

**ROBERT T. CARTER, Ph.D.**  
**9/15 modified**

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**EDUCATION**

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Licensed Psychologist    University of the State of New York, 1991.

Ph.D.                            Counseling Psychology, University of Maryland (APA approved), 1987.

Ed.M.                            Psychological Counseling, Teachers College, Columbia University, 1981.

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**PROFESSIONAL EXPERIENCE**

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Counseling Masters Program Director, 2010-2012.

**Ira Glasser Racial Justice Fellow** American Civil Liberties Union 9/2004-12/2005.

**Disaster Mental Health Research Mentoring Program** National Center for Post-Traumatic Stress Disorders/Dartmouth University Medical School, Participant for 2004-2006.

Private Consulting Practice; 1996-present, Organizational consultant and Expert witness.

Private Clinical Practice; 1991-1996 individuals, couples and families.

**Department of Counseling and Clinical Psychology, Teachers College Columbia University, New York, NY.**

Counseling Masters Program Director 2010-2011

Counseling Masters Program Co-Director 2011-2012

Department Chair, 1999-2001.

Counseling Program Director and Director of Training, 1999-2002.

Faculty Member; Graduate School of Arts and Sciences, Columbia University, 1994-present.

Professor of Psychology and Education, 1998-present

Associate Professor of Psychology and Education, 1991-1998.

Assistant Professor of Psychology and Education, 1989-1991, masters and doctoral research and teaching.

**Teachers College Winter Roundtable on Cross-Cultural Psychology and Education: National Annual Conference, Teachers College, Columbia University, New York, NY.**

Conference Director, 1989- 2003.

1990 Theme: Cultural Diversity; 1991 Theme: Addressing Cultural Issues in an Organizational Context; 1992 Theme: Racial Identity Theory, Research, and Applications; 1993 Theme: Training for Cross-Cultural Competence; 1994 Theme: Race and Gender; 1995 Theme: What Is Multiculturalism; 1996 Theme: Facilitating Transformations in Individuals and Groups; 1997 Theme: Family and Environmental Influences in Cross-Cultural Psychology and Education; 1998 Theme: Understanding and Dealing with Personal and Social Violence; 1999 Theme: Confronting Race and Racism in Cross-Cultural Psychology and Education; 2000 Theme: Setting Future Directions for the 21<sup>st</sup> Century in Cross-Cultural Psychology and Education; 2001 Theme: Gender and Social Class; 2002 Theme: Training for Multicultural Competence; 2003 Theme: Identity in Cultural Psychology and Education.

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### PUBLICATIONS: BOOKS

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Carter, R.T. (Ed.). (2005). *Handbook of racial-cultural psychology and counseling: Theory and research (Vol. 1)*. Hoboken, NJ: Wiley.

Carter, R.T. (Ed.). (2005). *Handbook of racial-cultural psychology and counseling: Training and practice (Vol. 2)*. Hoboken, NJ: Wiley.

Wallace, B. C., & Carter, R.T., (Eds.). (2003). *Understanding and dealing with violence: A multicultural approach*. Thousand Oaks, CA: Sage.

Carter, R. T. (Ed.). (2000). *Addressing cultural issues in organizations: Beyond the corporate context*. Thousand Oaks, CA: Sage.

Sue, D. W., Carter, R. T., Casas, M. J., Fouad, N. A., Ivey, A. E., LaFromboise, T., Manese, J. E., Ponterotto, J., & Vazquez-Natall, E. (1998). *Multicultural counseling competencies: Individual professional and organizational development*. Thousand Oaks, CA: Sage.

Thompson, C. E. & Carter, R. T. (Eds.) (1997; 2013). *Racial identity development theory: Applications to individual, group and organizations*. Hillsdale, NJ: Lawrence Erlbaum.

Carter, R. T. (1995). *The influence of race and racial identity in the psychotherapy process: Toward a racially inclusive model*. New York, NY: Wiley./New York: NY., Routledge.

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**PUBLICATIONS: JOURNAL ARTICLE**

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Campon-Rangel, B., & Carter R.T., (2015) The Appropriated Racial Oppression Scale: Development and Preliminary Validation, *Cultural Diversity and Ethnic Minority Psychology* (On-line, July, 2015)

Cheng, P., Carter, R.T., & Lee, D., (2015) Racial identity status attitudes and acculturation of Korean and Chinese Americans: Criterion-Related Profile Analyses *Journal of Multicultural Counseling and Development*

Carter, R.T. & Sant-Barket (2015) Assessment of the impact of racial discrimination and racism: How to use the Race-Based Traumatic Stress Symptom Scale in practice, *Traumatology*, (On-Line 12.1.14), 21(1), 32-39.

Forsyth, J., Hall, S., & Carter, R.T., (2014) The Application of Helms' Racial Identity Status Theory to Black West Indian Americans - *Professional Psychology, Online First 10.13.14*

Forsyth, J., & Carter, R.T., (2014) The development and preliminary validation of the racism-related coping scale. *Psychological Trauma: Theory, Policy, Research, and Practice*, 6(6), 632-643.

Siegel, M., & Carter, R.T., (2014) Emotions and White racial identity status attitudes *Journal of Multicultural Counseling and Development*, 42 (3), 218-231.

Carter, R.T., Oyler, C., Schlessinger, S., McIntosh-Allen, K., Caraballo, L, (2014), Understanding Diversity: First Steps Toward Understanding Climates for Diversity in Educational Institutions *Teachers College Record-On Line Research Note*.

Carter, R.T. & Mazzula, S., (2013) Race and racial identity status attitudes: Mock-jury decision making in racial discrimination cases, *Journal of Ethnicity and Criminal Justice*, 11, 1-22.

Carter, R.T., Mazzula, S., Victoria, R., Vazquez, R., Hall, S., Smith, S., Sant-Barket, S., Forsyth, J., Bazelais, K, & Williams, B. (2013) The development of the race-based traumatic stress symptom scale *Psychological Trauma: Theory, Policy, Research, and Practice*, 5(1), 1-9.

Pieterse, A. Carter, R.T. & Ray, E., (2013) The relationship between perceived racism, perceived stress, and psychological functioning among Black American women, *Journal of Multicultural Counseling and Development*, 41, 36-46.

\*Carter, R.T. & Scheuermann, T.D., (2012) Legal and policy standards for addressing workplace racism: Employer liability and shared responsibility for race-based traumatic stress. *University of Maryland Law Journal of Race, Religion, Gender and Class*, 12 (1), 1-100.

