

# FOCUS

Society for the Psychological Study of Culture, Ethnicity and Race  
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## THE PRESIDENT'S CORNER

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Greetings relatives and friends. It is the beginning of a new year and a lot is happening in Division 45. We have a new contract for *Cultural Diversity and Ethnic Minority Psychology* (CDEMP), our division journal. There is an investment of \$200,000 with TIAA-CREF that will provide additional income to the division from our reserve finances. The upcoming Division 45 Biennial Conference that is co-sponsored by Stanford University and Palo Alto University has an exciting lineup of presentations and speakers. And finally, we are planning a great program for the APA Convention in Denver in August.

With the tightening of our financial belt this past year our, a new CDEMP contract, and the investment of \$200,000 we are in a much better place that we were at this time last year. The negotiation of a great contract for our Mid-Winter meeting in Phoenix, thanks to our Treasurer Joe Horvat, allowed us to save money even though we had more people attending this year than in previous years. The Investment Committee worked extremely hard last year to find the best place for the division to invest \$200,000 so we would have a return that would help our budget crisis. Thanks to their hard work, in January we signed the final paperwork to complete the investment with TIAA-CREF. It was an honor to sign the paperwork that helps to move the division forward in a fiscally responsible way. Past-President Stanley Sue, Luis Vasquez, Rich Lee, and Michael Zarate helped to negotiate a new contract for our CDEMP journal that was favorable in equitably paying our editors and gaining a \$1,000 contribution to the Division 45 Biennial Conference. Dr. Joyce Chu from Palo Alto University and Dr. Teresa LaFromboise from Stanford University are co-chairing the planning committee for the Division 45 Biennial Conference that will be held July 7-9, 2016 with a pre-conference on July 6, 2016.

I am looking forward to our program for APA in August 2016. It will be a mile high experience in Denver, CO. Dr. Anita Mihecoby, the Division 45 Program Chair is finalizing the program. The theme of this year's conference will be the multitude of colors in the weaving of psychology: The unrecognized, uncelebrated, and hidden contributions. Dr. Sidney Stone Brown will be speaking about Native Self-Actualization and having a book signing for her book, *Transcending Greed: Native Self-Actualization*. Dr. Joseph Trimble will moderate the James Jones Conversation Hour where I am working to get members of the Havasupai Tribe to address ethical research with Native American populations. I hope people will draw from our many cultures to celebrate the unrecognized contributions to the field of psychology by people of color.

## THE PRESIDENT'S CORNER (Continued)

I would like us to think about those who have contributed to the growth and success of the division and cultural diversity over the years and nominate them for honors and awards to be presented at APA. Many of us come from cultures that frown upon seeking recognition and self-promotion so others need to put forward the names of deserving nominees for division awards

(<http://division45.org/awards/>). Please recognize these outstanding psychologists and students!

This year is off to a great start! We are working together to make our organization stronger, healthier, and a place we can all share, nourish, build, and strengthen ourselves and each other. Consider where you want Division 45 to lead and be a part of getting us there!

Respectfully,  
Jacque Gray

## FROM THE PRESIDENT-ELECT A Call to All: Fortifying our Children and Families

*Enedina Vazquez, Ph.D.*  
*New Mexico State University*

As I begin my year as President-elect my enthusiasm about my role in Division 45's leadership to enhance the possibilities of preparing our students to serve the many children and families of color that make-up the landscape of the US continues. My presidential theme centers on serving children and families through culture, language, and social justice. To operationalize this theme my intent is to rely on the areas that have brought me the most professional gratification: mentoring and graduate preparation.



As mentors, we are all called to bring up the next generation of psychologists—21st century psychologists that meet the needs of a 21st century demographic. Two significant shifts will be noted, the first starting with an aging population; 65 year olds will double and 85 year olds will triple by 2050 (Center for Public Education, 2009). The second is the diversity of the US population, even though it has been consistently growing over the years. These statistics underscore the importance of our work today and why mentoring our up and coming psychologists will mean that they will be prepared to provide for the mental health needs of all children and families today and in the future.

Through focused graduate education that includes building multicultural competence, cultural wisdom, and understanding the role poverty plays in many lives we will be able to provide the foundational knowledge our students need to do good by our diverse children and families. My goal is to expand networks that enhance positive impact for children and families by developing resources such as presidential briefs, blogs and special edition manuscripts, leading to best practices in research, outreach and interventions.

First steps. To begin, I want to reach out to our elders to provide a report, a story, a video on a topic that will help us grow in our profession. Second, it will be important to add life to our own undergraduate organization, Psi Alpha Omega. Breathing life into PAO will be a perfect place to start to grow the profession. The commitment to raise PAO to the standards of other organizations is not one that I take lightly. With concerted effort and help we will all be able to boast about this important student organization.

The last question for me is how we can create a socially just world for our children and families to live in. As our parent organization struggles to rebuild following the Hoffman report, we must be ready to provide for our children and families so that they do not experience terrorism in their own homes and communities as a result of bullying, discrimination and racism. Let's work together to promote social justice. In this month when we celebrate African-American history let's vow that we will celebrate our diversities every day, every week, every year. In the immortal words of Dr. Martin Luther King, Jr. let's have a dream not just for our children to play side by side but to achieve side by side by giving them the skills and the support they need to outlast all the evils of this world.

*Juntos podremos realizar los deseos de todos los niños y familias en nuestras comunidades. Me ayudas? (Together we can make the wishes of all of our children and families in our communities come true. Will you help me?)*

### Reference

Center for Public Education. (2009). 21st century demographics (21st century skills). Downloaded from <http://www.centerforpubliceducation.org/Main-Menu/Policies/21st-Century/21st-century-demographics-21st-century-skills-.html>.

## FROM THE PAST PRESIDENT

*Stanley Sue, Ph.D., Distinguished Professor and Co-Director  
Center for Excellence in Diversity, Palo Alto University, CA*

I have only a few comments as Past President. First, the Division continues to have the involvement of outstanding leaders and dedicated members. This is apparent in the candidates who are running for Division 45 offices. For example, appearing on the Presidential ballot are Helen Neville and Donald Pope Davis, both of whom are nationally respected for their governance experience and research leadership. We owe all of the candidates our gratitude for their willingness to serve and contribute. Similarly, the contributions of Siony Austria, who chaired the Finance Committee for 9 years, and Ping Serafica, who worked relentlessly as Historian, deserve special attention. I do not have the space to mention many others who deserve recognition for their exceptional contributions.



Second, the Division has an attractive and updated webpage. It took monumental efforts lasting for several years. Jae Yeon Jeong and Jasmine Llamas provided the leadership to develop website. Updating the web pages, of course, is

an ongoing task that requires continuing attention.

Third, one of our major tasks for last year was to negotiate a long-term agreement with APA for the publication of our Journal, *Cultural Diversity and Ethnic Minority Psychology* (CDEMP). The Publications/CDEMP Committee (Luis Vazquez, chair; Richard Lee; Michael Zarate; and myself) was able to sign a 10-year agreement with APA that will provide substantial revenues to the Division.

Fourth, while we were unable to finalize an investment plan for Division funds, under the leadership of President Jacque Gray and with the assistance of Siony Austria and Jean Chin, it looks as if the Division will invest with TIAA-CREF.

