Pathways to Advocacy
Early Career Psychologists in SPTA’s and Local Advocacy Opportunities

Le Ondra Clark Harvey, Ph.D.
APA Board of Directors, Member-at-Large
March 11, 2018
• Who Are ECPs?
• Survey on ECPs in SPTAs
• Advocacy and Leadership Opportunities
### WHO ARE ECPS?

<table>
<thead>
<tr>
<th>Year:</th>
<th>2010</th>
<th>2011</th>
<th>2012</th>
<th>2013</th>
<th>2014</th>
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<tbody>
<tr>
<td>Number of ECPs</td>
<td>19,484</td>
<td>19,517</td>
<td>18,232</td>
<td>17,699</td>
<td>17,155</td>
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<tr>
<td>Percentage of Membership</td>
<td>13%</td>
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<tr>
<td>Renewal Rate</td>
<td>73%</td>
<td>71%</td>
<td>82%</td>
<td>81%</td>
<td>78%</td>
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*Data from the 2015 APA Membership Board Report*
WHO ARE ECPS?

<table>
<thead>
<tr>
<th>Membership Status:</th>
<th>All Early Career Members</th>
<th>All Full Members</th>
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<tbody>
<tr>
<td>% Female</td>
<td>73%</td>
<td>57%</td>
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<tr>
<td>Mean Age</td>
<td>39</td>
<td>54</td>
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<tr>
<td>Working in Independent Practice</td>
<td>14%</td>
<td>30%</td>
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Data from APA 2010 Renewal Survey - APA Members
WHO ARE ECPS?

• 32.6% working in more than one setting

• 71% licensed; 12% intend to become licensed

• 20% racial/ethnic diverse
  ➢ 6% African-American
  ➢ 6% Asian/PI
  ➢ 5% Latino/a
  ➢ 4% Other

Data from the 2007 APA Early Career Psychologists Survey (n=2,745), including members (2007 convention attendees and non-attendees) and non-members
• Many ECPs are working parents struggling to balance dual roles

• 43% of ECPs have dependents living at home
• Early-career members who renewed their APA membership
  ➢ 2010: 73.0%
  ➢ 2014: 78.4%

• Overall members who renewed their APA membership:
  ➢ 2010: 76.7%
  ➢ 2014: 77.6%
In 2007, more than 20% of constituency but less than 3% of APA governance

Today, almost all Boards and Committees *required* to have an ECP slate
22,138 (27%) of APA members belong to a SPTA
(1% increase over 2013 and a 7% decline within the past five years)

- 14,747 full members
- 4,482 are Life members
  (65 years of age and a minimum of 25 years of membership)
- 1,817 are ECPs
  (10 years or less post doctorate)
- 401 are Fellows
- 691 are Associates
SURVEY ON ECP INITIATIVES IN SPTAs

Le Ondra Clark Harvey, 2016

- No centralized data on ECP activities or definition of ECP in SPTAs

- Sent questions through CESSPA listserve
  - (n=35 responses)

- Completed by ED, Board member or ECP Chair
<table>
<thead>
<tr>
<th>Participating SPTAs</th>
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<tbody>
<tr>
<td>Alaska</td>
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<td>Arizona</td>
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<td>Virginia</td>
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<td>West Virginia</td>
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<td>Wisconsin</td>
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<td>Wyoming</td>
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• 80% (n=28) within 10 years of degree

• Within 3 years of licensure (n=1)

• Within 5 years of licensure (n=1)

• Within 4 years of licensure (n=1)

• Within 7 years of degree (n=2)
ECP LEADERSHIP ROLES

- ECP serving on board; not in designated seat (60%; n=18)
- ECP-designated board seat; voting member (27%; n=8)
- ECP-designated board seat; non-voting member (13%; n=4)
• If your SPTA does not have an ECP seat on its board, why is this so?
  - We plan to establish a voting board seat for an ECP in the future (9%, n=3)
  - Have not thought of this (6%, n=2)
  - Want to keep board size small (15%, n=5)

• Comments:
  - Hard to fill board positions
  - We are working towards this goal
  - Our board is too large
  - Our board is too small

ECP LEADERSHIP ROLES
ECP ACTIVITIES

- ECP-focused committee or task force (63%; n=19)
- Lower dues for ECPs (60%; n=18)
- ECP-focused mentorship program (33%; n=10)
- ECP listserv (20%; n=6)
- Other (43.2%; n=16)
• FaceBook and Twitter

