



The Asian Pacific Women's Connection

The official Newsletter of Section V:
Psychology of Asian Pacific American Women
Division 35: Society for the Psychology of Women

Summer 2012

NEWSLETTER STAFF

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PURPOSE OF THE SECTION

- Promote the general objectives of the American Psychological Association and the Society for the Psychology of Women
- Develop feminist approaches to Asian Pacific American Women
- Develop and advance feminist understanding of the psychology of Asian Pacific American Women

The President's Corner



I want to start by welcoming you to our annual newsletter and thanking you for your support and involvement in Division 35 and Section 5! For the past four years,

since the inception of Section 5, we have continued to work towards our mission of promoting the objectives of the American Psychological Association and Society for the Psychology of Women, developing feminist approaches to Asian Pacific American women, and developing and advancing feminist understanding of the psychology of Asian Pacific American women. We continue to rely on the guidance and mentorship of APIA women (Siony Austria, Jean Lau Chin, Debra Kawahara, Phi Loan Le) and our Division 35 feminist sisters (Stephanie Shields, Thema Bryant-Davis, Jessica Henderson Daniel, and many other SPW EC members). We have partnered more closely with Sections 1 (Psychology of Black Women), 3 (Concerns of Hispanic/Latina Women), 4 (Lesbian, Bisexual and Transgender Concerns) and 6 (Alaska/Native American Indian/Indigenous Women) to build a strong voice for all women through collaborative and innovative programs at the APA convention. Lastly, we have also encouraged and invited the perspectives of early career professionals and graduate students to share their wisdom and insights with us through our listserv and Facebook page. We are continuing our discussions of "what it means to be a feminist" and ensuring our diverse voices are heard in our workplaces, communities, and

organizations. My experiences as the president of Section 5 for the past two years have taught me invaluable lessons (I have much to learn!) of the importance of developing organizational knowledge, skills, competency and proficiency. I believe this learning has come through personal relationships and mentorship from many women in the division and section, who model advocacy, equity, and collaboration in their personal and professional lives. The theme of our newsletter touches on the question of "what does a culturally sensitive and responsive work environment look like?" For me, an organization or work setting is only as strong as its members and leadership. We must have:

1. a value for diversity across all levels of leadership and membership with diversity viewed as an asset,
2. policies and practices that are transparent and equitable,
3. relationships among members that are collaborative and mutually enhancing.

In the newsletter, we hope to share specific and practical strategies for evaluating a work environment for its cultural sensitivity. In the meantime, I hope that you will contact me at diane.hayashino@csulb.edu, or anyone on the executive committee if you are interested in getting more involved in our section and Division 35! We always welcome your comments and suggestions in continuing to develop the Section.

HOW TO APPLY FOR MEMBERSHIP

To apply for membership in Section V and Division 35, please visit:
<http://www.apa.org/divisions/div35/Membership/membership.htm>.

President Elect's Column



As I reflect on the past year, it is amazing how much has taken place. Many of our members and officers have achieved milestones in their personal and professional lives, including taking on new position (Diane Hayashino is now the Training Director at Cal State University, Long Beach Counseling Center!) receiving tenure (Congrats, Ivy Ho!), being promoted to the rank of professor (Khanh Dinh!), starting a private practice (Yay, Lindsay Shortliffe! And please check out her fantastic website <http://lindsayshortliffe.com>), completing the PhD degree (welcome back to California, Catherine Hsieh!), just to name a few. My little girl has gone from barely walking to running and climbing up and down trying to catch up with her older brother. For myself, I will be leaving my professional home the last 4 years at Pepperdine University to start a new chapter of my professional life at California State University, Fullerton. Transition is always bittersweet. I am sad to leave my students and colleagues who have offered me great support the last few years. At the same time, I am extremely excited about the growth and learning that are yet to come.

This issue of this newsletter posed the question of “what does a culturally sensitive and responsive work environment look like?” It is a great question – I am sure most, if not all, of us can quickly name a few examples or incidences that tell us when a work environment is culturally insensitive or non-responsive. I remember the anger and uncontrollable tears sitting in the car immediately after one job interview at the beginning of my career, and the deep gratitude to my friends for validating my feelings and ensuring that I was not the crazy one. A recent article on [mashable.com](http://mashable.com/2012/05/05/quit-your-job), <http://mashable.com/2012/05/05/quit-your-job>, described 3 signs that it’s time to quit your job –

- 1) your values do not align with the company’s values,
- 2) you no longer enjoy your job, and
- 3) you’re surrounded by irresponsible behavior.

I find the three signs can also be used to tell if a work environment is culturally sensitive and responsive.

- 1) Your values align with those of your agency and institution’s. Not only should they be aligned, those values should be actively pursued and integrated into the work produced.
- 2) You enjoy your job. Moreover, you enjoy being with your colleagues and do not feel the need to hide or suppress your values.
- 3) You are surrounded by responsible AND respectful behaviors. When others disagree with you, you know it is about finding a better solution or strategy and NOT about your voice not being heard.