Fifth, plans for two of our major events, the 2016 Research Conference and the 2017 National Multicultural Conference and Summit, are proceeding very smoothly. I look forward to seeing everyone at the 2016 APA Convention in Denver.

## FROM THE EDITOR

*Amanda Waters, Ph.D., University of Connecticut*

Serving Division 45 through my new role as the editor of *FOCUS* is a distinct pleasure and honor. I am deeply grateful for Dr. Alyson Burns-Glover's dedication to this work over the past four years and her mentorship through the transition.



Currently, I work at the University of Connecticut's Counseling and Mental Health Services (CMHS) as a staff psychologist and the Multicultural Specialist. I earned my Ph.D. in Clinical Psychology from Rosemead School of Psychology at Biola University and completed my pre-doctoral internship at University Counseling Services at Virginia Commonwealth University. My professional interests include the provision of psychological services for underserved students at UConn's CMHS and the study of race/ethnicity, microaggressions, cultural humility, and forgiveness. Previously, I served the division on the student committee as a campus representative co-chair (2013-2015) and the student planning committee for the 2015 National Multicultural Conference and Summit.

In 2016, we introduce two new MAL positions, the Middle Eastern and North African (MENA) Slate and the

LGBT Slate. Gigi Awad, our Membership Chair, is the newly elected MAL MENA and Angela Ferguson is our MAL LGBT Slate. The division also welcomes President-Elect Eneida Vazquez, Secretary Barbara Thelamour, Kira Hudson Banks as the MAL Diversity Slate, Carlos Santos as the Latino/a Slate, and Desa Daniel as the Student Representative for 2015 to 2017.

I'm reminded of the importance of ongoing collaboration and grateful for the visual depiction of succeeding together shared by Joseph Trimble, our Council of Past President's chair. Joseph, as well as Alyson Burns-Glover and Jeff Mio began a teaching resource section on the Division 45 web page (<http://division45.org/resources/teaching-resources/>). Currently, there are a few resources listed, including syllabi, an activity, and database; however, we would like to solicit additional materials for supporting collaboration. Please find the Resource Submission Form at the bottom of the page where you may add your contributions. Many thanks to Jasmin Llamas for the ongoing maintenance of the website.

This newsletter will continue to highlight the activities of the Division and related current events of interest. My hope is the newsletter fosters continued collaboration and shared stories amongst our members. Please do not hesitate to reach out regarding contributions or questions at [amanda.waters@uconn.edu](mailto:amanda.waters@uconn.edu).



*"....those leadership styles are embraced and what we see is that there is no ceiling...everyone who converges to this place we call Mother Earth has an opportunity to realize their dreams and to succeed in their chosen professions...the most important element in this image is that it is teeming with respect."*

*—Joseph E. Trimble, April, 2015*

## FROM THE SECRETARY

*Barbara Thelamour, Ph.D.  
The College of Wooster*

My research and teaching interests align well with Division 45's mission of understanding issues pertaining to ethnic diversity. I currently study how interpersonal relationships with peers and parents influence racial and ethnic identity development and academic achievement in Black immigrant youth. In my research, I look at how cultural alignment and differences with African American peers might be sources of conflict within peer relationships and with parents' values. With regard to conflict, I have also spent a significant amount of time using naturalistic observation methods with Head Start preschool children as they negotiate and resolve conflict among themselves.



My teaching is also focused on diverse groups—as an educational psychologist, I have engaged preservice teachers in issues pertaining to diversity and inclusion across development. In these courses, I have tried to help my students see how institutions including education can work to perpetuate oppressive systems for students. I have also taught a Psychology of Immigration class to explore issues of acculturation, identity, belongingness and mental health with regards to immigrants.

As a relative newcomer to Northeast Ohio, I have been slowly learning about all this area has to offer. I'm growing to be more of an outdoorsy person, and with all of the natural beauty and biking and hiking trails in the state, I'm sure I'll have plenty to explore.

I look forward to all that the Division will accomplish in the next few years, and to meeting more members!

## TREASURER'S REPORT

*Joe Horvat, Ph.D.  
Weber State University, UT*

The Executive Committee of Division 45 took the concerns of a major downturn in our economic position last year and went to extraordinary means to save the Division money. From the Mid-Winter meeting costs to the costs at convention (and everything in between) the EC saved nearly \$22,000.00 of expected expenses to bring the loss for the year to an estimated and minimal loss of \$8,000.00. Had the EC not taken appropriate action our loss would have been in excess of \$30,000.00. I am waiting for final financial information from APA Accounting to determine the exact loss. Siony Austria, Jacque Gray, Luis Vazquez, and Stan Sue deserve special mention for helping to bring the budget under control.



Luis Vazquez was able to negotiate a very favorable contract between APA and D45 for the publication of CDEMP. This new contract will save thousands of dollars each year in publication costs. We are appreciative of Luis and his committee's hard work.

Siony Austria and Jean Chin helped to develop a comprehensive investment plan which will begin to bring in significant funds in the years to come.

Your EC continues to place budgetary concerns as a priority. With continued savings on expenses and increased revenue the Division appears to be headed to profitability in the near future.

## FINANCE COMMITTEE REPORT

*Asuncion Miteria Austria, Ph.D.  
Cardinal Stritch University*

### Finance Committee Approval of the Following Budget Proposals

Budget Request by Dr. Doris Chang, Division 45 2015 Program Chair, to develop a Division program supplement to market the Division's extensive program for the APA Convention.



Donations of \$900.00 from the President and President-elect discretionary funds and balance of \$50.00 was from the Division operating funds.

Dr. Richard Lee, CDEMP Editor, request to cover production costs for 50 extra pages of the journal. Budget request: \$2000.00 (half of \$4,000.00). Approved for \$2000.00. \$2000.00 will be paid by APA.

Request for \$200.00 to cover the expenses for 2015 Electronic Student Elections. Approved.

Budget Request by Melba Vasquez, Chair, Leadership Institute for Women in Psychology (LIWP) for Convention registration and travel costs of graduate students.

Approved for \$500.00. Amount is reduced in keeping with the approved budget cutting measures.

### Finance Committee Recommendations on Fiscal Practices and Planning to Help Reduce Division Expenses

Limit the Midwinter meetings to EC members only (Non-elected Committee chairs may participate thru telephone or skype). Note that the President has the discretion to invite other officers and Committee chairs to the meeting. Limit donations to organizations to \$500.00. (Exercise frugality in granting donations by looking more closely at the needs of the soliciting organization).

Donations shall be limited to only five organizations on any given year. Keep Division commitments to NMCS, NLPA (Biennial) CNPAAEMI, and LDI (Annual). Travel awards to students shall not exceed \$500.00 per award.

Postpone the implementation of the new General Student Travel Award (500.00 each for 5 graduate students to attend conventions other than the APA Annual Convention) until such time when Division budget allows.

There shall be a moratorium on funding requests from Division members unless requests are essential to the mission of the Division.

In addition to the above measures, the Division President and President-elect contributed their small discretionary funds to cover some Division expenses. The Journal Editor volunteered to forego his contractual honorarium increase and reduce travel. Some EC and Committee members have not charged the Division for travel costs in attending the Division meetings.