Forsyth, J., & Carter, R.T., (2012) The Influence of racial identity status attitudes and racism-related coping on mental health among Black Americans, *Cultural Diversity and Ethnic Minority Psychology*, 18(2), 128-140.

Pieterse A. L., Todd, N., Neville, H.A., & Carter, R.T., (2012) Perceived racism and mental health among Black Americans: A Meta-Analytic Review *Journal of Counseling Psychology*, 59(1), 1-9.

Carter, R.T., & Cha, N., (2011). Stress, emotions and psychological impact of discrimination, *Law Enforcement Executive Forum*, 11 (4), 35-51.

Carter R. T., & Reynolds A.L., (2011) Race-related stress, racial identity statuses and emotional reactions of Black Americans *Cultural Diversity and Ethnic Minority Psychology*, 17 (2), 156-162.

Carter R. T., & Forsyth J. M., (2010) Reactions to Racial Discrimination: Emotional Stress and Help-Seeking Behaviors *Psychological Trauma: Theory, Policy, Research, and Practice*, 2(3), 183-191.

Pieterse, A. L., Carter R.T., Evans S. E., & Waters R., (2010) An examination of the relationship between racial/ethnic discrimination, and trauma-related symptoms in a college student population *Journal of Counseling Psychology*, 57(3), 255-263.

Pieterse A. L., & Carter, R.T., (2010) The role of racial identity in perceived racism and psychological stress among Black American adults: Exploring traditional and alternative approaches. *Journal of Applied Social Psychology*, 40 (5), 1028–1063.

Mazzula, S., Hage, S., & Carter, R.T., (2010). Religious self-identification and cultural values in Black and White Americans. *Mental Health, Culture, and Religion*, 13(2), 111 – 128.

Pieterse A. L., & Carter, R.T., (2010) An exploratory investigation of the relationship between racism, racial identity, perceptions of health, and health locus of control among Black American women. *Journal of Health Care for the Poor and Underserved*, 21, 334-348.

Carter, R.T. & Helms, J.A. (2009) Racism and race-based traumatic stress: Toward new legal and clinical standards. *Law Enforcement Executive Forum*, 9(5), 113-129.

Carter R. T., & Forsyth J. M., (2009) A guide to the forensic assessment of race-based traumatic stress reactions. *The Journal of the American Academy of Psychiatry and the Law*, 37, 28-40.

Yeh C. J., Chang, T., Chiang L., Carter R.T., Drost C. M., Spelliscy, D., & Chang Y., (2008) Development, content, process and outcome of an online peer supervision group for counselor trainees. *Computers and Human Behavior*, 24(6), 2889-2903.

Carter, R.T. Pieterse A.L., & Smith, S. (2008) Racial identity statuses profiles and expressions of Anger in Black Americans: An Exploratory Study. *Journal of Multicultural Counseling and Development*, 36(2), 101-112.

Carter, R.T., Yeh, C.J. & Mazzula, S., (2008) Hispanic cultural values and racial identity status attitudes. *Hispanic Journal of Behavioral Science*, 30(1),5-23

Carter, R. T., Forsyth, J., Williams, B. & Mazzula, S. (2007). Does racism predict psychological harm or injury: Mental health and legal Implications. *Law Enforcement Executive Forum*, 7(5),129-154.

Carter, R. T., & Forsyth, J., (2007) The examination of race and culture in psychology journals: The case of forensic psychology *Professional Psychology: Research and Practice*, 38(2),133-142.

Pieterse, A. L., & Carter, R. T., (2007) An examination of the relationship between general life stress, racism-related stress and psychological health among Black men. *Journal of Counseling Psychology*, 54 (1), 101-109.

Franklin-Jackson, D.C. & Carter, R.T. (2007) Race related stress, racial identity and psychological health for Black Americans. *Journal of Black Psychology*,33(1), 1-22.

Carter, R. T. (2007) Racism and psychological and emotional injury: Recognizing and assessing race-based traumatic stress. *The Counseling Psychologist*, 35(1), 13-105.

Carter, R. T. (2007) Clarification and purpose of the race-based traumatic stress model: A Rejoinder. *The Counseling Psychologist*, 35(1), 101-110.

Carter, R. T., (2006) Race-based traumatic stress. *Psychiatric Times*, 23(14) 37-38.

Clauss-Ehlers, C. & Carter, R.T., (2006) White American attitudes in interracial situations: An empirical examination of perceived behavioral options and White racial identity. *Journal of Social Distress and Homelessness*, 15(2)117-139.

Hall, S. & Carter, R.T. (2006) The relationship between racial identity and perceptions of racial discrimination in an Afro-Caribbean sample. *Journal of Black Psychology*, 32 (2), 155-175.

Neville, H., Carter, R. T., Spengler, P.M., & Hoffman, M. (2006) Quantitative research designs and counseling psychology: Historical development, current application, and best practices. *The Counseling Psychologist*, 34(5), 597-600

Clauss-Ehlers, C. & Carter, R.T. (2005) Current manifestations of racism: An exploratory study of social distance and White racial identity. *Journal of Social Distress and Homelessness*.14,(3 & 4), 261-285.

Buckley, T.R., & Carter, R.T. (2005). Black adolescent girls' self-esteem: Do gender role and racial identity impact their self-esteem? *Sex Roles: A Research Journal*. 53 (9/10) 647-661.

Neville, H.A., & Carter, R.T., (2005) Race and racism in counseling psychology research, training, and practice: A critical review, current trends and future directions. *The Counseling Psychologist*, 33(4),413-418.

Carter, R. T. & Williams, T., Juby, H., & Buckley, T. R., (2005). Racial identity as a mediator of the relationship between gender role conflict and severity of psychological symptoms in Black, Latino, and Asian men. *Sex Roles: A Research Journal*, 53, (7/8) 473-486.

Sanchez, D. & Carter, R.T. (2005) The relationship between racial identity and religious orientation in Black College students: An exploratory study *Journal of College Student Development*, 4(3), 280-295.

Hoffman, M.A. & Carter, R.T. (2004) Counseling psychology and school counseling: A call to collaboration. *The Counseling Psychologist*, 32(2)181-183.

Yeh, C. Y., Carter, R. T., & Pieterse, A. L. (2004). Cultural values and racial identity attitudes among Asian American students: An exploratory investigation, *Counseling and Values*, 48, 2, 82-95.

