In 2014 the diversity committee had a very busy and fruitful year. We started off the year with our annual Diversity party in January. Attendee’s ate delicious food from around the world and listened to a wonderful playlist featuring diverse international artists. In March we had our CE/Movie event presented by Rich Muszenski and the LGBT committee followed by an enlightened discussion about the transgender community in AZ. In May, Dr. Earl and J.P Crum presented a highly informative and engaging CE discussion about Sex Addiction. In August, the committee members and guests met at the Persian Room for an evening of conversation, laughter, and good food. In October, Dr. McCaine presented a very popular and well attended CE event about Domestic Violence. We have some wonderful events lined up for 2015. We had our first case consultation event in February. In March we have our annual holiday party which will coincide with the Persian New Year. In May we have a wonderful CE event regarding Hip Hop therapy. We will have a CE event about working with Native Americans in July. We will also have 2 movies CE events lined up for September and November.
EDTF was formed January 2001 and it is a group of ethnically diverse professionals and college students who promote greater mental health access and advocate for culturally competent psychological services in communities of color.

**EDTF Key Goals**
- Provide support and link psychologists of color with one another and with other psychologists, professionals, and professional groups
- Provide scholarships and support to high school, undergraduate and graduate students of color who are interested in mental health and link them with psychologists and other professionals
- Advance culturally competent mental health services in the community
- Increase the recruitment, retention and participation of ethnic minorities within the State Psychological Association- Connecticut Psychological Association

**EDTF Accomplishments 2014 – 2015**
- Participated in the NAACP Health & Science Fair
- Awarded 13 Mentoring Scholarships to Psychology Graduate Students
- Presented at Diversity Challenge: Racial Discrimination Across Life Span, Boston College
- Partnered with NAMI (National Alliance of Mental Illness) in the NAMIWALK
- Presented *MindStylz* (Hairstylists & Barber Initiative) at Yale Black Solidarity Conference
- Recruited new EDTF members from the 4 major universities in the State of Connecticut
- Advanced *MindStylz* with more presentations to Hairstylists & Barbers in the state
- Provided increased Mentoring Scholarships to high school & college students Fall 2014
- Offered greater networking opportunities to graduate students in Psychology
- Provided increased education about the field of psychology to high school students
- Advanced cultural competency & mental health access for people of color
- Updated Directory of Mental Health Providers to put on the EDTF & *MindStylz* websites
- Solicited scholarship donors throughout the state to support EDTF mentoring program
- Recruited new EDTF Members from other mental health professional organizations
- Increased community education on mental illness to churches and organizations
- Expanded communication to students and mental health professionals via social media

*MindStylz* is a collaborative project between hair stylists, barbers, and the Ethnic Diversity Task Force (EDTF) of the Connecticut Psychological Association (CPA) to promote mental health awareness of hair stylists, barbers and their clients in communities of color.
Read about EDTF community activities at MindStylz.org, or www.connpsych.org

Submitted: Jan Owens-Lane, Ph.D
Chair, EDTF of the CT Psychological Association
3/10/2015
The Maryland Psychological Association continues to make great advances in addressing multicultural and diversity issues within MPA and with our members. We are excited to share that the MPA Board and membership voted to make the Diversity Committee one of MPA’s standing committees and to establish a voting seat for Diversity. Aside from providing the committee with a seat on the Board, this change from sub-committee to full committee status gives the Diversity Committee greater exposure to all MPA members as the committee has a page on the MPA website and is included on all MPA marketing materials. The committee page includes links to culturally based psychological associations and resources on working with diverse populations for our members. With this increased exposure, it is the hope that diversity will become a more visible aspect of the MPA structure. Moving forward, the Diversity Committee will continue to work with the Board to discuss how diversity can be better incorporated into each MPA committee.

MPA continues to sponsor the Multicultural Day Conference in March. The event is very well attended by MPA members and other local psychologists. It will also continue to hold the networking luncheon at the Conference. Additionally, the Diversity Committee will be continuing the partnership with the Educational Affairs Committee on continuing education workshops around cultural competence and will help in developing a diversity-focused film and discussion series.

To increase the diversity of MPA membership, the Diversity Committee will partner with the Early Career Psychologist Committee and MPAGS (graduate student affiliates) to engage in targeted outreach to area training programs to encourage their students to join MPA as graduate students and maintain their membership as early career psychologists.