### Investment Committee

The Investment Committee put much thought in planning to invest \$200,000.00 in low-risk, long term and socially responsible companies. As Finance Committee Chair, I contacted several fund companies and strongly suggested TIAA-CREF. Morgan Stanley was also contacted, but the Committee decided to go with TIAA-CREF which has been rated as the Best Large Fund Company for the third consecutive year. TIAA-CREF is a not-for-profit organization. It is also a pioneer regarding socially-aware investing. Our investing goals will be better achieved with TIAA-CREF than with other brokers as well as it meets our organization values.

The Committee completed the Assessment Questionnaire indicating our goals, risk tolerance, time horizon, and investment preferences. Considering our responses, an investment strategy was customized to our situation. Our risk tolerance is conservative for the \$200,000.00 investment. We sought the assistance of APA, however APA requires that one of their staff as a signatory of our account. Our position is that the signatories shall be members of D45 and these are the President, President-elect and the Treasurer. It is to be noted that we are selecting a wide range of investments from a variety of investment firms. The advantage is diversification across investment companies. There are companies that may select only their own proprietary products neglecting other products that may bring a higher return for the account.

Investing with TIAA-CREF was put on hold over certain requirements that presented some issues for the Division. There appears to be renewed interest in revisiting the issues with TIAA-CREF.

WHAT DOES DIVISION 45 MEAN TO YOU?

Go to this web link and tell your EC!

<http://division45.org/>

## HISTORIAN'S REPORT

*Felicisima C. Serafica, PhD*  
Ohio State University

August 1 – December 31, 2015

During this period, the Historian continued searching for copies of *FOCUS*, the Division 45 Newsletter, that are still missing from the Collection at the APA Archives. The search yielded one of the missing copies, Vol. 1, No. 1, published in the summer of 1987. There are two more missing copies: Vol. 3 (2) and Vol. 20 (2).



*FOCUS* Readers: Please search your personal collections for one or both of the missing copies. Your donation of these missing copies to the Division 45 Archives would be deeply appreciated.

Also, in preparation for the end-of-year archiving, inquiries were made to verify whether there were any recent revisions of the Division 45 By-laws and Strategic Plan that would have to be archived.

Last but not least, arrangements were made for the transfer of 2013-2015 Division 45 records to the APA Archives c/o its Director, Dan Hanlon. The documents archived are those specified by the Task Force on Archival/Working Documents. Consistent with previous practice, the transfer is made when a Secretary's term ends. The records archived are the official documents

held by the Secretary. Instead of an Outgoing Secretary transferring these records to her or his successor, the records are sent to the Division 45 Archives.

## MEMBERSHIP REPORT

*Germaine Awad, Ph.D.*  
University of Texas, Austin

Overall, the 2015 paid memberships (n=1020) are slightly lower than the 2014 overall paid memberships (n=1059). Currently, our paid membership count as of Oct 2015 is n=218. Membership across many divisions within APA is decreasing. APA Membership is in the process of brainstorming ways to increase membership within the overall APA.



### *Membership Activities*

I have continued to respond to potential members who have questions about Division 45 membership and forward questions to appropriate executive board members. Also, I work as a liaison with membership services to answer membership questions that come up within the division. In addition, a draft of the Division 45 Membership Survey is completed and will be sent along for feedback.

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### SOCIETY FOR THE PSYCHOLOGICAL STUDY OF ETHNIC MINORITY ISSUES MEMBERSHIP APPLICATION

In order to assess the interests and needs of new members, we ask you to please print your answers to the following questions:

- 1 Name: \_\_\_\_\_ Date: \_\_\_\_\_
- 2 Mailing Address: \_\_\_\_\_ City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_  
Tel: (\_\_\_\_) \_\_\_\_\_ E-mail: \_\_\_\_\_
- 3 Highest Degree: \_\_\_\_\_ Date Awarded: \_\_\_\_\_ Awarding Institution: \_\_\_\_\_
- 4 Currently an APA Member?  Yes;  No If Yes, Membership Number: \_\_\_\_\_  
If Yes, Which Member Level?  Member;  Fellow;  Associate;  Student Affiliate; or  Professional Affiliate
- 5 Current Professional Activities (Check all that apply):  
 Teaching;  Research;  Clinical;  Administration;  Other (Specify) \_\_\_\_\_
- 6 Self Identification (Check all that apply):  African American/Black;  American Indian;  Euro-American;  
 Asian/Pacific Islander;  Latino/Hispanic;  Other (Please specify) \_\_\_\_\_
- 7 What are the two most important issues you would like to see the Division address?  
a) \_\_\_\_\_ b) \_\_\_\_\_
- 8 In what member capacity would you like to serve Division 45?  
 Task Force;  Committee;  Elected Office;  Other (Specify) \_\_\_\_\_

Division 45 Membership Status and Dues:  Member (\$57.00);  Professional Affiliate (\$57.00);  Student Affiliate (\$25.00)

To join, please complete the application form, detach and send it with a check to:

Division 45 Administrative Office, APA Division Services, 750 First Street, NE, Washington, DC 20002-4242

## CDEMP EDITOR REPORT

*Richard M. Lee, Ph.D.  
University of Minnesota*

### *Cultural Diversity and Ethnic Minority Psychology*

*Cultural Diversity and Ethnic Minority Psychology* had a big year in 2015. We received 374 new manuscript submissions – a big jump from 2014 when we received 325. For 2016, we are currently on track to have a similar number of new manuscript submissions. Please keep submitting manuscripts and spreading the news about CDEMP as the premier journal for the psychological science of culture, ethnicity, and race.

We also reduced the backlog of accepted manuscripts in 2015. We achieved this production goal by increasing the number of published pages to 650 pages in 2015 (instead of the usual 600 pages). The turnaround from acceptance to print publication should be faster from this point forward. Yet another reason to consider submitting your work to our journal!



In terms of the CDEMP editorial team, two Associate Editors, Dr. Deborah Rivas-Drake (University of Michigan) and Dr. Ezemenari Obasi (University of Houston), have begun their rotation off the board. Drs. Rivas-Drake and Obasi will continue their work on manuscripts under review or revision but will not be accepting new manuscripts in 2016. I want to personally thank them for their outstanding service to the journal.

And I want to welcome two new Associate Editors to the editorial team. I am pleased to announce Dr. Su Yeong Kim (University of Texas, Austin) and Dr. Rosalie Corona (Virginia Commonwealth University) have agreed to join the journal as Associate Editors. They have begun to receive new manuscripts.

Finally, I will be updating the editorial board this month, as some colleagues will rotate off and new colleagues will be invited to join. Each year, I strive to find a balance of scholars across the sub-fields of psychology whose conceptual and methodological expertise will enhance the quality of external reviews.

It continues to be my honor to serve as editor of CDEMP. Please feel free to contact me at richlee@umn.edu with any comments or questions regarding the journal.

## FROM THE STUDENT REPRESENTATIVE

*Desa Karye Daniel  
Kansas State University*

Greetings Students,

My name is Desa Karye Daniel, and I am the new student representative for The Division 45 Student Committee. I'm every excited to serve as your representative in this role as the APA Convention approaches. In coordination with Martinque K. Jones (past-student representative) and the student committee, we have been working on developing programming and initiatives that best fit students' needs.