Carter, R. T., Helms, J. E., Juby, H. L. (2004). The relationship between racism and racial identity for White Americans: A profile analysis. *Journal of Multicultural Counseling and Development*. 32, 2-17.

Buckley, T. R. & Carter, R. T. (2004). Biracial (Black/White) Women: A qualitative study of racial attitudes and beliefs and their implications for therapy. *Women and Therapy*, 27(1/2), 45-64.

Carter, R. T., Scales, J. E., Juby, H. J., Collins, N. M., & Wan, C. M. (2003). Seeking career services on campus: Racial differences in referral, process, and outcome. *Journal of Career Assessment*, 11, (4), 393-404.

Carter, R. T. (2003). The Counseling Psychologist in the new millennium: Building a bridge from the past to the present. *The Counseling Psychologist*, 31 (1), 5-15.

Carter, R. T. (2003). Becoming racially and culturally competent: The racial-cultural counseling laboratory. *Journal of Multicultural Counseling*, 31(1), 20-30.

Carter, R. T. (2001). Back to the future in cultural competence training. *The Counseling Psychologist*, 29, 787-789.

Torres-Guzman, M., & Carter, R. T. (2000). Looking at self as the critical element for change in multicultural education: Pushing at the seams of theory, research and practice-Part I. *Teachers College Record*, 102(5), 861-863.

Gushue, G. V., & Carter, R. T. (2000). White racial identity as moderators of expectancy in memory sensitivity and response bias. *Journal of Counseling Psychology*, 48, 199-210.

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**PUBLICATIONS: BOOK CHAPTERS**

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- Carter, R.T., (in press) *The Road Less Traveled: Research on Race* In J. Ponterotto, M. Casas, L. Alexandria, & L. Suzuki (Eds. 4<sup>th</sup> Edition), *The Handbook of Multicultural Counseling*, (pp.). Thousand Oaks, CA: Sage.
- Carter, R. T., Buckley, T.R., & Hall, S., (2008) Racial harassment in American schools, In H. Coleman and C. Yeh (Eds.). *Handbook of School Counseling* (pp. 111-126) Hillsdale, NJ: Lawrence Erlbaum.
- Carter, R.T. (2005). Uprooting inequity and disparities in counseling and psychology: An introduction In R. T. Carter, (Ed.). *Handbook of racial-cultural psychology and counseling: Theory and research (Vol. 1)* (pp. xv-xxviii). Hoboken, NJ: Wiley.
- Carter, R.T & Pieterse, A.L. (2005). Race: A social and psychological analysis of the term and its meaning In R. T., Carter, (Ed.). *Handbook of racial-cultural psychology and counseling: Theory and research (Vol. 1)* (pp.41-63). Hoboken, NJ: Wiley.
- Carter, R.T., Pieterse, A. L., & Williams, B. (2005). The decline of White racial-cultural dominance in counseling and psychology: A summary and reflections on the impact of multiple perspectives In R. T. Carter, (Ed.). *Handbook of racial-cultural psychology and counseling: Theory and research (Vol. 1)* (pp. 414-422). Hoboken, NJ: Wiley.
- Carter, R.T. (2005). A cultural-historical model for understanding racial-cultural competence and confronting dynamic cultural conflicts: An Introduction In R. T. Carter, (Ed.). *Handbook of racial-cultural psychology and counseling: Training and practice (Vol. 2)* (pp. ix-xxvi). Hoboken, NJ: Wiley.
- Carter, R.T. (2005). Teaching racial-cultural counseling competence: A racially inclusive model In R. T. Carter, (Ed.). *Handbook of racial-cultural psychology and counseling: Training and practice (Vol. 2)* (pp. 36-56). Hoboken, NJ: Wiley.
- Carter, R.T. Forsyth, J.M., Mazzula, S.L., & Williams, B., (2005). Racial discrimination and race-based traumatic stress: An exploratory investigation In R. T. Carter, (Ed.). *Handbook of racial-cultural psychology and counseling: Training and practice (Vol. 2)* (pp. 447-476). Hoboken, NJ: Wiley.
- Carter, R.T., Williams B, & Pieterse, A. L (2005) Racial-cultural training and practice moving from rhetoric to reality: Summary and conclusion In R. T.Carter, (Ed.). *Handbook of racial-cultural psychology and counseling: Training and practice (Vol. 2)* (pp. 528-536). Hoboken, NJ: Wiley.
- Buckley, T.R. & Carter, R.T. (2004) Biracial women: A qualitative study of racial attitudes and beliefs and their implications for therapy In A.R. Gillem & C.A. Thompson (Eds.) *Biracial*

*women in therapy: Between the rock of gender and the hard place of race.* New York, N.Y: Haworth Press.

Wallace, B. C., Carter, R. T., Nanin, J. E., Keller, R., & Alleyne, V., (2003). Identity development for “diverse and different others”: Integrating stages of change, motivational interviewing, and identity theories for race, people of color, sexual orientation, and disability. In B. C. Wallace and R. T. Carter (Eds.) *Understanding and dealing with violence: A multicultural approach*, (pp. 41-92). Thousand Oaks, CA: Sage Publications.

Carter, R. T. & DeSole, L. M., (2000). Cultural issues in organizations: Summary and conclusions. In R. T. Carter, (Ed.), *Addressing Cultural issues in organizations: Beyond the corporate context*, (pp.241-246). Thousand Oaks, CA: Sage Publications.

Carter, R. T., (2000) Perspectives on addressing cultural issues in organizations. In R. T. Carter (Ed.), *Addressing Cultural issues in organizations: Beyond the corporate context*, (pp. 3-18). Thousand Oaks, CA: Sage Publications.

Carter, R. T., & Boyd-Jackson, S., (1998). Race and psychotherapy. In R. L. Jones (Ed.), *African-American identity*, (pp. 137-157). Hampton, VA: Cobb & Henry.

Block, C., & Carter, R. T. (1998). White racial identity: theory, research, and implications for organizational contexts. In A. Daly (Ed.), *Workplace diversity*, (pp. 265-279). Washington, DC: National Association of Social Workers Press.

Carter, R. T., & Gesmer, E. (1997). Applying racial identity theory to the legal system: the case of family law. In C. E. Thompson & R. T. Carter (Eds.), *Racial identity theory: Applications in individual, group, and organizations*, (pp. 219-236). Mahwah, NJ: Lawrence Erlbaum Associates.

