

Commission on Ethnic Minority Recruitment, Retention and Training Task Force (CEMRRAT2 TF)

What Is CEMRRAT?

In 1997, the 21-member APA Commission on Ethnic Minority Recruitment Retention and Training in Psychology, (CEMRRAT) issued its Final Report which included a 5-Year Plan. The Plan was subsequently adopted by the APA Council of Representative (C/R). A 4-member CEMRRAT2 Task Force was identified to oversee the implementation of both the Plan and funds to support its provisions. Current Task Force members are: **Victor De La Cancela, PhD (Chair), A. Toy Caldwell-Colbert, PhD, James E. Freeman, PhD, and Frederick Leong, PhD.** A copy the CEMRRAT Final Report and other CEMRRAT publications can be found at www.apa.org/pi/oema/onlinebr.html.

CEMRRAT Implementation Grants Awarded in 2002

Since its inception in 1999, the CEMRRAT Implementation Grants program has received 99 proposals and awarded over 60 grants totaling over \$224,000. Grantees have included state psychological associations, APA divisions, departments/schools of psychology, APA directorates/boards/ committees, other entities of organized psychology, and individuals. These small grants have served as seed funds to energize, empower and support innovative efforts in support of increased ethnic minority, recruitment, retention and training in psychology.

In response to the FY2002 CEMRRAT Request for Proposals, a total of 28 proposals were received, of which 17 were provided CEMRRAT funding totaling \$60,700. The following is summary information on the funded 2002 CEMRRAT grants.

Category: TRAINING/STATE ASSOCIATIONS

Applicant: Josephine Johnson, PhD Chair, Committee of State Leaders

Proposal Objectives: CSL Diversity Initiative – To implement a funding strategy for increasing minority participation and the development of ethnic diversity in State Psychological Associations membership and leadership, through attendance of “Diversity Delegates” at the annual State Leadership Conference.

Amount Requested: \$7,000

Amount Granted: \$7,000

Project Progress Report (summary): Awaiting report

Category: TRAINING/PROFESSIONAL DEVELOPMENT – LINGUISTIC MINORITIES

Applicant: Gustavo Carlo, PhD and David Hansen, PhD--University of Nebraska – Lincoln

Proposal Objectives: The Latino Research Initiative – To implement a Community Intern model for enhancing collaborative research, training, and community programming that is culturally sensitive.

Amount Requested: \$6,000

Amount Granted: \$5,000

Project Progress Report (summary): Awaiting Report

Applicant: Melissa Rivera Marano, PsyD, Youth Development Clinic

Proposal Objectives: To enhance ethnic minority training by recruiting ethnic minority graduate practicum students and providing them direct service experience with its diverse community, outcome research opportunities and supervision by ethnic minority psychologists at YDC, a 501 (c) (3) private not for profit.

Amount Requested: \$5,000

Amount Granted: \$5,000

Project Progress Report (summary): YDC was able to recruit two ethnic minority graduate students and one post-doctorate individual to provide services to the underserved, multilingual and diverse population of Newark, NJ. Celena Young, a school psychology student, provides services at Peshine Ave. School; David Brantley, a clinical psychology student, provides services in two locations: He co-facilitates wellness groups at St. Rocco Middle School and provides individual and group counseling services at North Star Academy Charter School. Dr. Jen Mai Wong is receiving postdoctoral training in a school site where she provides group intervention services with adolescent females and general individual counseling services. Individual supervision is provided by the following: Valerie Scott, EdD, Abisola Gallagher, EdD and Francisco Ortiz, MA, LPC. Group supervision is provided by Bella August, LCSW. Training procedures included an orientation to YDC and the specific program. Service delivery procedures include social and emotional skills building, self-esteem enhancement groups, anger management groups and direct individual and family counseling. All groups, including the social and emotional groups, have training modules. (Received 12/1/02)

Applicant: Maria Garrido, PhD, University of Rhode Island

Proposal Objectives: National Latino Psychology Conference

Amount Requested: \$2,000

Amount Granted: \$2,000

Proposal Objective: To underwrite part of the costs of the 2002 National Latino Psychology Conference

Project Progress Report (summary): The conference took place on October 18-20th 2002 bringing together scholars, practitioners, and students for a series of symposia, paper sessions, and poster sessions organized in practice and research tracks. There were more than 200 attendees throughout the 2 ½ days, and preliminary review of the feedback has been quite positive. The CEMRRAT funds have been applied toward reimbursement for keynote and invited speakers' expenses primarily and to offset a limited number of registrations for graduate students. (Received 12/1/02)

Category: TRAINING/SCIENCE – MATH & SCIENCE RESEARCH AND TRAINING

Applicant: Vicki Mack, PhD, Clark Atlanta University

Proposal Objectives: The Undergraduate Psychology Training in Science Program

Amount Requested: \$5,200

Amount Granted: \$5,000

Proposal Objective: To provide training to student on how to conduct research, make scholarly presentations, and publish research; to maintain an environment that promotes scholarly activities; and to increased the number of ethnic minority students who pursue careers in mental health research and services.