• ECP social events / networking events

• Annual ECP survey

• Newsletter articles

• Leadership institute

• “ECP Day”
SUMMARY

• Variable definitions, but movement towards APA definition

• ECP leadership roles

• Voting board seat

• SPTAs offering a variety of ECP-focused activities
RECRUITMENT AND RETENTION OF ECPs IS CRITICAL FOR SPTAs

- ECPs are the future of our professional organizations
- ECPs vitalize the current organization
- SPTAs provide unique resources
- Membership is aging
ADVOCACY IN YOUR OWN BACKYARD:
Getting Involved at the state and Local Levels

• At the state Capitol
  ➢ How?
    • Lobby days
    • Story telling
    • Writing letters of support for legislation

• Become known in your community
  ➢ Visit district offices
• Monitor state regulatory boards
  ➢ Apply for appointment to the board
  ➢ Attend meetings
    • Testify
  • Join listserves
COMMUNITY BOARDS

• Join local community boards, commissions, task forces
  - City
  - County

• Non-profit
• Donate to a political action committee (PAC)

• Volunteer with campaigns
  ➢ Phone banking
  ➢ Walking precincts
  ➢ Polling places
WHY SHOULD YOU ADVOCATE?

• If you don’t, who will?

  ➢ Psychologists have unique expertise
  ➢ Psychological knowledge—clinical & research—provides insights and contributes to resolving social issues
  ➢ Psychologists are seen as non-partisan experts

• Federal and state policies affect our welfare as individuals, a community, and as professionals
Congress: What’s Psychology Got To Do With It?

Nicholas Grant, Ph.D.
“Having this experience on The Hill will completely change the way you digest news media, consume research and understand the relationship between psychological science and policy.”

-Advice from a past APA Congressional Fellow

Also, “Never yawn in a meeting!”
Motivation

• Professional Background:
  • Palo Alto University
    • Health Psychology
    • Center for LGBT Evidence-based Applied Research (CLEAR)
  • Internship: Tulane School of Medicine
    • Behavioral Medicine focus
  • Postdoc: San Diego VA/UC San Diego
    • LGBT Mental Health Program Manager
Values

- Healthcare
- Mental Health Access
- Health disparities
- Public health
- LGBTQ+ Issues
- Civil rights
- Human rights
- Veterans issues
Dedication

Senator Kirsten Gillibrand (D—NY)

• “A voice for the voiceless”
• Openness and Transparency
• Empowering Women
• Repeal of Don’t Ask, Don’t Tell
• Ongoing legislative interests:
  • Paid Family Leave
  • Military Sexual Assault
• Senate Armed Forces Committee (SASC)
  • Subcommittee on Personnel, Ranking Member
• Special Committee on Aging
Results

Legislative Portfolio Areas

- Military Personnel & Veterans Issues
  - Combat Integration
  - Transgender service members
  - Military families

- Healthcare:
  - Cancer
  - PTSD & TBI
  - Opioid Epidemic
  - Research

- LGBTQ+ Issues
  - Transgender rights
Experience

Supporting retention, accession and protecting of transgender service members

• Research

• Nomination hearings

• The Tweet that activated Congress and the LGBTQ+ community

• Writing to the Secretary of Defense

• Transgender Cultural Competency Training
Congress: What’s Psychology Got To Do With It?
Nicholas Grant, Ph.D.
2016-17 William A. Bailey Health and Behavior Congressional Fellow

Apply today!!!

NicholasGrantPhD@gmail.com
The Personal as Professional: Intersections between Identity and Social Justice Advocacy

Valene A. Whittaker, Ph.D.
Board of Directors - Boston Metro Regional Representative
Co-Chair - Committee on Ethnic Minority Affairs (CEMA)
Massachusetts Psychological Association

Diversity Delegate – Massachusetts (2017 & 2018)

2018 APA PRACTICE LEADERSHIP CONFERENCE SPONSORS
What is Advocacy?

• Within psychology broadly
  • “Advocacy is an umbrella term for a range of activities designed to change society by appealing to individuals, employers, or government. Broadly defined, psychology advocacy is a process of ‘informing and assisting decision-makers... who promote the interests of clients, healthcare systems, public and welfare issues, and professional psychology’”. (Lating et al., 2006, as cited in Cohen et al., 2012, p.152)

• Within counseling psychology
  • “To embrace a social advocacy agenda in counseling psychology, one must be willing to examine issues of diversity at the microsocial (i.e., interpersonal) and macrosocial level (i.e., institutional levels)... the point of social advocacy is the attainment of justice for exploited, dominated, and marginalized people and communities”. (Speight & Vera, 2004, p. 110)
Top Five Reasons Psychologists Should Advocate

1. Psychological knowledge, practice, and science play an important role in understanding key policy issues, informing resolutions to social problems, and improving human welfare

2. It raises awareness of psychology’s contributions across all domains of human experience

3. It advances psychology as a health profession

4. It enhances psychology as a behavioral science

5. It helps garner federal funding for psychology

American Psychological Association (2014). *A psychologists’ guide to federal advocacy*
Why do I Advocate?