As a first time diversity delegate, I am excited to represent MPA in this role and fully participate in all aspects of the State Leadership Conference to further advance my leadership skills. I also look forward to meeting the diversity delegates from other state organizations.
The Minnesota Psychological Association; in support of the Diversity Committee & Multicultural Division, achieved the following goals and initiatives in 2014-2015:

- Maintained the designation of “Diversity initiative" as a budget line item to fund diversity activities and events.
- Maintained five psychologists of color as MPA Governing Council members.
- Increased the number of ethnic psychologists on several key committees.
- Annual spring state association conference, and fall President’s conference; both with a dedicated diversity initiatives.
- Continued active recruitment and participation of psychologists of color and students on all MPA committees and divisions.
- Bronze level sponsor, and funded a delegation of 3 students and professionals to attend the National Multicultural Conference and Summit in 2015.
- Maintains a Multicultural Division list serve to facilitate communication on multicultural issues among MPA members.
- Continues to maintain a budget line item to fund Diversity Delegate candidates for attendance at the State Leadership Conference (APA).
- Initiative to increase formal and informal affiliations and collaborations with other multicultural and diversity groups.
- Continues to offer (at the annual conference) the MPA Diversity Leadership Award for outstanding leadership in multicultural psychology and advocacy.
- Hosts an annual recognition program acknowledging MPA Elders (and new licensees) with particular outreach to psychologists of color during the Annual MPA Convention.
- Collaboration with the “MPA Education & Training committee” to host diversity CE programs at our annual conventions, First Friday Forums, and at the annual Black History Month Program. Continues the nomination, award and reception for “Outstanding Career Achievements in Black Psychology.”
- Maintains a Latino Psychologist list serve and informal meeting of Latino Psychologists.
- Sponsors Quarterly Potluck Difficult Dialogue Events. A social and informative event, discussing critical issues; including: Transgender identity, Mental and Medical Disabilities, racism, white privilege, health disparities, LGBTQ, and immigration among others.
- In process of incorporating rural cultural issues by adding a rural psychologist to the Diversity Committee, and an African American psychologist as the Chair of the Rural & Greater Division of Minnesota psychologists.
- Supported the legislative bill for same-sex marriage. Monitors the progression of the same-sex marriage law.

Respectfully submitted,
Willie B. Garrett, Ed.D.
2015 SLC Diversity Delegate, Minnesota Psychological Association
Missouri Psychological Association’s Diversity Delegate: Christi Moore, Ph.D.

ASSOCIATION PLAN

2014 has been a year of crisis in Missouri, particularly as related to the traumatic events that have occurred in Ferguson, Missouri. Under the leadership of Dr. Keisha Ross, the Diversity Committee chair and a former diversity delegate to the State Leadership Conference, the Missouri Psychological Association has begun to take an active role in helping the city of Ferguson and surrounding areas recover from these difficult events. The goal of the committee is to help local citizens and professionals become more sensitive in how to address difficult diversity issues affecting them and how to better link up with existing mental health services that can assist them in coping with the traumatic events that they have faced. The Missouri Psychological Association plans to continue to expand in its functions to the various communities it serves. Moreover, the Missouri Psychological Association understands the need to take critical stances on diversity development and plans to assist its own members in improving their own cultural competence and sensitivity to diversity issues. The Missouri Psychological Association’s Diversity Committee has made great gains this year. In 2014, the Missouri Psychological Association was unable to provide a diversity delegate for this growth opportunity at the State Leadership Conference.

ELEMENTS OF ASSOCIATION PLAN

Objective 1: Increase representation of diverse groups in the Missouri Psychological Association (MOPA) membership and leadership.

Plan for Objective 1: We will focus on recruitment and retention of diverse membership by implementing presentations and possible partnering with the local chapter of the Association of Black Psychologists, and other multicultural associations for psychologists. In addition, we will plan on building MOPA Student Affiliate Members via recruitment in psychology graduate programs at a number of local universities.

Progress: During late 2013 and 2014, MOPA’s Diversity Committee has grown by eight members, all committed to planning an annual calendar of events pertaining to diversity issues. Efforts continue to be made with partnerships with the local chapter of the Association of Black Psychologists and other multicultural associations for psychologists, and psychology graduate programs are being contacted for participation in MOPA activities.

Objective 2: Identify and develop workshops or presentations that enhance multicultural awareness and competence.

Plans for Objective 2: We will seek speakers that specialize in a variety of diversity issues. With regard to minority issues, both Saint Louis University and University of Missouri St Louis have professors that specialize in these areas. Part of our initiative would be to reach
out to these individuals and to encourage their involvement in our workshops/seminars. The key would be to seek out local presenters while also being open to the involvement of recognized national and international speakers (if and as the budget allows). Presenters on topic areas that address religion/spirituality, sexual orientation, and disabilities will also be sought.