Project Progress Report (summary): In order to accomplish the goals of the programs, Dr. Vicki Mack coordinated the dates and locations of various lectures/workshops for students. Dr. Mack and Dr. Medha Talpade required students in Statistics and Experimental Psychology courses to attend a minimum number of workshops for course credit. Dr. Mack required that students attend seven activities and attendance in all seven was worth 20% of students' final grades in Statistics 1(Introductory Statistics and descriptive statistics) and Statistics 2 (Inferential Statistics). (Received 12/1/02)

Applicant: Brittne Nelson, BA, Anna Lee, BA, Jules Harrell, PhD and Angela Cole, PhD, Howard University

Proposal Objectives: To conduct a set of workshops to prepare psychology graduate students fo teaching careers in scientific psychology once a month during the period August 2002 - May 2003.

Amount Requested: \$2,200

Amount Granted: \$2,200

Project Progress Report (summary): Awaiting Report

Category: 2002 FACULTY – PROFESSIONAL DEVELOPMENT

Applicant: Helen Neville, PhD—University of Illinois at Urbana - Champaign

Proposal Objectives: Methodological Advancements in Counseling Psychology research with Racial and Ethnic Minority Populations: Professional Development Series.

Amount Requested: \$6,000

Amount Granted: \$6,000

Project Progress Report (summary): Awaiting Report

Applicant: Kecia Thomas, PhD – University of Georgia

Proposal Objectives: Creating a Supportive Climate for Diversity and Ethnic Minority Psychology – This project seeks to implement a cross-departmental and cross-college initiative that supports the professional development of psychologists and graduate students who teach multicultural psychology courses, conduct research on diversity issues or provide services to ethnic minorities. Creating a Supportive Climate for Diversity and Ethnic Minority Psychology.

Amount Requested: \$5,000

Amount Granted: \$4,000

Project Progress Report (summary):Project Progress Report (summary): The summer and fall of 2002 were dedicated to developing the structure and foundation of the FORUM. Three ethnic minority graduate students (funded through the CEMRRAT funds) and myself accomplished the following:

- ◆ Developed a database of faculty at the University of Georgia who engage in research or instruction related to diversity that will be used as the foundation for the FORUM directory and expertise database that will exist as part of the FORUM website.
- ◆ Searched the internet in order to compile a listing of support systems at other major universities for diversity scholars. This listing will be included in the FORUM directory and website.
- ◆ Searched the internet for private foundations that support diversity research. Again, this information will be on the FORUM website.
- ◆ Developed a needs assessment in order to understand the professional development and career needs of diversity scholars at the university. The needs assessment was recently approved by UGA's Institutional Review Board, and it will be distributed during January of 2003 in order to establish the themes for the 2003 meetings of the FORUM.

Submitted additional funding request to the UGA Office of Institutional Diversity for support of the FORUM. Additional funds in the amount of \$1250.00 were granted! As a requirement of the UGA grant, the FORUM has been broadened as an initiative to support the professional development of diversity scholars beyond those trained in Psychology. (Received 12/1/02)

Applicant: Darlene Shelton, PhD – Spalding University

Proposal Objectives: Symposium with Nancy Boyd Franklin: Black Families in Therapy—working with African American Clients.

Amount Requested: \$5,000

Amount Granted: \$2,000

Project Progress Report (summary): The symposium was held on Friday, December 6th with Dr. Nancy Boyd-Franklin entitled, “Strengthening African American Families”. The luncheon plenary speaker was Dr. M. Duncan Stanton. The workshop was held at the Hyatt Hotel in downtown Louisville, Kentucky. There were more than 100 registrants for the workshop and at least 150 registrants for the luncheon plenary. (Received 12/1/02)

Category: STUDENT UNDERGRADUATE/GRADUATE -- GRANTS TO DEPARTMENTS FOR INNOVATIVE PROGRAMS

Applicant: Anne Chan, MA — Stanford University

Proposal Objectives: To establish a mentoring program that matches undergraduate and MA level students interested in doctoral study in psychology with doctoral level mentors who will provide assistance during the application process.