### *Mentorship Program*

The Division 45 mentoring program matches students with professionals to help support students through the graduate school process, which includes mentorship on the intersection of graduate school, research, and professionalism. As a part of our virtual mentorship model, the mentorship committee completed a post-Match Day email that provided students with words of advice, encouragement, and testimonies. The email served as a way to congratulate students that were matched, and uplift students that had not yet found their perfect fit. This email was a way to better address students concerns about the internship match process by offering testi-

monies from students within the same process.

To further address the needs of Division 45 students, the mentorship committee will also host a series of webinars on topics such as (a) social media presence (b) how to get involved in leadership (c) getting published (d) international opportunities in psychology (e) work-life balance, and (f) preparing a dissertation defense. The mentorship committee will be participating in the Division 45 Research Conference in Palo Alto, CA, and the "Links and Shoulders" event at the APA convention in Denver, CO. There we hope to solicit new professional mentors as we transition to a one-on-one traditional mentorship model where students will have greater access to individual mentorship within Division 45. For more information please contact, Jasmine Jenkins, M.S.Ed, M.Phil.Ed., the Mentorship Program Co-Chair at Jenkins.j.jasmine@gmail.com

Also, please consider joining one of our committees for the Fall 2016 – Spring 2017 year. If you think you may be interested in learning more about student leadership within Division 45, please contact Desa Karye Daniel at DDaniel2@ksu.edu.

The Division 45 Student Committee is excited to see you in Denver, Colorado for the 2016 APA Convention and we hope that you will attend several of our student-based programming events as well as visit our hospitality suite!

## MAL, NATIVE AMERICAN SLATE

*Casey McDougall, Ph.D.  
Indian Health Services, MN*

This is my 2nd year as the Native American MAL. Prior to that, I was once your Program Chair. It has been an honor to represent Indian Psychologists and serve on the Div 45 Executive Committee. There is so much talent and leadership at the table. Professionally, I am the Behavioral Health Director at the Red Lake Indian Health Service Unit, conducting many clinical activities, promoting integrated primary care, and supervising staff and students alike. I am an active member of the Medical Staff, with all rights and voting privileges. I will soon obtain an advanced degree in Clinical Psychopharmacology, with the intention to pursue Prescriptive Authority. This ability will better serve an underserved community, enhance my knowledge of chronic diseases, promote collaboration and continuity of care, allow one to take an individual off unnecessary psychotropic medications, and consult, when necessary, with an MD about one of our mutual patients on an appropriate medication to augment culturally sensitive, holistic care. It's a controversial debate to be sure; however, the field is constantly in flux and the needs of our patients/clients should come first. When it comes to health disparities, in hardship areas, my hope is that People of Diversity can unite in filling health care gaps and promoting continuity of care.



in response to the needs of graduate students of color, Links and Shoulders is an informal exchange and discussion with some of the leading psychologists within the field. It's a student-centered space where emerging professionals can connect with seasoned leaders around topics that are central to their new careers—from transitioning into your first job to navigating discrimination in academia to a career as a teacher! Indeed, it's been so successful that it was awarded APA's Suinn Minority Achievement Award in 2011!

Particularly within communities of color, and especially in psychology, we talk a lot about mentoring and the importance of finding a mentor. But how do you do that? And more importantly, how do you do that when you're a young graduate student and emerging professional and perhaps no one else in your entire department looks like you, thinks like you, or even has the values or experiences that you have had? Tough question. And an even tougher situation! Particularly, in a space as large and as potentially impersonal as the APA convention, the thought of reaching out to that big-name author of that article or book that you've read and cited...well, it can simply be too intimidating and beyond the reach of many of us! But that's precisely the experience that many of us have had—mentors and mentees alike! We know exactly what that's like and more importantly, we know what a difference it can make to have a mentor who both understands and validates us personally and professionally! So, a program like Links and Shoulders is designed to make that initial and critical step—of reaching out to an elder—as accessible and as easy as possible! Given that, be on the lookout for more information about Links and Shoulders through our Listserv!!! Also, please feel free to reach out to me with any questions you might have at [aalvarez@sfsu.edu](mailto:aalvarez@sfsu.edu).

## MAL, ASIAN AMERICAN SLATE

*Alvin Alvarez, Ph.D.  
San Francisco, CA*

Denver? Yes, Denver! As I write this, it's mid-February and the thought of the upcoming APA Convention in Denver, August 4-7, is probably quite distant in most people's minds. Yet, the Division 45 Executive Committee, under the leadership of President Jacque Gray and the Program Chair Anita Mihecoby, has been hard at work in putting together a rich and engaging program! As part of that process, I will be taking over the reins of the Links and Shoulders mentoring program—which Elaine Jones has shepherded for the last three years! A big thanks goes to Elaine for keeping this longstanding Division 45 tradition a central part of our convention experience. Rather than make any assumptions... for those of you who don't know, the Links and Shoulders mentoring program is an ideal opportunity for connection, support, and perhaps the very beginning of a professional network! Started in 1999



## MAL, LATINO/A SLATE

*Carlos Santos, Ph.D.  
Arizona State University*

As a newly elected member of the Executive Committee, I am writing this first entry to introduce myself. My name is Carlos Santos, and I am Assistant Professor in the Counseling & Counseling Psychology program at Arizona State University. I received my undergraduate degree, and my doctoral degree in developmental psychology, both from New York University, and a master's degree in education from Harvard University. My research is concerned with exploring, quantitatively, the intersections of multiple social identities (i.e., ethnic/racial/gender/sexual), particularly among immigrant youth and Latina/o populations, and how these intersections predict well-being.





## MAL, LATINO/A SLATE (Continued)

I am honored to have the opportunity to serve as Member-at-Large Latina/o slate in Division 45's Executive Committee. I bring to this position years of prior leadership experience in the Society for Research in Child Development (SRCD) where I served as member of the Governing Council, and co-chair of the Student and Early Career Council for 6 years. I helped organize SRCD's themed meeting, Positive Development of Minority Children. I am a reviewer for NSF, and I am on the editorial board of Cultural Diversity & Ethnic Minority Psychology, The Counseling Psychologist, and the Journal of Counseling Psychology. In 2013, I was selected as Faculty Fellow by the Ford Foundation and the American Association of Hispanics in Higher Education. I look forward to serving as MAL Latina/o Slate rep in Division 45. If there are issues that you would like me to attend to during my leadership, please do not hesitate to reach out to me at carlos.e.santos@asu.edu.

## MAL, DIVERSITY SLATE

*Kira Hudson Banks, Ph.D.  
Saint Louis University*

As this is my first formal entry in the newsletter as Member-at-Large Diversity Slate, I want to say "thank you" for electing me to this position. I have benefitted from the mentorship, camaraderie and wisdom of Division 45, and I am grateful for the opportunity to serve. I look forward to hearing from members if you have questions or suggestions.



