

THE COMMISSION'S VISION OF PSYCHOLOGY'S FUTURE

Our future will be shaped by the nation's increasing racial, ethnic, and cultural diversity. Consequently, educational institutions will be expected to enrich and enhance the academic and socialization experiences of their students by diversifying the cultures of their institutional environments. This will require institutions to develop and implement a plan for recruiting, valuing, and nurturing diverse cultural perspectives and for extending a hospitable environment to all people. Encouraging such diverse perspectives will serve to expand a discipline's ideologies, paradigms, and methodologies, and spark a renaissance of new knowledge.

In anticipation of this future, we envision the following for the discipline of psychology.

In regard to education and training:

We envision a future in which multicultural awareness and competence will be an integral part of all aspects of education and training in psychology, which will be characterized by the following:

- Training programs in professional areas of psychology that competently address, through coursework and field experience, the diverse psychological and service needs of ethnic minority populations;
- Students, faculty, and professionals in psychology who are aware, knowledgeable, and skilled in the area of multicultural psychology;
- Professional and scientific psychology training programs that incorporate multicultural issues in all aspects of curriculum and field training.

In regard to faculty recruitment and retention:

Our vision is that in 5 years, APA will have assumed a major leadership role in the valuing of diversity within academic settings by promoting the expansion of the pool of ethnic minority faculty in psychology and the enhancement of the work environment for all psychology faculty, students, staff, and administrators. In this leadership role, APA will promote the value of diversity and multiculturalism among its own membership and in its organizational and governance structures.

In regard to student recruitment and retention and graduation:

We envision increased numbers and representation of ethnic minority students at every level of psychology's educational pipeline, resulting in the critical mass of ethnic minority students required for effectively addressing the service and research needs of communities of color. Further, we envision educational and departmental environments where students of color feel valued and empowered to make a contribution.