Carter, R. T. (1997). Race in psychotherapy: The racially inclusive model. In C. E. Thompson & R. T. Carter (Eds.), *Racial identity theory: Applications in individual, group, and organizations*. (pp. 97- 108) Mahwah, NJ: Lawrence Erlbaum Associates.

Thompson, C. E., & Carter, R. T. (1997). An overview and elaboration of Helms’s racial identity theory. In C. E. Thompson & R. T. Carter (Eds.), *Racial identity theory: Applications in individual, group, and organizations*, (pp. 25-33). Mahwah, NJ: Lawrence Erlbaum Associates.

Thompson, C. E., & Carter, R. T. (1997). Race, socialization and contemporary manifestations. In C. E. Thompson & R. T. Carter (Eds.), *Racial identity theory: Applications in individual, group, and organizations*, (pp 1-15). Mahwah, NJ: Lawrence Erlbaum Associates.

Thompson, C. E., & Carter, R. T. (1997). Introduction. In C. E. Thompson & R. T. Carter (Eds.), *Racial identity theory: Applications in individual, group, and organizations*, (pp. xiii-xxi). Mahwah, NJ: Lawrence Erlbaum Associates.

Carter, R. T. (1997). Do Whites have a race? In M. Fine, L. Weis, L. Powell and D. Mong (Eds.), *Off White*, (pp. 198-209). New York, NY: Routledge Press.



Jones, J., & Carter, R. T. (1996). Racism and racial identity: Merging realities. In B. P. Bowser & R. G. Hunt (Eds.), *Impacts of racism on White Americans*, (2nd edition), (pp. 1-24). Newbury, CA: Sage Publications.

Carter, R. T. (1996). Exploring the complexity of racial identity attitude measures. In G. R. Sodowsky & J. Impara (Eds.), *Multicultural assessment in counseling and clinical psychology*, (pp. 193-224). Lincoln, NE: Buros Institute of Mental Measurement.

Carter, R. T., & Qureshi, A. (1995). A typology of philosophical assumptions in multicultural counseling and training. In J. Ponterotto, M. Casas, L. Alexandria, & L. Suzuki (Eds.), *The handbook of multicultural counseling*, (pp. 239-262). Newbury Park, CA: Sage.

Carter, R. T., & Goodwin, A. L. (1994). Racial identity and education. In L. Darling-Hammond (Ed.), *Review of Research in Education*, 20, (pp. 291-336). Washington, DC: American Educational Research Association.

Franklin, A. J., Carter, R. T., & Grace, C. (1993). An integrative approach to psychotherapy with Black/African Americans: The relevance of race and culture. In G. Stricker & J. Gold (Eds.), *The comprehensive handbook of psychotherapy integration*, (pp. 465-479). New York, NY: Plenum Press.

Carter, R. T., & Cook, D. A. (1991). A culturally relevant perspective for understanding the career paths of visible racial/ethnic group people. In Z. Liebowitz & D. Lea (Eds.), *Adult career development* (2nd Edition) (pp. 192-217). National Career Development Association.

Carter, R. T., & Helms, J. E. (1990). White racial identity attitudes and cultural values. In J. E. Helms (Ed.), *Black and White Racial Identity Attitudes: Theory, Research, and Practice*, (pp. 105-118). Westport, CT: Greenwood Press.

Carter, R. T. (1990). Does race or racial identity attitudes influence the counseling process in Black/White dyads? In J. E. Helms (Ed.), *Black and White Racial Identity Attitudes: Theory, Research, and Practice*, (pp. 145-164). Westport, CT: Greenwood Press.

Helms, J. E., & Carter, R. T., (1990). The development of the White racial identity inventory. In J. E. Helms (Ed.), *Black and White Racial Identity Attitudes: Theory, Research, and Practice*,

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### PUBLICATIONS: TECHNICAL REPORTS AND MONOGRAPHS

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Eight reports issued regarding how people perceived the climate for diversity “Experiencing Diversity Study” *Teachers College, Columbia University, New York, NY* (April, 2009 – September, 2013) Posted on the College internal web page –available to staff, students, and faculty.

**Phase One of the Experiencing Diversity Study** (Carter & Oyler, 2010)  
Foundational Reports

A Content Analysis of Historical Diversity Documents at Teachers College

A Visual Inventory at Teachers College

Demographic Mapping of Teachers College

Final report on grievance policies, procedures, and practices

### **Phase Two of Experiencing Diversity Project**

Experiencing Diversity Project Interview Report (2012, Oyler, Carter, Goulding & Research Team Members)

### **Phase Three of Experiencing Diversity Research Project**

Findings from the Focus Groups (Oyler & Carter, 2012)

What Creates the Climate for Diversity at the College?

The Survey Report for the Experiencing Diversity Project (Carter, Oyler Smith & the project research team, 2013)

**Experiencing Diversity Project Integrated Final Report:** The research team's final observations and conclusions (Carter, Oyler, Goulding & the Project Research Team 2013)

Carter, R. T. (2004) Disaster Response to Communities of Color: Cultural Responsive Intervention. Technical report for the *Connecticut Department of Mental Health and Addiction (DMHAS)*. Retrieved from <http://www.dmhas.state.ct.us/>

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## **PAPERS AND PRESENTATIONS AT PROFESSIONAL MEETINGS**

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Carter, R.T. (2015, August) Advances in race-based traumatic stress research A paper presented at the Annual Convention of the American Psychological Association, Toronto, Canada

Carter, R.T. & Forsyth, J. (2013, August). Conceptual trends on race and culture in forensic psychology research. (Paper). In S. Mazzula (Chair), Race and Culture in Psychology Publications: A Call to Action in Research, Theory and Practice. Paper presented at the American Psychological Association 121st Annual Convention, Honolulu, Hawaii.

Carter, R. T., and Mazzula, S., (2013) Racial identity status attitudes in mock-jury decision-making in race discrimination cases. A paper presented at the Annual Convention of the American Psychological Association, Honolulu, Hawaii.

Pieterse, A and Carter R.T., (October, 2013). The state of racial discrimination research A paper presented at the Diversity Challenge Conference, Boston College, Chestnut Hill, MA

Carter, R. T., (October, 2012). Workplace racism is it Violence? Understanding race-based traumatic stress. A paper presented at the Diversity Challenge Conference, Boston College, Chestnut Hill, MA

Carter, R.T., (Chair) Rangel, R., Sant-Barket, S., & Cheng, P., & Bryant, T. (August 2012) Measuring Race-Based Traumatic Stress Injury: Clinical and Research Instruments. Symposium presented at the Annual meetings of the American Psychological Association, Orlando, FL.