I sought the position of Member at Large, because I have a desire to make a contribution to the division. I realize the importance of being connected to scholars of color and researchers who are asking empirical questions about culture, ethnicity, and race. Currently, I am an Assistant Professor in the department of psychology (clinical area) at Saint Louis University. My research examines how discrimination impacts mental health, the underlying mechanisms that influence this relation, and intergroup relations. I teach courses such as Abnormal Psychology, and the Psychology of Racism. In addition to my experience in teaching and research, I bring a passion for mentoring students and community engagement.

I have worked as a professional and advocate for activists in the St. Louis area and have shared with a number of community audiences how psychology can inform our understanding of the antecedents and aftermath of Ferguson.

I attended my first EC mid-winter meeting in Phoenix, AZ, in January. The agenda was full, and the discussion was informative as I learned a bit of what my role will be in the coming years. Coordinating the Division 35/45 dance at convention is on my to-do list should Division 35 decide to proceed with the event. I will be assisting with considering our next steps with Psi Alpha Omega, the honors society that is connected to the division. And I will continue to serve in other ways as appointed by the president.

The program for convention sounds engaging, and I look forward to seeing many of you there or perhaps even sooner in Palo Alto at our division conference.

## MAL LGBT SLATE

*Angela Ferguson, Ph.D.  
Howard University*

I am delighted to serve in the role as the LGBT Member-at-Large on Division 45's executive committee. The creation and installation of this position on the executive board is both historic and timely. For much of my career, I've focused my research on the exploration of the intersections of race-ethnicity, gender, and sexual orientation for sexual minority communities of color. Historically, discourses of race and sexual identity have primarily focused on the Black/White dichotomy and the heterosexual/non-heterosexual dichotomy, resulting in the perpetuation of a "deficit model paradigm." Consequently, these types of discourses and research methodologies fail to include the full continuum of racial group members, as well as discourses that render individuals who do not conform to traditional sex and gender identities invisible. Sexual minority individuals of color are simultaneously gendered, racialized beings with idiosyncratic locations relative to gender, sexuality, nationality, ability, religious affiliation, and class. The intersectional framework considers the conflux not only of multiple identities, but also of various forms of oppression, privileges, and sociopolitical/sociocultural history. Although significant progress has been made during the past few decades with regard to the exploration of race, sexual orientation and gender, discrimination, oppression, and increased violence against ethnic, sexual, and gender minorities are seen across aspects of our society. Hate-crimes have increased, the political climate is fraught with negative and discriminatory insults and offenses, and institutional systems are less uniform. The inclusion of the LGBT MAL is timely and reflects the division's commitment to promoting diversity of the human experience, and advancing the understanding of multiple identities in its policies, practices and research.



## 2016 APA CONVENTION UPDATE

Anita Milhecoby, Ph.D.

McAlester Psychological Associates

### Anita L. Mihecoby, Ph.D. Comanche Tribal Member Program Chair

As program chair and a Comanche tribal member, I have been honored to work with fellow Native American colleagues during Jacque Gray's presidency, representing American Indian/Alaskan Native peoples. I want to extend a special thank you to the program committee for their contributions including the co-chair, Kyle Hill, PhD, Turtle Mountain Band of Chippewa tribal member, graduate assistant, Melissa Wheeler, Navajo Nation tribal member and the committee: Tina Lincourt, Jack Sample, and Greg Urquhart, my colleagues from the Native American mentorship group Reservation to Graduation developed by Wendy Peters and Julii Green, as well as the incoming programming chair Merranda Marin. The division program chairs and committee are pleased to announce the exciting program we have to look forward to at the 2016 APA Convention in Denver, Colorado, August 4th-7th.



Anita L.  
Mihecoby, Ph.D.  
Comanche Tribal  
Member  
Program Chair

Jacque Gray's presidential theme for the division's conference is *The Multitude of Colors in the Weaving of Psychology: The Unrecognized, Uncelebrated, and Hidden Contributions*. During her presidential address, Jacque Gray will discuss a cultural approach to behavioral health training, referred to as *The Three Sisters*. Dr. Gray confirmed Sidney Stone Brown, Psy.D, author of *Transformation Beyond Greed: Native Self-Actualization* to present the Presidential Invited Address. A proposal directly aligned with the presidential theme titled *North American Indigenous Cultural Influences on Psychology* was selected as the Presidential Invited Symposium. This symposium will present the role of Native people on the famous Robber's Cave study; the Blackfoot influence on Maslow; Pueblo influence on Carl Jung; and the Yurok and Lakota influence on Erik Erikson.

Thanks to all the responses to the APA call for proposals, the program committee had many great submissions to choose from to create an exciting divisional program for the 2016 APA Convention. Submissions included 181 individual and 34 program proposals, totaling 215 proposals to review. I want to highlight the important role reviewers play in selecting proposals and contributing to an immense portion of programming tasks. If you reviewed proposals this year, I want to personally thank you for your time and effort. You all did such a thorough job and greatly contributed to your division and the shaping of your APA divisional program. I encourage member

participation in reviews in the years to come. The combined efforts of everyone involved allows us to look forward to 14-Symposia, 2-Skill Building Sessions, 1-Discussion Hour, and 3-Conversation Hours including the James Jones Conversation Hour, covering diverse topics and populations.

Division 45 managed to obtain 4-Poster Sessions comprised of 40 posters each. This allowed us to show case more of the awesome research being conducted among culturally diverse populations. One hundred and sixty posters will be presented at one of 4 sessions titled: Rising Above Adversities; Empowering Future Generations; Identity and Cross Cultural Studies; and Confronting Our Challenges in Ethnically Diverse Communities.

Division 45 is also the primary sponsor and co-sponsor of 15 collaborative programs, a relatively new initiative providing the opportunity to develop symposia with other divisions. Collaborative proposal titles are below and highlight the innovative and timely topics:

- Making the Invisible Risible: Sketch Comedy as a Basis for Difficult Dialogues
- Trials, Tribulations, Possibilities: What to do about Cannabis?
- APA's Human Rights Activities: A Review and Opportunity for Member Input
- Psychologists as Activists: Learning from Black Lives Matter, Native Lives Matter, & Occupy Movement
- Addressing Disparities in Behavioral Medicine Through Culturally Sensitive Interventions
- Beyond the "Replication Crisis": Diverse Considerations for Psychology's Future
- Religion and International Populations
- School Based Interventions — Mental Health and Cultural Competency in Urban School Systems
- Ethical Challenges In Working with Children and Families In Multidisciplinary Settings
- Violence Toward the Trans\* Community: Connection, Collaboration, & Community Action Building
- Perspectives and Implications of Training Bilingual Practitioners



Kyle Hill, PhD  
Turtle  
Mountain Band  
of Chippewa  
Tribal Member  
Program Co-  
Chair



Melissa Wheeler  
Navajo Nation  
Tribal Member  
Program Chair  
Graduate  
Assistant

## 2016 APA CONVENTION UPDATE (Continued)

- Advancing Social Justice in Clinical Practice
- Unequal Psychotherapies: Culture, Race, Ethnicity and Scientific Equity
- Factors Influencing Health Disparities in Alcohol Problems among Ethnic Minority Groups
- Post Docs, Licensure, Research, Oh MY! Preparing for a Career in Academia

There will be many interesting programs to see and so little time. For your convenience, a supplemental program is in the works that will highlight divisional programming and the hospitality suite agenda. Look out for your supplemental program as the convention nears.