In recent months, the state of Missouri (and specifically, the St. Louis metropolitan area) has been illuminated due to the Michael Brown shooting situation. As a result of this incident, several prospects for addressing diversity issues in real-time have been presented. In our roles as psychologists, we are sensitive to the fact that we have responsibilities to the communities we represent in our work and home lives. To this end, the Diversity Committee of the Missouri Psychological Association has been diligent in its efforts to address these issues in our communities in a healthy manner. For the community, there is a speakers’ series planned that is being coordinated with a number of local faith-based, school, youth-focused, and family-oriented organizations. This speakers’ series is designed to provide forums regarding the effects of sustained mental anguish in affected communities, locating appropriate care, and the roles that community leaders and members can take in managing long-term solutions for change. This series will also provide opportunities for professionals and community members to directly voice their opinions in a supportive environment. Positions on healthy functioning, especially during periods of increased stress, are being prepared and will be published in newsletters and local/national media outlets. Local citizens in the Ferguson and surrounding area will be helped with how to link up with needed services to address their mental health issues. In addition, the committee is developing a workshop/seminar series for professionals that is focused on cultural competence and other diversity issues.

**Progress:** The MOPA Diversity Committee successfully held its first community-focused panel discussion and workshop entitled “Ferguson and Beyond: Healthy Living since Ferguson”. This workshop addressed the community’s healing process and discussion of diversity issues in light of this emotion-provoking situation. Short- and long-term community-based solutions were developed, and the MOPA Diversity Committee plans to continue this workshop series in multiple community locations. Furthermore, the MOPA Diversity Committee has been invited to conduct a professional development workshop at the Missouri Psychological Association Annual Conference in June 2015 in St. Louis, Missouri.

**Objective 3:** Develop new and innovative ways to increase knowledge of diversity as it relates to clinical practice.

**Plans for Objective 3:** A clearinghouse on the MOPA website will be developed that offers articles, essays, newsletters, etc. related to working with diverse populations, as well as developing local chapter meetings and roundtable discussion to address pertinent topics of diversity.

**Progress:** The MOPA Diversity Committee continues to develop innovative methods of increasing knowledge of diversity in clinical practice. Information and strategies obtained during the 2015 APA Ethnic Minority Leadership Development Workshop and State Leadership Conference will be utilized to assist MOPA’s Diversity Committee and state leadership in developing formal methods.
Nevada Psychological Association
Diversity Progress Report

The plan for last year has continued to focus on the mentorship and inclusion of developing professionals while also providing outreach to more experienced professionals, who may not have received formal training in diversity. This has been a continued goal designed to be consistent with the APA Guidelines on Multicultural Education, Training, Research, Practice and Organizational Change for Psychologists (2002), http://www.apa.org/pi/oema/resources/policy/multicultural-guidelines, that particularly emphasized mentorship and the inclusion of developing professionals. We continue to strive to create a strong, positive, collaborative Diversity committee that provides opportunities for training, case consultation, and professional development across the professional lifespan. To that end, the following are a list of goals in process and activities that will be implemented this year:

- The Nevada Psychological Association (NPA) Diversity committee has monthly communication with the NPA Executive Board via monthly reports and a monthly Executive Board meeting. The NPA Executive Board has made the Diversity chair an Executive Board voting member who retains equal voting membership, with the right to use that vote to exert meaningful influence on issues of importance addressed by the NPA Executive Board.

- The Diversity committee has seven licensed clinical psychologists in the Southern region and two licensed clinical psychologists in the Northern region as members. To ensure that we have state-wide representation, we hope to continue building the Northern region representation of the NPA Diversity committee. We are strongly committed to ensuring strong Diversity committee representation in all geographic regions of the state. We are discussing options to include video conferencing for meetings to have both Northern and Southern representation at Diversity meetings and believe that it is critical that our state’s urban and rural regions, in both the North and South have access to diversity representation and resources.

- The Diversity committee has created a collaboration between NPA and the undergraduate and graduate psychology programs at the University of Nevada Las Vegas (UNLV) and the University of Nevada, Reno (UNR). We have approximately 30 graduate students in our membership including an APAGS representative and two graduate student representatives – one from each institution. Undergraduate and graduate students are invited, recruited, and mentored throughout the NPA membership. Students from the Southern Region are actively involved within the NPA Diversity committee. Areas of particular focus include the provision of mentorship to ethnically, culturally, sexually, linguistically, and socioeconomically diverse students. We are continuing efforts to increase Northern Region student participation. We would also like to begin a more formal process of Diversity mentorship between graduate students and psychologists as a service the Diversity
committee can provide for our graduate students. The greater level of familiarity between NPA and both of the degree conferring institutions in our state is likely to provide the Diversity Committee the best chance of recruiting and retaining up and coming ethnic-racial-linguistic minority professionals.