Carter, R.T., (August, 2012) A Clinical Interview and Assessment Battery for Race-Based Traumatic Stress. A paper presented as part of a symposium titled Racism, Trauma and Coping: Assessment and Outcome at Annual meetings of the American Psychological Association, Orlando, FL.

Carter, R., Oyler, C., Caraballo, L., & Goulding, C., (2012, April). Talkin' the talk, Walkin' the walk: The structures, practices and language of a climate for diversity. Paper presented at the Annual meetings of the American Educational Research Association, Vancouver, Canada.

Oyler, C., Carter, R., McIntosh, K., Schlessinger, S. (2012, April). Experiencing diversity: Understanding climates for diversity in educational institutions. Paper presented at the Annual Meetings of the American Educational Research Association, Vancouver, Canada.

Carter, R. T., Rangel, R., & Muchow, C, (October, 2011). The impact of discrimination on health: Implications for mental health treatment. A symposium paper presented at the Diversity Challenge Conference, Boston College, Chestnut Hill, MA

Cheng, P. H., & Carter, R. T., (October, 2011). The relationship between racial identity and acculturation for Chinese and Korean Americans: A criterion profile analyses prisoner's on counselor trainee's diagnostic impressions of incarcerated clients A poster presented at the Diversity Challenge Conference, Boston College, Chestnut Hill, MA.

Clayton, K., & Carter, R. T., (October, 2011). The impact of attitudes towards prisoner's on counselor trainee's diagnostic impressions of incarcerated clients A poster presented at the Diversity Challenge Conference, Boston College, Chestnut Hill, MA.

Carter, R. T., Lyons, J., Sant-Barket C, Clayton, K., & Harris, K., (October, 2011). Effective interventions to reduce recidivism: A discussion including limitations. A poster presented at the Diversity Challenge Conference, Boston College, Chestnut Hill, MA.

Carter, R. T., Muchow, C, Rangel, R., Clayton, K., (October, 2011). Evidence-based treatment and prevention interventions: Do they address racism and discrimination. A paper presented at the Diversity Challenge Conference, Boston College, Chestnut Hill, MA.

Carter, R. T. and Oyler, C., (October, 2011). Challenging the status quo: Illuminating experiences of an intuitional climate for diversity A paper presented at the Diversity Challenge Conference, Boston College, Chestnut Hill, MA.

Carter, R. T., and Mazzula, S. (2011, August). Initial development of the Race-based traumatic Stress scale. A paper presented at the 119th Annual Convention of the American Psychological Association, Washington, D.C.

Scheuermann, T & Carter, R.T., (March, 2011) Race-based traumatic stress: staff and organizational implications and legal issues. Featured Session at the NASPA, Student Affairs Administrators in Higher Education Annual Conference, Philadelphia, PA.

Forsyth, J.M., & Carter, R.T. (February, 2011) Development of the race-related coping scale Poster presented at the NIH Conference on Discrimination and Health, Bethesda, Maryland.

Pieterse, A. L., Carter, R. T., Chung, S., Khan, T., Lantz, M. (2010, August). The relationship between racism, health risk behaviors and health status. Poster to be presented at the 118th Annual Convention of the American Psychological Association, San Diego.

Carter, R. T. (October, 2009). Bring racial identity theory and measurement together: Profile analysis, Invited Presentation; the Diversity Challenge Conference, on Racial Identity and Culture; Boston College, Chestnut Hill, MA.

Carter, R. T. (May, 2009). Racial harassment and race-based traumatic stress: In organizations, Invited Presentation; Division of Student affairs, Oregon State University, Corvallis, OR.

Carter, R. T. (November, 2008). Race and Racial Identity Advances in Theory and Measurement: Invited Presentation; Department of Psychology, University of Miami Coral Gables, FL.

Carter, R. T., (November, 2008). Race-based Traumatic Stress: Assessment and Recognition. Invited Presentation; School of Nursing and Health Studies and School of Education, University of Miami, Coral Gables, FL.

Carter, R. T. (October, 2008). A Guide to the Forensic Assessment of Race-Based Traumatic Stress Injury. Invited Presentation; the Diversity Challenge Conference, on Race, Culture and Trauma; Boston College, Chestnut Hill, MA.

Carter, R.T., (May, 2008). Reducing Mental Health Disparities: Psychological And Cultural Perspectives. Invited presentation at the University of Puerto Rico and Cambridge Health Alliance Training Institute, San Juan, Puerto Rico.

Carter, R.T., (March, 2008). Diversity in Education: Multiple Perspectives. Invited presentation at William Paterson University's Diversity Conference, Wayne, N.J.

Carter, R.T., (January, 2008). Racial Harassment and Race-Based Traumatic Stress: In Organizations. Invited presentation at Brooklyn Colleges' College of Education, City University of New York. Brooklyn, N.Y.

Pieterse, A., Evans, S.A., & Carter, R.T. (August, 2007). Ethnic discrimination, racial hostility and trauma related symptoms: A correlational analyses The American Psychological Association, San Francisco, CA.

Carter, R.T. (August, 2007). Getting published in The Counseling Psychologist The American Psychological Association, San Francisco,

Carter, R.T. (August, 2006). Strategies for getting published in The Counseling Psychologist The American Psychological Association, New Orleans, Louisiana.

Carter, R.T. (July, 2006). Publishing in The Counseling Psychologist The 26<sup>th</sup> International Congress of Applied Psychology, Athens, Greece.

Carter, R. T. (November, 2005). Race-based Traumatic Stress Injury: Assessment and recognition. Keynote Address presented at the HBCU Counseling Center, Third Annual Conference on the Mental Health of Black College Students, Baltimore, MD

Carter, R. T. (October, 2005). Racial Identity in Psychotherapy Process and Outcome: Case Applications.: The First Annual Evelyn Lee Visiting Scholar on Cultural Competence and Diversity: Case Conference, University of California San Francisco, Department of Psychiatry, Division of Veterans Affairs Medical Center, San Francisco, CA

Carter, R. T. (October, 2005). Race and Racial Identity in Psychotherapy: Practical Applications.: The First Annual Evelyn Lee Visiting Scholar on Cultural Competence and Diversity Keynote Lecture; University of California San Francisco, Department of Psychiatry Grand Rounds, Langley Porter Psychiatric Institute. San Francisco, CA

Carter, R. T. (October, 2005). Racial Cultural Factors and Aspects of Disasters as Predictors of Racial Minorities Mental Health.- Presented at the Research and Education Disaster Mental Health Conference, Dartmouth Medical School and the National Center for Post-Traumatic Stress Disorder. Boston, MA.