The program committee will continue to work to make your experience at APA 2016 an attractive and enjoyable one. We look forward to seeing you all in Denver, Colorado.

## DIVISION 45 OFFICER CANDIDATES' STATEMENTS

The following are candidate statements from those running for elected positions. The ballot will be sent to members via email from APA and members are invited to vote for the office of President, Treasurer, Member-at-Large, and Council of Representatives. Only one person is running for the position of Member-at-Large African American Slate and write-in names will be permitted on the ballot.

### *President*

**Helen A. Neville, Ph.D.**

Professor

Department of Educational Psychology  
Department of African American Studies  
Chair, Counseling Psychology Program  
University of Illinois at Urbana-Champaign



It is a tremendous honor to be nominated for APA Division 45 President. My personal and professional passions center on promoting racial and ethnic justice in psychology and in society. My research tackles an array of interconnecting social issues including understanding and challenging racial oppression, promoting racial pride and resiliency, and examining the ways in which race and gender shape women of color's lived experiences, with a primary focus on Black folks. I try to champion issues dear to my heart like increasing the number of students of color in graduate school, promoting the growth of early career professionals, and working on community-based initiatives to improve the health of Black women. If elected, I would like to draw on the expertise of students, early career professionals, seasoned psychologists, and elders as well as my own leadership experience to continue the excellent work of our Division. I value the importance of working collectively to achieve common goals and I am fortunate to have had many such opportunities within APA in roles such as Council Representative (6 years), Division 45 Program Chair, CEMA Chair, Ethnic Minority Issues in Psychology Caucus Chair and also in my professional roles as chair of an APA counseling psychology program and Provost Fellow. At the moment, I am particularly interested in two initiatives: (a) establishing a "Telling Our Stories, Celebrating Our Contributions: Oral

Histories of Psychologists Committed to Racial-Ethnic Justice" project, and (b) promoting research and practice on Resiliency, Resistance, and Radical Healing.

### *President*

**Donald Pope-Davis, Ph.D.**

Professor

Department of Counseling & Education  
Psychology  
Dean, College of Education  
New Mexico State University



It is a privilege to accept the nomination for President of Division 45. As a member of our division since my days as a graduate student, I have valued our mission to integrate culture, ethnicity and race into our pedagogy, research and practice. I was fortunate to have been mentored by those elders of our division who demonstrated a personal and professional commitment of change for the greater good so that the work that we do has an impact on the entire profession of psychology. While due diligence is still the call of the day, our division is uniquely positioned to have an important role in the discussion around such topics as the role of culture, identity, and socio-economics on community mental health. What is often missing from the narrative is our experiences and depth as leaders and managers. Many of us in this day and age often find ourselves in positions of responsibility with limited personal or professional histories that will allow us to lead change, manage process, and/or develop collaborations so that our respective communities are engaged in the desired outcomes. As President of Division 45, my goal would be to model and create avenues and opportunities that will allow our members to acquire leadership and management skills so that we will develop a sense of empowerment, inclusion, and collaboration among psychologists (Division 45 Mission Statement) and educators. As we continue to pursue excellence in our research, scholarship, and practice, given the current challenges that People of Color face in our society, we must equally prepare our community to impact and lead our larger society so that what we do can continue to transform the lives of our brothers and sisters.

## CANDIDATES' STATEMENTS

(Continued)

### Treasurer



#### **Jae Yeon Jeong, Ph.D.**

Licensed Clinical Psychologist  
VA Maryland Health Care System  
Baltimore, Maryland

I am committed to promoting the advancement of psychology and contributing to the movement towards cultural competency and culture shift. Personal factors that contribute to my strong character and sense of responsibility towards social change include my Asian immigrant background and strong record of advocacy and leadership roles in psychology. In my professional role as a VA psychologist, I have served as a diversity educator, consultant, conference developer and organizer and as an integral member of APA-accredited psychology training programs. With my recent job transition to the VA Maryland Health Care System, I plan to continue my involvement with the training programs and serve the diverse needs of Veterans.

I presently serve as a member of the Multicultural and Diversity Committee under the VA Psychology Training Council. I have served on the Division 45 Executive Committee and completed a 3-year term as Website Manager. I was intimately involved in securing a contract with a professional website firm responsible for the current re-vamped Division website. I have presented at the National Multicultural Conference and Summit and most recently, was lead presenter on a symposium about culture shift in the VA. I was a participant in the APA Advanced Training Institute's program on Research Methods with Diverse Racial and Ethnic Groups. My professional leadership service began while in graduate school and demonstrates a record of commitment, passion for advocacy and change, and a strong work ethic. If elected as Treasurer, I plan to continue to support the important work of Division 45.

### Treasurer



#### **Merranda Romero Marin, Ph.D.**

Licensed Psychologist, NM 1123  
Licensed Marriage & Family Therapist  
Assistant Professor, Family & Child  
Science  
College of Agricultural, Consumer, &  
Environmental Sciences  
New Mexico State University

My name is Merranda Romero Marín and I would welcome the opportunity to become more involved with Division 45 by being able to serve as Treasurer. I am a

Licensed Psychologist and a Licensed Marriage and Family Therapist in the state of New Mexico. I am actively involved in the New Mexico Association for Marriage and Family Therapy (NMAMFT) and I serve as the Secretary for our organization. I strongly believe in the mission of Division 45 to promote understanding of minority psychological principles and the work toward eliminating racism and social injustice against People of Color (Division 45 Mission Statement). Serving as Treasurer for Division 45 would facilitate my goals of promoting social justice issues and would allow me to work collaboratively with other professionals with similar interests. I believe my organizational skills and abilities combined with my experiences of having served on the NMAMFT board would allow me to be successful as Treasurer for Division 45. Experiences I have that I believe would allow me to be effective in this position include the oversight of grant projects wherein budgetary decisions have been made, cost accounting principles followed, and a demonstrated acumen for internal control procedures with respect to the stewardship of external funds. Currently, the total funding oversight that I am responsible for is \$1,524,249 for the next five years. In addition, I believe my familiarity of personal investing management would help me to be a good steward of the division's money, thereby making conscientious, yet profitable decisions.

### Member-at-Large African American Slate



#### **Robyn L. Gobin, Ph.D.**

Licensed Clinical Psychologist  
Assistant Professor  
Department of Kinesiology and  
Community Health  
Affiliate Assistant Professor  
Department of Psychology  
University of Illinois Urbana-

Champaign

It is with great excitement and humility that I submit my nomination to serve as Member-at-Large (African American slate) for Division 45. I have benefited tremendously from membership in Division 45. I have received mentorship through the Links and Shoulders Program, intellectual stimulation from the scholarship disseminated through the Division Journal, and a space of belonging where I am encouraged and empowered to do work that will elevate the status of racial and ethnic minority individuals. Because of all that Division 45 has poured into me, I am compelled to serve on behalf of a cause greater than myself.