- The Diversity committee has also established a relationship with the UNLV Outreach Undergraduate Mentorship Program (OUMP), a program that is focused on mentoring students from underrepresented communities into graduate studies in clinical psychology. Within the last year, communication between the OUMP program’s undergraduate students and the Diversity committee has increased. We are continuing to keep this collaborative relationship.

- The Diversity Committee would like to increase our involvement with committees to infuse the discussion of diversity issues in all aspects of NPA. We have collaborated with the Early Career Psychologists committee in the past to present an exclusive screening of the award winning documentary featuring the stories of transgender individuals, Trans, followed by a discussion with the director of the documentary and a Licensed Marriage and Family Therapist who practices in Las Vegas and has expertise in working with the LGBTQ population. This event attracted psychologists in all stages of their careers, ranging from students to seasoned practicing clinicians. The screening and discussion increased awareness of a stigmatized topic, shared several personalized perspectives, and put psychologists in contact with community resources to improve client care. We have also coordinated a case consultation Early Career Psychologists event aimed at discussing multicultural competence. These events enriched the training and professional competence of psychologists in the Las Vegas area. Additionally, such events gave the attendees the experience of broadening their perspectives through empathy, instead of disimpassioned instruction. The Diversity Committee would like to work towards establishing similar working relationships with other committees of the Nevada Psychological Association (NPA). NPA has very active Legislative, Public Education, and Continuing Education Committees. It is the goal of the Diversity Committee to collaborate closely with these groups to heighten multicultural awareness when examining legislative issues and continue increasing the quality of culturally relevant material presented during public education campaigns and continuing education workshops.

- The Diversity Committee intends to revise our mission statement to more closely reflect our accomplishments, while also solidifying our vision for the future of the NPA Diversity Committee.

- The Diversity Committee would like to increase interprofessional interaction and education. The 2014 APA SLC focused on the theme of Creating Roadmaps for Practice and highlighted the unique and, sometimes, underutilized, role of psychology in mental health and primary care settings. Increased cooperation with clinicians of other specialties can serve to educate other professionals about the important role psychologists hold in patient care. For example, empirical evidence indicates that psychotherapy can be just as effective
as pharmaceutical intervention in treating depression, and can provide better long-term retention of therapeutic gains (e.g., Roth & Fonagy, 2005). Thus, the goals of increasing interaction with other professionals are to raise awareness of community resources, better targeted referrals, and increased awareness of the role of psychologists. In addition to education about psychology’s role, our Diversity Committee hopes to provide education on multicultural issues. We hold a yearly mixer co-organized with the Nevada Psychiatric Association in the Southern Region of NPA every winter to foster interprofessional relationships between psychologists and psychiatrists. It is our goal to reach out to primary care providers to continue fostering an environment of interprofessional collaboration.

Johanah Kang, M.A.
Chair, Nevada Psychological Association Diversity Committee
To: Karen Cone-Uemura, Ph.D., Diversity Liaison
From: Ann Williams, Ph.D., Diversity Delegate
Date: February 24, 2015

Progress report on recent/current objectives:
The Diversity Committee has the strong support from the NCPA Board of Directors and its staff to enhance NCPA’s goal as described in the by-laws:

The Diversity Committee is charged with providing support and resources to assist colleagues in developing more fully the awareness and knowledge about the many issues of diversity that affect the practice of psychology.

The goals related to this mission are to:

1. to understand members’ attitudes and perspectives on diversity in order to determine ways to enhance inclusion of multi-culturalism into the practice of psychology,
2. to enhance organizational and individual knowledge about cultural competence and practice,
3. to generate more diversity in the membership and leadership of the organization, and
4. to offer cultural competency trainings, workshops, and education, as requested, at several levels of the organization.

Pertaining to these goals, the Diversity Committee has accomplished the following:

1. Promote cultural competency in practicing professionals through training and collaborations with others within and outside of NCPA – committee collaborated with CE committee to coordinate a diversity-focused workshop at the 2014 Spring Conference. Dr. Jessica Henderson Daniel led a three-hour workshop titled “Moving from “At Risk” to “At Promise”: Perspectives about Black Children and Adolescents” during the conference.
Further, Drs. Gabriela Stein and Ann Williams led a six-hour workshop at the 2014 Fall Conference related to working with the Latino population. The committee aims to continue to collaborate with the CE committee to offer multicultural training opportunities to professionals at biannual conferences.