Carter, R. T. (October, 2005). Recognizing and Assessing Race-Based Traumatic Stress Injury. Invited Workshop given at the Diversity Challenge Conference, Making Race and Culture Work in the World of Work, Boston College, Chestnut Hill, MA.

Carter, R.T. (October, 2005) An Introduction to Racial Identity Theory: Exploring a New Approach to Service Provision. A keynote address delivered at the National Black And Minority Mental Health Network Conference: Turning the Tide, Manchester England.

Carter, R.T. (August, 2005). How To Get Published in The Counseling Psychologist The American Psychological Association, Washington, D.C.

Carter, R.T. (April, 2005). Publishing in The Counseling Psychologist. Invited Presentation Panel of Journal Editors. The American Counseling Association, Atlanta, GA.

Carter, R. T. (February, 2004) Does Racism Cause Psychological and Emotional Injury. Invited Helms Award lecture given at the Teachers College, Winter Roundtable Conference on Cultural Psychology and Education, New York, NY.

Carter, R.T. (March, 2004). How to get published in The Counseling Psychologist Invited Presentation. the American Counseling Association. Kansas City, Mo

Carter, R. T. (April, 2004). More than a pound of cure, an ounce of prevention - Core constructs for reducing mental health disparities Invited Presentation. Yale University Consultation Center Conference On Equity, Access and Outcome: The Role of Prevention Science In Reducing Heath Disparities, New Haven, CT.

Carter, R. T. (May, 2004) Competent Crisis Response: Considering Culture and Race. Invited Training Session. University of Connecticut 's Center for Trauma Response, Recovery and Preparedness and the State Department of Mental Health and Addiction Services/ Department of Children and families, Farmington, CT.

Carter, R. T. (Chair and Presenter). (August, 2004). Deconstructing racial discrimination: The intersection of psychology and the law Symposium with J. Forsyth, S. Mazzula, & B. Williams, conducted at the American Psychological Association, Honolulu, Hawaii.

Carter, R.T. (August, 2004). How to get published in The Counseling Psychologist Presentation at the American Psychological Association, Honolulu, Hawaii.

Carter, R. T. (August, 2004). The benefits and costs of teaching about race and culture. Symposium on confronting resistance and maintaining resilience in multicultural teaching, research and practice - by division 17 section on Ethnic and Racial Diversity) with J. Trimble and M. Vasquez. Invited presentation at the American Psychological Association, Honolulu, Hawaii.

Carter, R. T. (August, 2004). Developing cultural competency in mental health organizations and programs. Panel chaired by Arthur Evans: Toward an empirical framework for cultural competence - by division 18, presentation at the American Psychological Association, Honolulu, Hawaii.

Carter, R. T. (January, 2003). The role of the law and psychology in race-based traumatic stress disorder Invited Presentation. Department of Psychology, Rutgers University. New Brunswick, NJ.

Carter, R. T. (February, 2003). Racial Harassment: The unidentified trauma. Presentation. Teachers College, Winter Roundtable on Cultural Psychology and Education, New York, NY.

Carter, R. T. (March, 2003). Race-based traumatic stress: A preliminary study. Invited Presentation. Department of Psychology, The University of Tennessee at Knoxville. Knoxville, TN.

Carter, R. T. (April, 2003). Race-based stress: A preliminary study. Invited Presentation. School of Education, Howard University. Washington, DC.

Carter, R. T. (April, 2003). Responding to traumatic stress in communities of Color. Invited Presentation. University of Connecticut 's Center for Trauma Response, Recovery and Preparedness and the State Department of Mental Health and Addiction Services, Hartford, CT.

Carter, R.T. (May, 2003) How to Develop Organizational Cultural Competence Invited presentation. The Gallatin School of Individualized Study, New York University, New York, NY.

Carter, R. T. Pieterse, M.A., Smith, S & Amanda Sommerfield. (October, 2003). The relationship between racial identity attitudes and expressions of anger in Black Americans: An exploratory investigation: Symposium.- the Diversity Challenge Conference, Institute for the Promotion of Race and Culture, Boston College Chestnut Hill, MA.

Carter, R. T., Forsyth, J., Mazzula, S., & Williams, B. (October, 2003). The incidence and psychological effects of racial discrimination: The role of psychology and the law: Symposium - the Diversity Challenge Conference, Institute for the Promotion of Race and Culture, Boston College Chestnut Hill, MA.

Carter, R. T. Pieterse, M.A., & Williams, B. (October, 2003). A retrospective Symposium: The implications of three decades of research and theory on racial identity development the Diversity Challenge Conference, Institute for the Promotion of Race and Culture, Boston College Chestnut Hill, MA.

Carter, R. T., & Buckley, T.R. (October, 2003). Biracial Women: A qualitative study of racial attitudes and beliefs and their implications for therapy – Presented at the Diversity Challenge Conference, Institute for the Promotion of Race and Culture, Boston College Chestnut Hill, MA.

Carter, R. T. (October, 2002). White racial identity ego statuses: Do Whites have race? If so how is white racial identity expressed? Invited Presentation. John Jay College of Criminal Justice, New York, N.Y.

Carter, R. T. (October, 2002). The role of racial identity in clinical assessment: Enhancing our understanding of post-traumatic stress disorder. Invited Symposium. Institute for the Promotion of Race and Culture Conference, Boston, MA.

Carter, R. T., & Helms, J. E. (September, 2002). Racial discrimination and harassment: A racially based trauma. American College of Forensic Examiners Conference, Orlando, FL.

Carter, R. T. & Janet Helms. (March, 2002). Racial discrimination and harassment: A view from psychology. American Psychology and Law Society, Biennial Conference, Austin, TX.

Carter, R.T. (June, 2002) Developing Organizational Cultural Competence Invited presentation. Employee Assistant Program, New York University, New York, NY.

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## PROFESSIONAL AND COLLEGE SERVICE

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### Membership in Professional Associations:

American Psychological Association, (APA)

### Editorial Boards:

Journal of Counseling and Development, 1990-1996.

Journal of Multicultural Counseling and Development, 1990-1993.

Journal of Counseling Psychology, 1994-1995.