My research, clinical, and service background have positioned me to bring diverse perspectives and make unique contributions to the work of Division 45. Specifically, my work as a trauma psychologist serving diverse individu-

## CANDIDATES' STATEMENTS

(Continued)

als who have survived some of the most devastating human experiences has helped to shape my leadership style. From this rewarding work, I have learned the importance of having a clear vision and I have witnessed the transformative power of qualities such as courage, integrity, authenticity, humility, self-awareness, flexibility, and strategic planning. My commitment to serving ethnic and racial minorities is reflected in my record of leadership on national and local organizations such as the Association of Black Psychologists, the Society for the Psychology of Black Women (APA Division 35 Section 1), and the Diversity and Multicultural Committee of the Division of Trauma Psychology (APA Division 56).

My greatest assets are my commitment to service and the passion with which I embrace missions related to empowering those who have been silenced and oppressed. I am hard working, steadfast, and relatable. In all that I do, I strive for excellence while maintaining an optimistic perspective, a self-less orientation, and a calm demeanor. If selected as Member-at-Large (African American slate) it would be my honor to work alongside other members of the executive committee to sustain and enhance the great initiatives that have made Division 45 the premier division within APA for the promotion of social justice, empowerment, and inclusion of people with diverse ethnic and racial backgrounds.

### *Council of Representatives*



**Cynthia de las Fuentes, Ph.D.**

Licensed Psychologist  
Anderson House at Heritage Square  
Austin, Texas

The ways I can represent Div. 45 on Council involve those experiences and ways of being specific to our multicultural worldviews. I can contribute to Council's process through my ability to understand the (not so) subtle influences of systems, institutions, cultures, and circumstances on people's lives from the intimacy of the therapy room, to the communities in which we live, and even in the arena of association politics. The skills and ways of being that I offer this position, I have learned in part through my governance activities while serving in a variety of positions in Div. 35, including as Secretary and President, the Committee on Women in Psychology (and as Chair), on the Board of Education Affairs, and the Texas Psychological Association, including as Secretary on its Board of Trustees. My multicultural work has been recognized through numerous awards, including Div. 45's Emerging Professional Award, the G. Jones and V. Jones Award, and the Kenneth and Mamie Clark Award, for

Mentorship from APAGS. My scholarly activities include presenting and (co)authoring dozens of journal articles and book chapters in the areas of multicultural, Latin@, and feminist psychologies, as well as service as a consulting editor to numerous journals including Cultural Diversity and Ethnic Minority Psychology. In addition to my areas of expertise in multiculturalism, Latin@ psychology, and women's issues, I have quite an extensive scholarly background in ethics, something that should be quite handy during these times on Council. I sincerely appreciate your vote to represent Div. 45 on Council.

### *Council of Representatives*



**Joseph P. Gone, Ph.D.**

Associate Professor  
Department of Psychology  
University of Michigan  
Ann Arbor, MI

I hope to serve Division 45 as our Representative to APA Council because I believe my prior personal and professional experiences have prepared me to effectively advocate for greater inclusion of cultural, ethnic, and racial considerations within our discipline. I am a clinical-community psychologist by training, a cultural psychologist by inclination, and an enrolled member of the Gros Ventre tribal nation of Montana by birth. My primary vocation as a psychologist has been research, teaching, and service within university settings (including the University of Michigan since 2002) addressed to the intersection of culture and mental health, especially within American Indian and other Indigenous communities. I am a Fellow of APA (including seven divisions across the association), with Division 45 being my "home" division, where I completed an elected term as Member-at-Large on the Executive Committee. Other diversity-related activities in APA include my involvement on the Writing Group to revise the APA Multicultural Guidelines; my tenure as Membership Chair for the Clinical Psychology of Ethnic Minorities (Section VI, Division 12); my service on the Diversity Committee for the Society for a Science of Clinical Psychology (Section III, Division 12); and my appointment to APA's Clinical Treatment Guideline Development Panel for Posttraumatic Stress Disorder. In sum, these interesting experiences have afforded me a breadth of interest and perspective that should enable me to faithfully and effectively liaise between our Division leadership and APA in a manner that will ensure continuous and vigilant attention to matters of race, culture, and ethnicity in psychology.

## CANDIDATES' STATEMENTS

(Continued)

### *Council of Representatives*



**Erlanger "Earl" Turner, Ph.D.**  
Assistant Professor of Psychology,  
University of Houston-Downtown  
Licensed Clinical Psychologist

My name is Erlanger "Earl" Turner, Ph.D., and I'm a Clinical Psychologist and an Assistant Professor of Psychology at the University of Houston-Downtown. My research interests include ethnic minority mental health, access to behavioral health services, health equity, and cultural competency in Practice. I have published in these areas and I have had the privilege to advocating on these issues on behalf of the profession.

Division 45 has been my home since graduate school. I have previously served on the Committee of Student and the Membership Committee. As an early career psychologist, I am dedicated to serving the profession and helping to shape the future of the Association. In addition to my experience in Division 45, I have served on the APA Membership Board and I currently serve on the APA Board for the Advancement of Psychology in the Public Interest. If elected to serve as council representative, I am committed to voicing concerns related to race, ethnicity, and culture. I also envision an Association that is not only representative of the larger society, but also values our communities and demonstrates their commitment through applying psychological science to the well-being our communities. I would appreciate your consideration and vote to serve as Council Representative for Division 45.

### Division 45 Listserv

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

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

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

#### **To join the List:**

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

#### **To Leave the List:**

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

#### **For More Information:**

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

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

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

## FOCUS ON

### **"As a Person of Color":**

#### **On Empowerment through Tokenism**

Shin Ock, M.A. and J. Hwang Koo, M.A.  
Fuller Theological Seminary, Graduate  
School of Psychology

Tokenism is a phenomenon in which few members of marginalized groups are accepted into intergroup contexts which are comprised mostly of members from advantaged groups (Wright & Taylor, 1998). Access to the intergroup context is denied for the vast majority of qualified individuals from the marginalized groups, and full membership into the intergroup context is often systematically denied to the tokens who achieve access. Tokenism can exist in any multicultural intergroup context. Even as our society moves towards greater multicultural-



*Shin Ock, M.A.*



*J. Hwang Koo,  
M.A.*

alism and diversity, changes are slow and tokens are faced with the responsibilities of representing the needs and contributions of diverse "others." Tokenism erases the particularities of the tokens at the service of the dominant institutions.

As women of color, and particularly women of Korean culture and ethnicity, we (the authors) may speak to the particular dynamics and tensions we experience at the intersection of our token and privileged experiences. Among those of Asian heritage in the United States, and particularly those of East Asian heritage, tokens are often afforded the dubious privilege, and even status, of being mythically identified as non-threatening "model minorities." As such, our presence may be exploited to increase the appearance of diversity while simultaneously perpetuating the privilege of dominant groups. The overrepresentation of East Asians in academia and higher socioeconomic industries has, for some people, communicated a false image of a "post-racial America" or a narrative of minority success

## “AS A PERSON OF COLOR”

(Continued)

through acculturation to the majority culture. Unfortunately, it has not been uncommon to adopt this narrative as a means of identifying with advantaged groups with the false hope of benefiting from the same privileges.

