

**Request for Proposals**  
**American Psychological Association**  
**CEMRRAT GRANTS FY 2008**  
**For**  
**Ethnic Minority Recruitment, Retention and Training**

The American Psychological Association's Public Interest Directorate has been allocated \$100,000 in Fiscal Year (FY) 2008 to continue implementation of the CEMRRAT Plan as recommended by the APA Commission on Ethnic Minority Recruitment, Retention and Training in Psychology (CEMRRAT). The five goals of that plan are: (a) promote and improve multicultural training in psychology, (b) increase ethnic minority faculty recruitment and retention in psychology, (c) increase ethnic minority student recruitment, retention and graduation in psychology, (d) provide national leadership for diversity and multiculturalism in education, science and human services, and (e) promote data collection, research, and evaluation on ethnic minority recruitment, retention, education, graduation and training. As in previous years, these funds will be used to fund small grants that are responsive to the CEMRRAT2 Progress Report and funding priorities stated below. **Eligible applicants for these grants are state psychological associations, APA divisions, departments/schools of psychology, APA boards and committees, other entities of organized psychology, and individuals.** These small grants are intended to serve as "**seed funds**" to energize, empower, and support interested individuals, organizations, and educational institutions committed to enhancing ethnic minority recruitment, retention and training in psychology.

Emphasis will be placed on the funding of innovative start-up initiatives rather than the maintenance of on-going projects. It is anticipated that approximately two to four proposals will be funded under each of the five priority areas identified below. Applicants must be APA members at the time funds are awarded. Proposals consistent with the identified CEMRRAT2 TF funding priorities and the goals and objectives of the APA/CEMRRAT Plan, will be funded on a rolling basis beginning January 1st until all funds are exhausted.

It is hoped that those activities that receive funding will serve as demonstration models. Consequently, *progress reports* will be expected to be submitted *annually* by December 1, and a *final report* must be submitted within *60 days* of completion of the funded activity.

The established funding priorities for FY2008 are:

**Training: Professional Development/Linguistic Minorities** - For activities that promote development of training programs (and associated professional development of faculty) that improve services to linguistic minorities. Examples of such activities include: (a) collecting, publishing and disseminating model programs that focus on training for services with linguistic minority populations, (b) designing, documenting, and evaluating mental health services, research and professional psychology training programs focused on linguistic minorities, and (c) establishing practicum or mental health services research training in settings serving linguistic minorities. (Approximately \$5,000 is available.)

**Thematic: Preparing future psychology faculty for a diverse world** - For activities that serve to increase the number of prospective and early career ethnic minority psychology faculty committed to issues of diversity in research and scientific inquiry, and who will contribute to scientific educational experiences and role modeling in academic settings. Examples of projects include technical assistance workshops in grant application skills or publication processes. We are also interested in increasing the representation of ethnic minority psychologists in academia and teaching careers. We recognize that efforts to launch such activities may exceed available funding; therefore, highest consideration will be given to proposals that present a cash match as part of the funding request. Examples of projects include workshops for doctoral students in teaching learning styles, and/or development of course exams and preparing future faculty. Please note: This funding category is not designed to support research projects, faculty salary supplements, or to supplement post-doctoral fellowships and dissertation research. (Approximately \$7,000 is available.)

**Faculty Development** - For activities that serve to promote increased levels of multicultural competence in teaching, practice, and research among a program's/department's psychology faculty. Individual professional development will be considered only if applicant presents evidence of limited institutional support or resources for such activities. (Approximately \$10,000 is available.)

**Students: Undergraduate/Graduate Innovation** - For activities for undergraduate and graduate departments and professional schools related to developing innovative strategies for recruitment, retention, and graduation of ethnic minority students in psychology. Applications that propose to support educational transition from high school, college or graduate school are especially welcome. (Approximately \$8,000 is available.)

**Students: Math and Science Training** - Supports individuals, organizations, and educational institutions that are committed to identifying demonstrating, documenting, or disseminating innovative tools and strategies that will increase the education and training of ethnic minorities in math and scientific areas of psychology. (Approximately \$8,000 is available.)

**Students: Outreach, Applied Experiences and Service Learning** - For initiatives that support outreach, applied experiences, and service learning for ethnic minority students. (Approximately \$8,000 is available.)

**Leadership Development for Advancing Diversity and Multiculturalism**- For activities that promote leadership in public policy by developing skills and opportunities among ethnic minority psychologists. These funds are targeted to APA governance groups, divisions and their respective sections, and other organized entities of psychology that wish to undertake such leadership training and development activities. Applicants will be expected to provide matching funds equal to the amount requested. (Approximately \$10,000 is available.)

There is a [standard cover sheet](#) that will accompany the application. Eligible applications (no more than five pages) should describe: (a) problem to be addressed and what is to be done (goals and activities), (b) how these goals are to be accomplished (procedures), (c) expected outcomes or findings, (d) a justified budget for the funding amount requested, and (e) rationales as to how the proposed effort is consistent with the CEMRRAT funding priorities and the provisions of the CEMRRAT Plan.

In general, CEMRRAT funds may not be used to support travel, indirect or overhead costs, or research projects, unless such expenses are strongly justified and integral to project objectives. Applications will not be accepted prior to **January 1, 2008**.

Additional information is available at <http://www.apa.org/pi/oema/programs/cemrrat2.html>

Questions or requests for a consultation regarding proposals, budgets and funding priorities should be directed to:

Dennis R. Bourne, Jr. Program Officer Office of Ethnic Minority Affairs American Psychological Association 750 First Street, NE Washington, DC 20002-4242 202/336-6029 Voice 202/ 336-6040 Fax Email: <a href="mailto:dbourne@apa.org">dbourne@apa.org</a>
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