• Service to others through self-empowerment
• Reflection of my personal and professional values
• Affects and Enhances our profession as psychologists
• Demonstrates utility of knowledge, skills, and abilities
• Outlet to transform experiences of oppression into opportunities for healing

Hargons et al., 2017
Why connect personal identity and social justice advocacy?

“"We are living in a period where society desperately needs leadership that understands, at a deep and nuanced level, the critical and challenging issues related to race, gender, and other issues of diversity. We need talented, wise diverse leaders in all aspects of society, including governmental, corporate, nonprofit worlds and organizations such as ours.”

~Melba J.T. Vasquez, Ph.D. (2017)
Location of Self in Advocacy

- Black
- Cis-gender Woman
- Jamaican-American
- Daughter of Immigrants
- Heterosexual
- ECP Counseling Psychologist
- Healer-advocate

APA PRACTICE LEADERSHIP CONFERENCE
Advocacy in Action

• Individual
  • Connecting with a meaningful cause or purpose
  • Seeking mentorship (horizontal and vertical)

• Institutional/Organizational
  • Entering the leadership pipeline: APA Divisions → PLC → SPTA → APA Board
  • Pursue opportunities for accountability
    • Diversity Delegate reports and recommendation to the Board
    • Cultural Competency Board training
  • Infuse the system with change
    • Diversity Delegates as consultants for education and training
    • Efforts to increase diversity in appointed committees, task forces, and governance
Advocacy: Where do I start?

• Self-examination, self-reflection, and intentional action
  • Knowledge is power
  • Be an ally
  • Read, write, and report
    • “Rapid Response” statements, Op-Ed pieces, blog posts, media appearances, speakers bureau

• Find networks for personal support
  • Community Works (http://www.communityworks.com/)
  • Association of Black Psychologists and “Emotional Emancipation Circles”
  • “DACA and Friends” Meetup Group
  • Networking groups related to diverse/key identities
Advocacy: Where do I start? (continued)

• Connect with and create spaces in your SPTAs
  • Committees - Advocacy Committee, CEMA, Diversity Interest Groups, ECP Committee, Disaster Response Network, Public Education Committee
  • Get a seat at the table (literally) – pursue leadership opportunities to initiate institutional and organizational change
    • SPTA social justice mission/values statements, strategic goals, task forces

• Identify outlets for leadership and engagement at the national level
  • APA Practice Leadership Conference - Diversity and ECP Delegates
  • APA Advocacy Initiatives: www.apa.org/advocacy
  • Citizen Psychologist Initiative:
Thank You!

stand.
speak.
act.
Developing a Policy on When to Take a Stand:
Kentucky Psychological Association

Eric Russ, Ph.D.
President-Elect, Kentucky Psychological Association
SPTA Representative, Committee on Early Career Psychologists
Our Process

• Focus of leadership
  • KPA Past-President Katie McBride
  • Executive Director Lisa Willner

• Develop process for making a decision on when to take a stand
  • Board Retreat
  • Ongoing workgroup

• Review of other states processes
• Identify key association values
Other States

• Ohio
  • Clear process for evaluating issues and deciding on relevance to the association

• Florida
  • Strong values statement on social justice

• California
  • Good list of questions to ask before taking a stand

• Georgia
  • Good member involvement

• Utah
  • Very clear flow chart with decision points
Values

• KPA
  • Mission: To promote psychology as a science and profession.
  • Vision Statement: To be a diverse and inclusive organization at the forefront of psychological practice, science, and advocacy to improve the quality of

• What values should KPA use to drive our decision making when deciding whether to act on an issue?
  • A values statement describes what the organization believes in and how it will behave. The values create a moral compass for the organization and its employees. This compass guides decision-making and establishes a standard that actions can be assessed against. A values statement defines the deeply held beliefs and principles of the organizational culture. These core values are an internalized framework that is shared and acted on by leadership.
Our mission is to advance the creation, communication and application of psychological knowledge to benefit society and improve people's lives. We do this by:

- Encouraging the development and application of psychology in the broadest manner.
- Promoting research in psychology, the improvement of research methods and conditions and the application of research findings.
- Improving the qualifications and usefulness of psychologists by establishing high standards of ethics, conduct, education and achievement.
- Increasing and disseminating psychological knowledge through meetings, professional contacts, reports, papers, discussions and publications.