This is an uncomfortable place to occupy, a liminal space between structures (Turner, 1967). Separated from both minority and dominant groups, but not integrated into either, Asian Americanness is stagnate in between. Turner wrote that the liminal location renders the individual invisible, not one or the other, changeable and ambiguous. We are privileged “model minorities” to the point that at times do not feel the right to speak “as a person of color,” as if we are not colored enough, while knowing that we are never void of our colored identities. We wonder, are we allowed to claim our voices as people of color? If so, how?

In order to utilize our voices and positions to effect change among dominant institutions, it seems that tokens must maintain minority identities while simultaneously cultivating relationships with members of advantaged groups. We must be able to tolerate the ambiguity inherent to our liminality. In the case of race relations which often focuses on a Black-White binary, we must resist the temptation to be silent and align with the privileged, as well as the propensity to identify with other people of color at the cost of ignoring experiences unique to Asian Americans. Through our privileges and access, we are positioned to foment change among institutions by acting in solidarity with other marginalized groups.

Those who have experienced tokenism may be familiar with the following conflict. One might identify a token opportunity to voice dissent or provide a new perspective on an issue. But, at the same time, one might also wish to reject the forced token status and the expectation to represent diverse voices. Past frustrations of being silenced may further discourage and a desire to identify with the advantaged group may cause one to dismiss the differing perspective altogether. It is precisely in these moments where tokens have the opportunity to utilize their position to influence change. It is possible to reclaim tokenism as opportunities for courage and empowerment.

Liminality offers an identity that is not only caught “in between” in the ethereal, but rather one that can move beyond the restrictive boundaries of dominant structures to facilitate reimagined intergroup relations. Liminality can defy what is and wonders what can be. In the liminal space, there is the opportunity to “regenerate the social tissues torn by conflicts arising from distinctions of status

and discrepant structural norms” (Turner, 1967, p. 110).

Though tokens, and yet *as* tokens, we have better opportunity to give voice to issues and to identify opportunities for transformation. We (the authors) have often heard the words “As a person of color...” emerge from our lips. Sometimes, it is to the chagrin of our colleagues, faculty, and supervisors. Sometimes, we are able to lend perspectives and open opportunity others to speak. Unfortunately, we sometimes stay silent. However, as tokens, and particularly Asian Americans, we are empowered to relay our own experiences of marginalization. We may be able to utilize our less threatening “model minority” reputation to mitigate defensiveness in intergroup spaces in order to make room for difficult conversations and yet more difficult processes of change. At worst, we may lose our membership and the status quo remains.

As graduate students inching closer to being fully fledged psychologists, it is our goal to not let tokenism disempower us any longer. Perhaps in our liminality we may yet act as bridges within our professional communities.

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- Wright, S. C., & Taylor, D. M. (1999). Success under tokenism: Co option of the newcomer and the prevention of collective protest. *British Journal of Social Psychology*, 38(4), 369-396. doi:10.1348/014466699164220

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

Please send your submissions to FOCUS Newsletter Editor, Dr. Amanda Waters, [amanda.waters@uconn.edu](mailto:amanda.waters@uconn.edu) to be included in the next edition of FOCUS.

### MEMBERSHIP

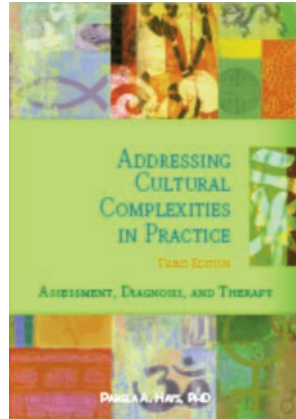
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## KUDOS: PUBLICATIONS

**Addressing Cultural Complexities in Practice,  
Third Edition****Assessment, Diagnosis, and Therapy**

Pamela A. Hays, Ph.D.

In an increasingly diverse society, psychotherapists must be able to work effectively with a wide variety of clients. Hays's popular best-seller invites readers to move beyond a one-dimensional view of identity to a nuanced understanding of the overlapping cultural influences that affect us all. Her *ADDRESSING* framework encompasses Age and generational influences, Developmental or other Disability, Religion and spirituality, Ethnic and racial identity, Socioeconomic status, Sexual orientation, Indigenous heritage, National origin, and Gender. This third edition is richly illustrated with case material and includes up-to-date information on the DSM-5, ICD-10, and upcoming ICD-11, plus new sections on working with people in poverty, children, and transgender people; and trauma-informed care. Each chapter includes a Key Ideas summary and practice exercises, making it ideal for personal education or classroom use.



2016 · Hardcover · 520 pages. For more info, go to

<http://apa.org/pubs/books/4317397.aspx>

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**Culturally Responsive Cognitive-Behavioral Therapy in Practice****Video Series**

Culturally Responsive Cognitive-Behavioral Therapy in Practice (Series V – Multicultural Counseling) [ISBN: 978-1-4338-1180-7]

Culturally Responsive Cognitive-Behavioral Therapy over Time (Series VIII – Psychotherapy in Six Sessions) [ISBN: 978-1-4338-1180-7]

Cognitive-Behavioral Therapy Techniques and Strategies (with Keith Dobson and Amy Wenzel):

DVD 1: Psychosocial Assessment and Case

Conceptualization [ISBN: 978-1-4338-1971-1]

DVD 2: Session Structure and Behavioral Strategies

[ISBN: 978-1-4338-1972-8]

DVD 3: Problem Solving [ISBN: 978-1-4338-1973-5]

DVD 4: Cognitive Restructuring of Automatic Thoughts

[ISBN: 978-1-4338-1974-2]

DVD 5: Core Belief Work and Acceptance [ISBN: 978-1-4338-1975-9]

DVD 6: Relapse Prevention and Ending Treatment [ISBN: 978-1-4338-1976-6]

For more information visit [www.apa.org/pubs/videos](http://www.apa.org/pubs/videos).

**Multicultural Psychology:****Understanding our Diverse Communities (4th ed.)**

Jeffery Mio, Lori Barker, and Melanie Domenech Rodriguez

ISBN: 9780190460853

**Advertising Policy**

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

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

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

Deadline for Spring Issue (May): February 15

Deadline for Winter Issue (Dec.): September 1

Contact:

**Newsletter Editor**

Amanda Waters, PhD

Email: [amanda.waters@uconn.edu](mailto:amanda.waters@uconn.edu)



**KUDOS: PUBLICATIONS**

(Continued)

Mio, J. S., Barker, L. A., & Domenech Rodriguez, M. M. (2016). *Multicultural psychology*: <https://global.oup.com/ushe/product/multicultural-psychology-9780190460853?q=Mio&lang=en&cc=us> *Understanding our diverse communities* (4th ed.). New York: Oxford University Press.

*Multicultural Psychology: Understanding our Diverse Communities*, Fourth Edition, combines quantitative and qualitative research with anecdotal material to examine multicultural issues and capture the richness of diverse cultures. The text is organized by topics in multicultural psychology rather than by ethnic groups, smoothly integrating important findings across ethnic groups as relevant. The text uses first-person narrative accounts from

people of all ages and cultures in order to illustrate compelling topics such as communication, racial and cultural identity, development, racism, differences in worldviews, and immigration. Other issues covered in the text include gender, sexuality, age, and ability.

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