I look forward to reading others’ thoughts on this topic in this newsletter and continuing the conversations on our Facebook page, <https://www.facebook.com/groups/233718493333300> and at the APA Convention this year at Orlando, Florida.

Section Announcements

Many of our section members have been experiencing big changes in their careers and lives recently. We wish them congratulations and happy adventures on the road ahead.

- Congratulations to **Khanh Dinh** who was recently promoted to Full Professor at the University of Massachusetts Lowell
- This August, **Yuying Tsong** will be leaving Pepperdine University and transitioning to a tenure track position at the California State University, Fullerton in the human services department. We wish her well with this new position!
- **Ivy Ho** recently received tenure at the University of Massachusetts Lowell. Congratulations on this exciting accomplishment!
- **Lindsay Shortliffe** has opened a private practice in Palo Alto, CA with a specialty in cross-cultural concerns and social anxiety. Check out her website and blog at www.lindsayshortliffe.com.

SELF-CARE CORNER

Loving Kindness for self-care for our community

Below is a community self-care loving/kindness mantra that you can recite to the universe, your clients, our community, a neutral person in your life, perhaps a more difficult person and also to yourself.

May these words bring peace to all beings.

May you be happy

May you be healthy

May you be free

May you love yourself unconditionally

Just the way you are

- By Juli Fraga

Spotlight on Diversity in the Workplace

Section members were asked to respond to the following query, “**How can you tell from an interview if a work environment is culturally sensitive?**” These are the responses that we received.

“In response to your question, from my experiences often it was difficult to tell because people have gotten very good with their “lip service” and then I only realized the real scenario after being there for a little while that they didn’t really mean what they said. Nonetheless, there were times that I was able to tell, based on the extent of substance in their responses to my questions regarding diversity. I also learned that just because a particular work environment is culturally sensitive, it does not mean that it is also sensitive in other areas of diversity, such as sexual orientation or disability, so those of us who occupy multiple minority statuses also have to attend to these other issues.

One quick way to know whether a work environment is “potentially culturally sensitive” is to count the number of colleagues/employees of color and other visible minority statuses or features (e.g., gender of the head person/boss, accessible buildings, have in place policies regarding sexual harassment/discrimination, etc.). It is sort of like walking into an ethnic restaurant (e.g., Chinese restaurant) and if all the customers are White then the possibility of the food being authentic is questionable.”

- Khanh Dinh

“[You can tell] when the search committee itself is diverse. Also, when the interactions among the search committee members are culturally sensitive (e.g., female committee members are not delegated for all secretarial or administrative tasks)”

- Yuying Tsong

“[I look to whether I am] being treated as an individual, not as a representative of a cultural group; a curiosity and openness to learning about my experiences and interests, not assumptions about what experiences and interests I have because of my culture; and an acknowledgment of the lack of cultural diversity (if that is the case) and asking if I have concerns about that.”

- Bonny Chang

“Both recruitment and retention. It is a red flag to me if a workplace can hire diverse employees but cannot retain them.”

- Yuki Okubo

“The extents to which the search committee and other people you talk with stick to interviewing etiquette and rules such as ensuring that interviewees are not put in an awkward position to answer personal questions about their age, marital status, religion, etc. If people are relaxed about it and break such rules, it may also be their way of indicating their lack of respect for other measures set to protect people in vulnerable positions.”

- Nellie Tran

DIVISION 35, SECTION 5 PIONEER AWARD

Description

Division 35 Section 5 Pioneer Award is an award to recognize an Asian Pacific feminist who embraces the mission of Division 35 and Division 35, Section 5 in her professional identity/work. Areas of professional focus for this award are broadly defined, which include but are not limited to community engagement, leadership, clinical work, research, and mentoring. At the 2012 APA convention, the recipient of this award will receive \$250 honorarium, as well as a mentorship lunch/dinner with a distinguished Asian Pacific feminist mentor. The award winner will also submit an article about mentoring to the Section’s newsletter. The mentor for the year will also be presented with a certificate of appreciation for being a role model who exemplifies the values, mission, and philosophy of section 5.

Eligibility

Nominations, including self-nominations, are welcome. Currently active members of Division 35 are qualified to apply. Non-members are welcome to apply and agree to become member of Division 35 and Section 5 once selected to be the award recipient.

How to Apply

To nominate an individual for the award, send:

1. A nomination letter that describes nominee’s contribution as a feminist psychologist as well as the benefits for her to be connected to a distinguished Asian Pacific feminist mentor (including the nominee’s email address)
2. A letter of interest outlining the nominee’s contributions as a feminist psychologist as well as the nominee’s vision of the potential impacts from mentorship with a distinguished Asian Pacific feminist mentor.
3. CV from the nominee.
4. At least one letter of support from a colleague.

