairs <http://www.apa.org/about/gr/issues/minority/index.aspx>

Cultural Competency

New Mexico's Diversity and Cultural Competence Website

<http://www.nmpa.com/displaycommon.cfm?an=1&subarticlenbr=33>

Oregon Board of Psychologist Examiners passed a new rule for a cultural competence/sensitivity requirement 4 CE credits beginning 2016, psychologists will be required to complete out of the total 40 CE's required biannually, and due at each renewal period.

http://www.oregon.gov/obpe/Renewals_CE/CE_Changes_1-15.pdf

Texas Board of Psychologist Examiners adopted new cultural diversity professional development requirement of 3 hours beginning October 2014.

http://www.tsbep.texas.gov/index.php?option=com_content&view=article&id=78

Report of the APA Task Force on the Implementation of the Multicultural Guidelines

<http://www.apa.org/about/policy/multicultural-report>.

Health Disparities

Society's Grand Challenges Insights from Psychological Science: Health Disparities (booklet)

<http://www.apa.org/research/action/gc-health-disparities.pdf>

Health Reform: Affordable Care Act

<http://medicaid.gov/affordablecareact/affordable-care-act.html>

**2015 STATE LEADERSHIP CONFERENCE
DIVERSITY DELEGATE PROGRAM EVALUATION AND FOLLOW-UP SURVEY**

Thank you for participating in the Diversity Initiative. We would appreciate your feedback on the initiative and the SLC. Please give us your candid feedback—the information will be used to help plan future programs and improve the initiative.

1. Is this your first State Leadership Conference? Yes _____ No _____
2. Is this your first SLC as a Diversity Delegate? Yes _____ No _____
If no, number of years: _____
3. Please rate the following using this scale:

4=very helpful 3=helpful 2=somewhat helpful 1=not at all helpful 0=N/A

Pre-SLC Dinner

- _____ Mentor/Mentee pairing of Delegates prior to the Conference
- _____ Friday Evening's Recognition Dinner
- _____ Mentor/Mentee pairing at Dinner
- _____ Mixing Diversity Delegates with Elders at your Table
- _____ Get to Know You Ice Breaker
- _____ Sharing of Informal Information

General Orientation

- _____ Combined Diversity Delegates/Presidents-Elect/Early Career Psychologist Orientation
- _____ Meet and greet time
- _____ Welcome and introductions of key APA and Committee/Board/Division leaders

Diversity Orientation

- _____ Introduction of leadership and staff
- _____ Introduction of Diversity Delegates
- _____ Pathways to Governance Talk: Jennifer Kelly, Ph.D.
- _____ Small Group Discussions: Reflecting, Sharing and Formulating
- _____ Sharing of action plans with large group

Diversity Workshop

_____ Maneuvering Through a leadership Path Strewn with Micro- and Not-So-Microaggressions: Leaders in Psychology Share Their Experiences (CEU's offered!)

Summary

Please write a few sentences in response to the following questions:

How useful has the CSL Diversity Initiative been in organizing and implementing a diversity initiative within your SPTA? Why /Why not?

What changes would you make to the Diversity Orientation and Discussion Group?

What topics would you like to see included?

What topics do you think should be deleted?

What changes would you make to the Diversity Delegate Recognition Dinner?

Please suggest someone who is involved with the SLC Diversity Initiatives that you would like to see recognized at next year's Diversity Delegate Dinner:

Who would you like to nominate for Diversity Liaison-Elect?

Any other comments:

(Optional)

Name: _____ **SPTA:** _____