The Diversity Committee collaborated with the CE Committee and the Scientific, Academic, and Student Affairs Committee to incorporate diversity issues into undergraduate and graduate poster evaluations at biannual conferences.

The Committee also strives to promote a diverse workforce in North Carolina. Five committee members attended a SPTA-supported undergraduate conference and co-led small groups for undergraduate students related to professional development and multicultural considerations in psychology training and professional roles. The Committee plans to offer these group sessions at future undergraduate annual conferences.

2. **Enhancing multiculturalism into the practice of psychology** - Several committee members authored the following newsletter articles within the last year in *The North Carolina Psychologist*, to accomplish this goal:
   
   

3. **Increased membership of diverse individuals in leadership roles of the organization** – the Committee proudly reports on the inclusion and retention of members as well as on their evolution into leadership roles within the organization:
   
   **a.** One of our Committee leaders and past SLC Diversity Delegate attendee, Dr. J. Travis Colwell, was NCPA President and was elected as Division 31 Representative.
   
   **b.** Former graduate student member, Marcuetta Williams, M.A., moved to Georgia for her post-doctoral fellowship and joined the Georgia Psychological Association where she will continue her commitment to diversity initiatives.
   
   **c.** Former graduate student member, Marcuetta Williams, M.A., also authored a newsletter article in *The North Carolina Psychologist*.
   
   **d.** Two graduate student members, Miray Seward, B.A. and Kelsey Lucca, M.A., joined the committee and authored a newsletter article in *The North Carolina Psychologist* (in preparation).
   
   **e.** One new undergraduate member, Laura Lama, B.A., was recruited to the committee.
f. Dr. Ann Williams, Committee Chair, received a partial funding award to attend APA's State Leadership Conference.

4. **Current projects** - The Committee is in the process of creating a multicultural peer consultation service for our SPTA membership. We are also considering ways to incorporate social media into our practices as a committee and SPTA. Further, the Committee plans to provide multicultural resources on the SPTA’s newly developed website.

5. **Relationship with NCPA Board of Directors** – the chair of the NCPA Diversity Committee is a voting member of the NCPA Board of Directors. The Board receives regular reports from all of its committees. The Board continues to support the work of the Diversity Committee.

6. **Diversity efforts within the SPTA:** NCPA’s diversity efforts are a plan not a single project. NCPA is proud of the strides it has made thanks to the Diversity Committee and the Committee’s efforts will continue to support the association in the coming years.
Progress Report for the Diversity Committee
of the Oregon Psychological Association
March 1st, 2015

Submitted by Brad Larsen Sanchez, PsyD, OPA-Diversity Committee Chair
2015 SLC Diversity Delegate

The Oregon Psychological Association (OPA) Diversity Committee was established in 2006 with nine charter members and has now grown to be the largest subcommittee of OPA with 21 current members. The Diversity Committee meets monthly to discuss and implement our ongoing diversity goals and objectives. The Chair of our committee is a voting member of the OPA Board since 2011 and attends the regularly scheduled Board meetings.

The goals of the Diversity Committee are as follows:

- Provide support and networking opportunities for psychologists who are of diverse backgrounds and/or who work with individuals of diverse backgrounds
- Foster awareness and knowledge about diversity, multicultural competence, and psychological practice
- Ensure that CE workshops reflect a commitment to integrate information about diversity into the education of psychologists
- Help OPA stay informed and be responsive to ongoing challenges and opportunities presented by diversification
- Ongoing review of social and community concerns, healthcare, and community and statewide mental health services
- Provide advocacy support for minority psychologists and/or psychologists working with underserved populations, and community members
- Increase recruitment, retention, mentoring and participation of diverse members within OPA

The ultimate goal of the Diversity committee is to take on the responsibility of helping OPA, its leadership, and psychologists in Oregon reach the level where consideration of diversity issues is intuitive. It is pertinent in today’s society that diversity is kept in the forefront of thought in every psychologist’s mind and throughout OPA.

Since the establishment of the OPA-DC in 2006 we have established the following:

1. The Diversity Committee worked to establish a peer review diversity consultation committee to provide cultural consultations to OPA and community members. As part of this process, we submitted and received OPA Board approval to be a peer review committee so that all conversations can receive confidential peer review status. We are in the process of reviewing applications for this subcommittee. Additionally, we are preparing articles for the OPA Newsletter intended to support psychologists to better understand how they might use the services of the consultation committee.
2. The Diversity Committee also collaborated with the OPA Legislative committee in supporting legislation that proposed the requirement of continuing education credits on cultural competence to 19 different health professions Boards in Oregon, including psychologists. We are now preparing to support the Oregon Board of Psychologist Examiners to facilitate the implementation of this requirement.
3. After presenting at the 2011 OPA Conference with the OPA Ethics Committee, representatives of our committee have met with groups of psychologists all over Oregon to co-present with the
ethics committee the original presentation - Ethical Decision making in a Diverse World. The Diversity Committee and Ethics Committee continue to collaborate on presentations annually.