The Counseling Psychologist, 1994-1997.

### Journal Editor:

Editor-Elect (2001-2003) *The Counseling Psychologist*

Editor (2003-2007) *The Counseling Psychologist*

Carter, R. T., & Torres-Guzman, M.,(Guest Editors.). (2000). Multicultural education: Special issue, Vol. 2. *Teachers College Record*, 102 (5) and (6).

Carter, R. T., (Series Editor) (1998-2002). Around the Winter Roundtable Forum. *The Counseling Psychologist*

Carter, R. T., (Book Series Editor) (1998-2008). Series Editor: *The Roundtable Series on Multicultural Psychology and Education*. Thousands Oaks, CA.: Sage Publications.

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## HONORS AND AWARDS

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*American Psychological Association's Multicultural Conference and Summit* (January 2013)  
Bestowed in the form of a Presidential Citation - the Elders Award for lifelong devotion to multicultural issues in all his work in psychology.

*Sage Publication Award –For Editorial Leadership* (2006, August).

An Award Presented at the American Psychological Association Convention – For “his contribution to making *The Counseling Psychologist* the highest ranked journal in applied psychology in citation impact”.



*Biggs-Pine Award (2005-2006)*

An award presented at the American Counseling Associations Convention –in recognition of outstanding contribution to *The Counseling and Values Journal*, the official journal of the Association for Spiritual, Ethical and Religious Values in Counseling – the article “Cultural values and racial identity attitudes among Asian American students” co-authored with Yeh & Pieterse was recognized.

*Sage Publication Award –For Editorial Leadership (2005, August)*

an Award presented at the American Psychological Association Convention – For “his contribution to making *The Counseling Psychologist* the second highest ranked journal in applied Psychology in citation impact.

*American Civil Liberties Union (ACLU) Ira Glasser Racial Justice Fellow (2004-2005)* the fellowship is designed to address enduring racial inequalities, including social and economic inequalities caused by historical and current discrimination, the Fellows program provides support for individuals whose work will advance the ACLU’s longstanding commitment to racial justice. I have been selected as one of three at-large (national) fellows to conduct research and scholarship that will be used to promote the organization’s racial justice agenda. My work will focus on the use of psychological models such as racial identity to legal decision-making and court outcomes. The fellowship project is entitled "Integrating psychological models and research on race and trauma with legal policy and litigation".

*Sage Publication Award –For Editorial Leadership (2004, August).*

An award Presented at the APA convention – given for “His contribution to making *The Counseling Psychologist* the sixth ranked journal in Applied Psychology Citation Impact”

*Janet E. Helms Award For Mentoring and Scholarship in Psychology and Education*\_Teachers College, Columbia University (2004, February) – given in recognition for national leadership in scholarship on racism and racial identity theory and research. Also for mentorship and for the innovation design of the Racial-Cultural Counseling Laboratory, an experiential training model that encourages students and professionals to explore their cultural identities.

*Distinguished Service Award*\_Teachers College, Columbia University (2003, February) – given in recognition of outstanding service to the Winter Roundtable on Cultural Psychology and Education

*Multicultural Research Award* given by the National Association of Multicultural Educators (2001, November) in recognition of outstanding and meaningful research contributions to education.

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**EXPERT WITNESS AND LEGAL CONSULTATION**

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(October 2014 – January 2015) Fair Lawn, N.J.

Retained as expert witness regarding whether plaintiff experienced a racially hostile work environment and to offer a research based social framework of potential race-related injury. I was retained to provide an opinion as to whether the plaintiffs had experienced race-based traumatic stress injury.

(June 2012 – May 2013) Mt. Vernon, Illinois.

Retained as expert witness regarding whether plaintiff experienced a racially hostile work environment and to offer a social framework and research evidence of potential race-related injury. In particular I was asked to provide an opinion as to whether the plaintiff had experienced race-based traumatic stress injury.

(August 2011 – September 2012) Morristown, New Jersey.

Retained as expert witness regarding whether 10 plaintiffs experienced a racially hostile work environment and to offer a social framework and research evidence of potential race-related injury. In particular I was asked to provide an opinion as to whether the plaintiffs had experienced race-based traumatic stress injury (settled for 5.8 million).

(September 2009 – February 2010) Kansas City, Missouri.

Retained by the United States Department of Justice, Civil Rights Division to provide expert rebuttal report regarding whether aggrieved persons (19-41) and offer a social framework for a racially hostile housing environment. In particular I was asked to determine whether the defense forensic experts analyses were accurate or not and to provide an opinion as to whether the parties who were aggrieved experienced race-based traumatic stress (settled for 2.1 million).

(December 2008 – June 2009). Amite, LA.

Retained to provide expert analyses of the school systems revised employment criteria for hiring directors, supervisors and principals pursuant to a court order. In particular I was asked to determine whether the criteria is race neutral. The completed report is to be submitted to the court for distribution to plaintiff's and defendants in the case.

(November 2007 - December 2007). Ithaca, NY.

Retained to provide testimony as expert witness, at a New York State Division of Human rights hearing regarding a racially hostile work environment in the college promotion process and to determine if racism operated in the College setting and to assess the plaintiff for the presence of race-based traumatic stress injury (settled).

(April, 2006 - August, 2007). Chicago Ill.

Retained to provide testimony as expert witness regarding a racially hostile work environment and consumer racial profiling. Issues associated with race and racism in society and psychological harm to plaintiffs. Certified as an expert witness in federal court. Expert report survived Daubert challenge and I testified at jury trial regarding race-based traumatic stress injury experienced by plaintiffs.

(July, 2000 - November 2001). San Francisco, CA.

Retained to provide testimony as expert witness regarding a hostile racial environment at school and sporting event. Issues associated with race and culture in society and psychological harm to plaintiffs.

(1999-2000). Alexandria, LA

Retained in 30-year-old desegregation case by school board. Retained as Equity expert. Asked to advise the School board and Superintendent regarding modification of desegregation plan as to its- psychological and emotional impact, insure that the plan accounted for various view points of community people, examine special education and educational and resource Equity issues, help develop racial-cultural diversity training programs, and provide testimony and evidence to the validity of one race schools- if they were properly funded and well as other matters.

(1998). Brooklyn, NY.