Core Values

- Continual pursuit of excellence
- Knowledge and its application based upon methods of science
- Outstanding service to its members and to society
- Social justice, diversity, and inclusion
- Ethical action in all that we do
APA Ethics Code

• Psychologists are committed to increasing scientific and professional knowledge of behavior and people's understanding of themselves and others and to the use of such knowledge to improve the condition of individuals, organizations and society.

• Psychologists establish relationships of trust with those with whom they work. They are aware of their professional and scientific responsibilities to society and to the specific communities in which they work.

• Psychologists seek to promote accuracy, honesty and truthfulness in the science, teaching and practice of psychology.

• Psychologists recognize that fairness and justice entitle all persons to access to and benefit from the contributions of psychology and to equal quality in the processes, procedures and services being conducted by psychologists.
Other Examples

• Ohio Psychological Association Values
  • Championing human rights and mental well being for all
  • Modeling diversity and inclusiveness
  • Striving to be a role model for support of environmental sustainability
  • Working in collaboration with other organizations and leaders

• UK Counseling Program
  • The philosophy of the Counseling Psychology Program is rooted in the values and goals of a socially just society. A socially just society is contingent on the optimal health and well-being of all persons in that society. The health and well-being of persons is contingent on access to healthy environments that support healthy development and functioning. Our goal is to train counseling psychologists who are competent in providing professional psychological services that facilitate human well-being and the transformation of unhealthy and oppressive societal structures.
KPA Values

• Psychological Science
• Social Engagement
• Integrity
• Care and Compassion
• Health and Well-being: Access for All
• Equity and Inclusiveness
• Dignity and Inherent Worth of all Persons
The Process

• 1) Who decides what we do?
• 2) How do they decide?
• 3) What are our options for action?
Options for Action

- Legislative
- Public Education
- Public Resolution
- Declined
Decision Making Body: Public Issue Response Committee (PIRC).

- Executive Committee (5)
  - President, Past President, President Elect, Secretary, Treasurer
- KPA Board Representatives (4)
  - Diversity, Early Career, Graduate Student, APA Council
- Ex Officio (2)
  - Executive Director and Director of Professional Affairs
Decision Making

• The purpose and rationale for the Proposal stated clearly, documenting its relevance to psychology or psychologists including scientific or empirical findings
• The extent to which the Proposed Issue is consistent with KPA’s core values and mission
• Other organizations’ (e.g., APA) public position
• The likelihood of the position on the issue having a constructive impact on public opinion or policy
• The degree to which the Proposed Issue may support or conflict with existing current and future legislative initiatives
Online Submission Form For Members

• Member query to KPA and is redirected to a committee member
• Member completes initial questions to define problem and reason for evaluation request
  • Do you have existing support for this issue from others (other members, organizations, etc..)?
  • Checklist of values and instructions to check those that apply
  • What psychological research supports this issue
  • Flag for urgency/timeframe
Decision Tree

Presenting Issue
- Submitted by member (or by member on behalf of public)
- Initial submission form
- Form to decision making body

Review
- Decision Tree
- Consultation: LAT, Lobbyists, Content experts, additional query to member who submitted
  - Period of open comment given to the full board?
  - Yes goes to action; No goes to feedback; Maybe goes to the board; needs more information goes back to member who submits or experts

Action
- Board vote if resolution needed
- Implementation
- Review outcomes

Feedback
- Reason why or why not
- If yes, here was the outcome
- If no, here a ways to advocate on your own as a psychologist
Options for Action

- Legislative
- Public Education
- Public Resolution
- Declined
Options/Categories for Action

Take Public Position
- Legislative Advocacy
- Position Statement
  - Endorse
  - Support

Pub Ed
- Op-Ed submitted to local media outlets
- Workshop Outreach Other?

No
- Feedback to person who submits on reason(s) why not
- Thanking member for bringing to attention of KPA
- Suggestions to member on how to advocate individually