4. The Diversity Committee is represented annually at the Portland Gay Pride event and we have plans to support gay pride events around the state in 2015.

5. In 2012, we presented our first annual Diversity Committee award to a psychologist member who demonstrates a strong commitment to diversity. We have continued to present the award annually.

6. In May 2013, we supported a student submission for a presentation on LGBT issues by joining one of our psychologist members with a student member. Our goal was to make sure there is at least one diversity focused presentation at every OPA conference. We are pleased to say that we are now guaranteed a spot for a presentation from the Diversity Committee at every conference. We continue to support diverse presentations and presenters to present at OPA conferences.

7. In an effort to stay relevant with the changing social media activities, we developed a social media sub-committee, which delivers public service announcements via the OPA Facebook page, and the listserv regarding various diversity related topics. So far, we have sent announcements on World AIDS day, Martin Luther King Jr. Day, Black History Month. We are ready for March with LGBT Health Awareness week and Women’s History month.

8. Our 2013-2014 President of OPA is one of the founding members of the OPA Diversity Committee, Eleanor Gil-Kashiwabara. She is also the first Latina president of OPA!

9. In addition to the articles educating our members on the consultation services, the diversity committee provides, we continue to work as a committee to submit diversity related entries to every OPA newsletter. This is a newsletter that is distributed to all OPA members.

10. Whenever we have excess funds in our budget, our committee supports annual OPA memberships for students and early career psychologists who demonstrated a commitment to working with diverse communities for the 2013-2014 year.

11. In the fall of 2014 Basic Rights Oregon (BRO) approached us with a request for support for proposed legislation to outlaw conversion therapy with minors by psychologists and other mental health professionals. We have been collaborating with the OPA Legislative Committee to respond to BRO’s request. We anticipate continuing to work with BRO to support this legislation in a manner that best reflects the role of psychologists in Oregon.

12. The diversity committee holds an annual retreat to discuss long term and short-term goals as well as attend to group cohesion and relationship building.

13. Additionally, we continue to work with the Director of Executive Appointments Policy Advisor for Arts and Culture for Governor Kitzhaber to seek ways to increase the involvement of diverse psychologists in different state governmental committees.

In 2015, we are focused on the following:

1. Complete consultant orientation for the diversity consultation committee and educate OPA members about how to engage the committee for consultation.

2. Support legislation to outlaw conversion therapy in Oregon.

3. Support gay pride events throughout the state.
Texas Psychological Association (TPA) Diversity Division

Texas Psychological Association (TPA) Diversity Division will firmly uphold its values and competency to better serve its diverse members and the population it serves. It will be the duty of the Diversity Division to establish and uphold policies that will promote the understanding of diversity issues, particularly cultural issues.

The Diversity Division supports its members being cognizant of all issues related to the range of human diversity that may include race, gender, religion, and sexual orientation. All members are encouraged to strive for competency in these diverse areas, so as to enhance the service to their communities.

It is the mission of the Diversity Division not only to promote awareness and competency within its organization but also in the state of Texas and beyond. The Diversity Division will endeavor to establish initiatives that will increase cultural sensitivity and competence of leaders and members, build and sustain relationships with other professional organizations, as well as encourage diversity within the membership and leadership of the organization.

Purpose: The purpose of the Division is to promote and apply knowledge of psychology to issues relating to racial, ethnic and cultural diversity.

Specific objectives include:

1. Encouraging research on traditionally marginalized groups and culturally effective and responsive treatment;
2. Promoting standards of practice that are culturally and linguistically appropriate;
3. Promoting legislative initiatives that further the training, research and practice of race and ethnic minority psychology and culturally competent care;
4. To provide a forum for communication and consultation amount psychologists in the state of Texas who are committed to developing culturally and linguistically appropriate skills and practices; and
5. To promote the highest standards of ethical and culturally competent practice among practitioners consistent with those espoused by the Texas Psychological Association, the American Psychological Association and the Guidelines on Multicultural Education, Training, Research, Practice, and Organizational Change for Psychologists of the APA.