Retained to consultant with Audubon Society about issues of race, social justice and environmental racism as it related to a lawsuit against development in Brooklyn area supported by the Black community; Asked to serve as liaison to Black community groups in an effort to build a viable coalition in anticipation of further litigation; Asked to consult with Audubon Society board to assist in broadening their mission to include issues associated with urban related environmental racism; Met with attorney, community leaders and health experts and participated in meetings with board as consultant on race and racial identity.

(1997) Jersey City, NJ.

Retained to assess the psychological impact of racial discrimination experienced by the twenty-two plaintiffs during time of employment and provide expert testimony pertaining to defendants work environment, employment practices and systemic discrimination. Developed assessment strategy and drafted report regarding analysis of employee's racial discrimination using social and psychological literature.

(1997). Roseland, NJ.

Retained to assess the extent of racial discrimination experienced by the two plaintiffs during time of employment

(1996). Baton Rouge, LA.

Retained in 40-year-old desegregation case by school board. Asked to advise the school board and superintendent regarding modification of desegregation plan as to its- psychological and emotional impact, insure that the plan accounted for various view points of Black community people, examine special education and equity resource allocations, help develop diversity training program, and provide testimony and evidence to the validity of one race schools- if they were properly funded and well as other matters.

(1995). Office of the Attorney General, State of Texas

Asked for affidavit regarding the role of race in transracial adoptions.

(1996-1997). Syracuse, NY. Family Court, Wampsville, NY.

Retained and testified about racial elements of biracial identity development and assessed parents racial identity statuses in biracial custody case.

(1995). Family Court, Columbus, OH.

Retained to prepare testimony regarding biracial identity development and racial issues as they may be understood by parents-case settled.

(1994). State Supreme Court, New York, NY.

Retained and testified about racial elements of the court evaluations and parents racial identity in biracial custody case.

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## GRANTS AND CONTRACTS

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### Grants Funded

*NIDA Diversity Supplement Training Subcontract* (April 2009 – May 2012) – \$268,000 – to work on Christina Hovens’ Psychiatric Institute and Child Psychiatric Epidemiology group’s RO1 - Paternal Involvement with the Criminal Justice System Grant – Training focus is on substance abuse related forensic community interdisciplinary population-based research with an, emphasis on grant development, psychiatric epidemiology, and longitudinal study designs.

*Dean’s Tenured Faculty Research Grant, Teachers College, Columbia University* - Assessing Race-Based Traumatic Stress: Instrument Development- (2008-2009) -\$54,000 - (2 Course release for the academic year and \$5,000 budget) Principal Investigator, Robert T. Carter.

*Ira Glasser Racial Justice Fellowship Grant* - American Civil Liberties Union, (September 2004 -May 2005)

\$50,000.00, Principal investigator of studies of legal issues associated with race and racism and applied psychological models to understanding legal decisions.

*Ira Glasser Racial Justice Fellowship Grant, Renewed* - American Civil Liberties Union, \$69,000.00, (June 2005 -December 2005), Principal investigator of studies of legal issues associated with race and racism and applied psychological models to understanding legal decisions.

*Disaster Mental Health Professional Development Grant* –Dartmouth University, Medical School, (2004 - 2006) - \$20,000.00, for development of research program and federal grant application.

### Consulting

*Teachers College, Columbia University, New York, NY* (April, 2009 – September, 2012) – Contracted (with Celia Oyler) to conduct a mixed-methods anti-discrimination and diversity study of the College’s climate entitled “Experiencing Diversity”. The College is a large and comprehensive educational institution over 7000 staff, faculty and students.

*Oregon State University, Corvallis, OR. (May, 2009)*

Presented on race-based traumatic stress in organizations and consulted with student affairs department heads to explore ways to apply procedures to address racial harassment in the university.

*Brooklyn College, College Of Education, Brooklyn, N.Y. (January, 2007) -*

Presented talk on racial harassment in organization to faculty retreat and worked with faculty to process material.

*Jewish Board of Family and Children's Services, New York, NY, (September 2007 – February 08).* Contracted to provide racial-culturally inclusive cognitive-behavioral therapy training to Directors, supervisors, managers, social work, clinical and counseling staff. The Jewish board is a large and comprehensive social service agency with over 3000 staff and many programs and types of services through out NYC.

*Philadelphia Department of Behavioral Health and Mental Retardation Services – (September 2005 – June 2006).* Hired as consultant to the department on issues of organizational cultural competence and to develop training on the impact of cultural trauma.

*New Jersey Psychological Association (July – November 2006) –* Provided consultation regarding the organizations ethnic and cultural competence and goals and to conduct a diversity training workshop for the executive board.

*University of California, San Francisco General Hospital – (October, 2005).* Provided consultation to diversity training staff regarding how to enhance their training of hospital staff.

*U.S. Department of Health and Human Services, Center for Mental Health Services and the U.S. Department of Veterans Affairs, National Center for Post-Traumatic Stress Disorder (NCPTSD) – (September, 2004) –* Expert Panelist on Ethno-cultural Adaptations of Interventions for Disasters and Terrorism – submitted a report and helped develop guidelines for national training for disaster response.

*Connecticut Department of Mental Health and Addiction (DMHAS), the University of Connecticut Center for Trauma Response, Recovery and Preparedness (CTRP), and Yale University School of Medicine*

(August 2003 - May 2004) - Developed training material for behavioral health personnel and conducted training session on responding to disasters in communities of color focusing on understanding the role of race and culture. The training will be used across the State for all of its behavioral health response teams. A video of the training should appear on the CTRP web page.

*Connecticut Department of Mental Health and Addiction (DMHAS), the University of Connecticut Center for Trauma Response, Recovery and Preparedness (CTRP), and Yale University School of Medicine*

(January - March 2003). – Assisted with Operations manual and training for behavioral health personnel. Gave presentations on responding to disasters in communities of color and produced a report of my assessment of procedures and training with a focus on racial-cultural communities.

*Jewish Board of Family and Children's Services*, New York, NY. (2001-2002). Organizational cultural competence – Race and diversity, staff development.

*Rapides Parish School System*, Alexandria, LA. (1999-2000).  
Equity consultant (see above).

*East Baton Rouge Parish School System* Baton Rouge, LA. (1996-1997).  
Needs assessment, diversity training, advisement on educational equity and desegregation.

*National Science Foundation Statewide Systemic Initiative, Education Development Centers*. (1994). Technical Assistance Project (Integration of Equity Issues into States Effort to Enhance Math and Science Education).

*Kean College*, Union, NJ. (1994).  
Racial/Cultural Issues and Stereotypes in College Classrooms and Curriculum.