Please send all application materials to the award co-chairs Phi Loan Le at Le_PhiLoan@sac.edu and Yuki Okubo at yokubo@alliant.edu by June 22nd, 2012. The award will be presented at the APA annual convention.

Interview with Yuki Okubo

Section Five members **Yuki Okubo** and **Susana Lowe** recently wrote an article on the experience of being a target of racism, which will be appearing in *Professional Psychology, Research and Practice*. We were able to interview Yuki Okubo about her personal background, this upcoming article, and her advice for those seeking to publish.

Can you tell us a little about yourself and your background? What got you interested in psychology and your particular areas of study? “I was born and raised in Japan, until my father got transferred and my family moved to northern Virginia during my teenage years. We went back to Japan and I completed high school at one of the international schools in Japan. This was the time I took my first Psychology class which sparked my interest in the subject, and I decided to major in Psychology. With a major in Psychology and minor in Sociology, I pursued a Master’s in Counseling Psychology mental health track at Boston College, and then pursued a PhD in Counseling Psychology at Teachers College, Columbia University. Upon graduation, I received an academic post-doc position at University of Wisconsin-Madison in the Department of Counseling Psychology for a year. Since then, I have been at the California School of Professional Psychology in the PsyD program on the San Francisco campus as an Assistant Professor. During my graduate training, I became interested in help-seeking behaviors and attitudes, coping, and cultural adjustment among Asian immigrants. I am also interested in collaboration with primary care physicians in working with Asian Americans, racism and coping, racial and ethnic identity, and self-construals.”

Can you tell us a bit about the article you wrote with Dr. Lowe? “The first class I took at Boston College was Dr. Lowe’s Multicultural Issues in Counseling Psychology. She was my first professor of color in my educational career, and I learned so much from her. When she provided me the opportunity to work with her research team during the summer to analyze interviews they have conducted on discrimination, I was ecstatic. I had sought other research opportunities to gain experience, but this was the first research experience where I was attracted to the subject and realized that research can be fun and meaningful. The article focuses only on participants who discussed their experience of racism, which happened to be all of the participants of color. We had hoped to also be able to include interviews with those who described experiences of heterosexism and sexism as well, as we prefer to look at these intersections as a whole body of work, but unfortunately the number of participants who discussed this were too low. Participants shared with us what it is like to be the target of racism, and cope with the aftermath of these incidents. In response to specifically asking from whom they disclosed these incidents, participants discussed the quality and availability of support, what they wished happened in the moment and after the incidents, and how these experiences influenced themselves. We provided a list of what we can do to lend support to victims of racism, what to avoid doing, and how to take care of ourselves if we are victims of racism.”

What advice do you have for early career psychologists who are submitting articles to be considered for publication? “Writing and publishing can be a very lonely process, and it has helped me to be in touch with my friends and colleagues in academia for support as well as to help myself be more accountable to goals I set. Spending time researching appropriate journals, and tailoring manuscripts according to the guidelines of a particular journal are crucial in being efficient and saving yourself from unnecessary critique that may not be helpful. Each journal has its emphasis, topical areas, and preferred writing styles. Although I mentioned earlier about tailoring your manuscript to a specific journal, it is equally important not to lose sight of what you want to convey to your audience, and not to make compromise on those points.”

UPCOMING EVENTS

1. AWP/Div. 35 Hospitality Suite Programming, Peabody Orlando Hotel.
 - AAPA/APA Joint Event: Dialogue on Mentoring Among API Feminists: What it Means in our Personal and Professional lives. Thursday, 8/2, 3-3:50pm.
 - Division 35 Business Meeting. Thursday, 8/2, 4-4:50pm.
 - All Section Social Hour. Friday, 8/3 12-12:50pm.
2. APA Symposium: Health Psychology of Asian American Women. Ivy Ho (Chair), Yuki Okubo (Discussant). Saturday, August 4th, 11am-11:50am at Convention Center, W307 B.
 - Overview of the models and methods used to conceptualize and study women within the subfield of health psychology - Tamara Newton
 - Biopsychosocial factors in the study of healthy psychology among Asian American women - Ivy Ho
3. APA Symposium: Many Women, One Voice - Connections and Coalitions Across Diverse Women. Iva Grey Wolf, Christine Smith, Carrie Castaneda-Sound, Diane Hayashino, Susan Salgado, Cat Thompson. Sunday, August 5th, 8am-9:50am at Convention Center, W207B & C.
4. APA Symposium: Empirical Data on Tiger Parenting - Parent/Child Relationships and the Model Minority Myth. Jeff Miao(chair). Sunday, August 5th, 11am-12:50pm., Convention Center, W304B.
 - Intergenerational conflict within Asian immigrant families: Predictors and Consequences - Priscilla Lui and David Rollock