Division Annual Activities from 2013-2014 include:

- Promoting cultural diverse workshops at the convention and seeing a significant increase in diverse workshops from previous year, total of 16! Our division directors conducted a workshop titled, “Multicultural Perspectives and Important Clinical Considerations in the Treatment of Culturally Diverse Groups”, on Saturday November 15, 2014 at 9:00 am to 12:00 pm.
- TPA E-Newsletter articles focusing on diversity issues
- Providing a student diversity paper award for the convention.
- Annual business meetings at the TPA Annual Convention in the Fall 2014.
- Working on a TPA Psychologist publication focusing on diversity issues.
- Support of the new 3 Professional Development/CEU hours for Cultural Diversity effective October 2014, in which the licensing board approved.
Current Division goals agreed upon during our November 2014 Diversity Division Business Meeting at TPA Annual Convention.

1. Future collaboration with Social Justice Division
2. Conducting a Needs Assessment via survey monkey
3. Revisit our Mission and goals statement (as seen on our website) http://www.texapsyc.org/members/group.aspx?id=136347
4. Revise and update our division website and include a possible Blog and Diversity Resources Section as Oregon Psych Association has (https://opa.memberclicks.net/diversity-committee)
5. Continue to work on a Diversity Column for the TPA Psychologist and/or E-Newsletter
6. Explore the possibility of a Retreat
7. Have a Social/Mixer at next year’s convention
8. Possible Diversity Delegate appointment at State Leadership Conference in D.C.
9. Continue to have Student Diversity Convention Award and possibly include it during luncheon ceremony.
10. Appointment of new Co-Chair, Dr. Kimber Shelton. Dr. Greg Simonsen will not continue his role in 2015 as he is now President-Elect.
11. An increase in cultural diversity workshops at the convention was evident
12. Work on a special collaborative symposia/workshop for next year that Dr. Gelberg expressed

Breakdown of Ethnic Minority TPA Members

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Indian or Alaskan Native</td>
<td>7</td>
</tr>
<tr>
<td>Asian-American or Pacific Islander</td>
<td>18</td>
</tr>
<tr>
<td>Black/African-American</td>
<td>19</td>
</tr>
<tr>
<td>Chicano/Mexican-American</td>
<td>30</td>
</tr>
<tr>
<td>Other</td>
<td>24</td>
</tr>
<tr>
<td>Other Hispanic/Latino</td>
<td>33</td>
</tr>
<tr>
<td>Puerto Rican</td>
<td>7</td>
</tr>
<tr>
<td>White/Caucasian</td>
<td>477</td>
</tr>
<tr>
<td>Blank</td>
<td>485</td>
</tr>
</tbody>
</table>

Total of 114 who identified as Ethnic Minority (breakdown above)

Total members in Diversity Division: 22

Below is a previous SLC plan from 2013. Not all objectives have been met as this was recently shared in 2014 with the new Diversity Division Chair.

Diversity Plan 2013

The Texas Psychological Association hopes to pursue the following goals for minority and diversity recognition. As this is a new endeavor for TPA, many of our goals will be related to information gathering.

1) TPA needs to gather information about diversity issues. There is currently no data regarding minority membership in TPA. TPA will use the Texas State Board of Examiners of Psychologists for statewide data. We can then compare our membership roles with those of the state to determine similarity or disparity between the groups. A reasonable way to poll members will be developed.
   a) completion of this should be by November 2013 to coincide with end of year membership drive
   b) measurement will be by percentage of total membership and total psychologists in state.
c) in progress
2) TPA will also engage in contacting and starting dialogue among the universities and colleges that have APA approved programs to reach out to minority students in order to engage them in TPA.
   a) completion of this will by July 2013 to coincide with Fall start of classes
   b) measurement will be based on contact of APA approved programs
   c) measurement will also be based on completed minority student memberships added by Nov 2013 membership drive.
   d) in progress

3) TPA will engage with local area associations to better understand their membership goals for minority psychologists as well as other diversity initiatives and how this might work with our goals for membership increases.
   a) completion of this should be November 2013 to coincide with end of year membership drive.
   b) measurement of this will be based on membership crossover between LAS and TPA by Nov 2013
   c) in progress

4) Based on the above information, TPA would like to increase membership of minority psychologists between approximately 5-10% of membership. This number is a ball park figure and may be adjusted based on information gathered.
   a) completion of this should be by November 2014 so that we can use baseline data from 2013.
   b) in progress

5) TPA will pursue a membership on the board that reflects the diversity of the psychologists in the state.
   a) completion of this will be by November 2014 and then updated yearly.
   c) in progress.

