

**UPDATE: The APA Commission on Ethnic Minority Recruitment, Retention, and Training in Psychology (CEMRRAT)**

by Richard M. Suinn, PhD, Chairperson

We are rapidly moving toward our end goal as the APA Commission on Ethnic Minority Recruitment, Retention and Training in Psychology (CEMRRAT) reaches the end of its formal existence. During the October 1995 meeting, the Commissioners authorized an executive committee (comprised of the CEMRRAT chairperson and the chairpersons of the three Working Groups) to meet, and to draft a preliminary version of the *CEMRRAT Final Report*, as well as a strategic plan. The executive committee, Drs. Suinn, Bernal, Myers, and Vazquez-Nuttall, met in a 3-day work session on February 16-18, 1996. After hearing presentations on strategic planning, and examining models for final reports, the executive committee assigned components to be drafted by individual members of this committee, agreed upon general content and format, identified data or documentation needed for the drafts, and established target deadlines. A possible strategic planning model was also developed. Finally, procedures were followed to finalize documents previously completed by the CEMRRAT Working Groups, such as "*How to Recruit and Hire Ethnic Minority Faculty*," "*Valuing Diversity in Faculty: A Guide*," and encouragement for the collaboration between CEMRRAT, Division 35 and the Committee on Women in Psychology (CWP) for revising the publication titled "*The Survival Guide for Women and Ethnic Minorities in Academia*."

The draft version of the *CEMRRAT Final Report* will be presented to the full Commission for comment, revisions, and final adoption at its general meeting on June 28-30, 1996. The draft *CEMRRAT Final Report* contains the following sections: CEMRRAT's formal responses to its initial *Charge*; a history of ethnic minorities in psychology; a review of the demographics of ethnic minorities in Psychology highlighting the critical need for increased recruitment, retention and training efforts; future vision statements; a review of CEMRRAT's accomplishments; a proposed five year plan; and recommendations for action by APA's Board of Directors for institutionalizing and maintaining the progress established by CEMRRAT. These latter recommendations were approved by the Commission at its prior meeting, and are in the form of five actions for APA's adoption as follows:

1. Move that the APA Board of Directors charge the Association's Boards and Committees both to review the CEMRRAT Five-year Plan, and to comment on the feasibility and implications of assuming responsibility for the tasks referred to specific governance groups by the CEMRRAT Five-year Plan.
2. Move that the APA Board of Directors, after receipt and consideration of Board and Committee comments to the CEMRRAT Five-year Plan, approve a Five-year Plan that will guide the Association's efforts related to ethnic minority recruitment, retention, and training in psychology.
3. Move that the APA Board of Directors (B/Ds) establish an elected Continuing Committee that reports to the B/Ds that is charged to monitor and coordinate the Association's approved Five-year Plan for ethnic minority recruitment, retention, and training, to be staffed by the Office of Ethnic Minority Affairs (OEMA).

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4. Move that the APA Board of Directors assign OEMA the responsibility for producing and disseminating CEMRRAT's products and makes available to OEMA the appropriate resources to accomplish this task.
5. Move that the APA Board of Directors authorize that \$200,000 be provided each year for five years beginning in 1997 for use in supporting activities recommended by the Association's approved five-year plan for ethnic minority recruitment, retention, and training in psychology.

The Commissioners are:

**Diane Adams, PhD**, California School of Professional Psychology at Alameda

**Martha E. Bernal, PhD**, Arizona State University

**Cheryl A. Boyce, MA**, University of North Carolina at Chapel Hill

**A. Toy Caldwell-Colbert, PhD**, University of Illinois

**Victor De La Cancela, PhD**, East Harlem Council for Human Services, Inc.

**Allen C. Carter, PhD**, Carter Associates, Atlanta, Georgia

**Hector Garza, MPH**, American Council on Education

**Robin J. Hailstorks, PhD**, Prince George's Community College

**Manuel Miranda, PhD**, National Institutes of Health

**Hector F. Myers, PhD**, University of California at Los Angeles

**Arthur McDonald, PhD**, Dull Knife Memorial College

**Edward G. Singleton, PhD**, Baltimore, Maryland

**Richard M. Suinn, PhD**, Colorado State University

**Elizabeth Todd-Bazemore, PhD**, University of South Dakota

**Ena Vazquez-Nuttall, EdD**, Northeastern University

**Reginald L. Jones, PhD, Ex-Officio**