6) TPA will provide CE opportunities during the annual convention that supports diversity initiatives in the state.
   a) completion of this will be done by Nov 2013 with discussion started immediately as the convention is now being planned.
   b) measurement will be based on number comparison between 2012 and 2013 programming. A reasonable increase in CE opportunities will be chosen by the convention committee as a goal to reach.
   c) goal met

7) TPA will engage the diversity division and board in goal setting and acceptance of diversity planning for TPA’s diversity initiative. This division has not been active, but currently has renewed interest.
   a) completion of this will be by May 2013 following SLC and April board meeting.
   b) in progress

8) TPA will gather the diverse psychologists within TPA into an active listserv for the discussion of state issues as they pertain to minority psychologists and those that they serve.
   a) completion of this will occur by July 2013
   b) in progress

9) TPA will develop a clear position on the approach of social justice issues when engaging with the Texas legislature. Often, these issues are diversity related and there is currently no clear and concise plan of action.
a) completion of this will be by the Nov 2013 board meeting for implementation in January of 2014.
b) in progress
Consultation with incoming officers of the Virginia Psychological Association reveals continuing support for diversity in the organization. Below is a summary of the status of previously established goals along with newly anticipated initiatives. These goals are also an outcome of two convention sessions of psychologists interested in diversity issues (Fall 2013 and diversity issues in treatment (Fall 2014).

Goal 1: Increase the representation of ethnic minority members in leadership roles within the Association

Current Status

- The VPA continues to maintain a Diversity Committee. Diversity Delegates have served on the Board of Directors, been elected as Board officers and appointed to such positions as Chair of the VACP Membership Committee and Committee on Business and Community Relations.
- Even with a designated Diversity Committee, VPA and its affiliates continue to be committed to the concept of operational integration by having a diversity/multicultural function and member on other standing committees such as Continuing Education/Convention Programming, membership, Public Education, Professional Issues and Ethics.
- The Association financially supports the Diversity Delegate’s attendance at the State Leadership Conference. Carolyn Jackson Sahni, Ph.D., our Delegate will provide a briefing about her experience and offer recommendations to the organizational leadership.

Goal 2: Increase the diversity of VPA’s membership

Current Status

- VPA has not yet developed a way to track diversity among the membership. However, VPA has made grants available to regional associations for recruitment of new members. While focused on increased membership in general, this initiative also seeks to increase and encourage diversity in the membership.

Action Plan

- The Diversity Committee should work with the membership committee to continue supporting and funding recruitment efforts in regional organizations as well as work with state institutions of higher learning to encourage organizational involvement.
- Conduct a voluntary annual online survey of the membership to obtain a picture of our demographics. These survey data would serve as a baseline and allow the establishment of accountability measures.
- Use survey data to reach out to ethnic minority and special interest groups to explore their concerns, identify ways to enhance diversity, and to support opportunities for involvement in organizational operations and leadership.

Goal 3: Increase the dissemination of information related to multicultural issues

Current Status
VPA has not included activities directed towards reaching underserved minority populations in our Public Education activities per se. However, some Regional Affiliates have initiated activities that have addressed issues particularly relevant to serving diverse populations.

Action Plan

Develop a continuing feature on the VPA website and Newsletter with articles written by or topics particularly relevant to underserved population issues or ethnic/minority issues with appropriate resource links.

Goal 4: Provide training opportunities that address culturally responsive practice and related issues of diversity

Current Status

- VPA has in the past and will continue to encourage presenters to include some focus on relevant multicultural considerations.

Action Plan

- It is our intent to transform our continuing education programming to be more inclusive of research that addresses issues related to cultural diversity, racism and well as topics pertaining to sexual orientation.

Goal 5: Establish a mentorship program for minority psychology students, early career psychologists, and minority psychologists new to the state.

Current Status

- Although steps have been taken to implement this goal, it has not been established as an ongoing organizational activity. This continues to remain a high interest activity for the leadership of VPA.

Goal 6: Establish a method of annually assessing the progress of diversity initiatives.

Action Plan

- VPA will establish a method to account for the efforts and effectiveness of a multifaceted commitment to diversity concerns and objectives.
- A Diversity Coordinator/the Diversity Committee will be responsible for reporting on the organization’s membership diversity data and trends, specific outreach efforts, establishment and viability of supportive networking among members of ethnic minority groups, integration of ethnic minority group members in organizational leadership, relevant continuing education programming and specific public education activities.
- VPA will develop a quality control evaluation of our performance with recommendations for improvement that are informed by investigation of “best practices” for diversity recruitment and inclusion.

(The Goals presented are inclusive of previous goals set by VPA leadership and Diversity Delegates as well as the current Diversity Committee.)