Amount Requested: \$6,000

Amount Granted: \$4,000

Project Progress Report (summary): Awaiting Report

Applicant: Adeleri Onisekun, PhD – Morris College

Proposal Objectives: Student Psychology Conference – To expose students at Morris College (an HBCU) to the opportunities available and to stimulate interest in the new minor in psychology at Morris College.

Amount Requested: \$3,500

Amount Granted: \$2,700

Project Progress Report (summary): Awaiting Report

Applicant: Dana Cunningham, MA and Aisha King, MA – Southern Illinois University at Carbondale

Proposal Objectives: Outreach Program to HBCU's as a Recruitment Strategy

Amount Requested: \$4,900

Amount Granted: \$3,500

Project Progress Report (summary): Our preliminary efforts to establish and maintain ongoing contact with psychology departments by attending graduate school fairs and to actively recruit students at Historically Black Colleges and Universities and other predominantly ethnic minority serving institutions have been quite successful thus far. Listed below are the activities to date:

- ◆ Printed posters and brochures describing the Psychology Department at SIU and mailed them to Departments of Psychology that have a significant percentage of ethnic minority undergraduate students.
- ◆ Contacted the Department Chairs at HBCU's, HSI's, and other institutions that have a significant number of ethnic minority students in psychology and informed them of the recruiting efforts at SIU.
- ◆ Made presentations on the Psychology Department at SIU and applying to graduate school to undergraduate students at the following institutions: Spelman College, Morehouse College, Howard University, Bowie State University, Southern University, Chicago State University.
- ◆ Developed a website for the Black Student Caucus
- ◆ Developed an informational packet that was distributed at the presentations on applying to graduate school and mailed to psychology departments to be copied for interested students. The packet was also posted on the SIU Department of Psychology's website (Received 12/1/02)

Applicant: Glenna Andrews, Ph — Northwest Nazarene University

Proposal Objectives: Implementation of a Recruitment and Retention Program

Amount Requested: \$5,000

Amount Granted: \$1,300

Project Progress Report (summary): Recruitment and information dinner planned for March 2003; community resource agencies contacted; mailing list of potential families compiled; invitation letter to agencies and families being drafted; recruitment and informational materials being translated into Spanish. No funds expended to date. (Received 12/4/02)

Category: ETHNIC MINORITY LEADERSHIP DEVELOPMENT

Applicant: Roy Moodley, PhD – University of Toronto

Proposal Objectives: Reaching Across Borders: Multi-cultural Counseling and Psychotherapy in Canada: A two-day seminar/conference at the University of Toronto.

Amount Requested: \$5,000

Amount Granted: \$5,000

Project Progress Report (summary): The following goals have been clarified from the initial application:

- ◆ To organize and hold a ONE-day conference which would include members of all the counseling and therapeutic communities, i.e., counselors, therapists, social workers, researchers, academics,

and clinical and counseling psychologists. (Originally it was planned for two days with only 20 academics)

- ◆ To invite as many mental health workers and professionals from the diverse community groups in Canada. Since such an event appears to be the first of its kind it was critical that all communities or their professional and community representatives are invited to engage with the process at the outset.
- ◆ In order to maximize the response from the scholars and clinical researchers, it was agreed that the conference be held a day before the Canadian Psychological Association Annual Conference which takes place from 12th - 14th June 2003 in Hamilton - 1 hour travel time to Toronto).
- ◆ To organize, administrate and manage the Conference without requiring a conference fee from the participants, but keeping within the funding from APA and the university. This would be a FREE Conference to all participants, but after the event if participants would like a conference report (all academic, research and discussion papers, published in house) a nominal fee would be charged for the production of the document.
- ◆ To invite key note speakers (community, clinical, academic) as guests of the conference.
(Received 12/4/02)

Applicant: Jan Owens-Lane, PhD—Ethnic Diversity Taskforce, Connecticut State Psychological Association

Proposal Objectives: Development of a recruitment and retention infrastructure for state leadership posts.

Amount Requested: \$5,500

Amount Granted: \$5,000

Project Progress Report (summary): The CEDTF is composed of approximately 20 members that represent various professional roles including psychologists who are researchers, clinicians, Director of Multicultural Office, Deputy Commissioner of Mental Health & Addiction Services, and psychology graduate students from across the state. To date some of the major accomplishments of CEDTF include:

- ◆ Representation and participation on the Task Force of psychologists from all four major colleges/universities in the state.
- ◆ Development of a tracking system to locate psychologists of color and psychology graduate students of color with the assistance of the CPA Administrator and partnering with colleges/universities and state agencies (public sector).
- ◆ Spring 2002 held a mentoring social organized by the Mentoring Subcommittee of CEDTF that was well attended by both graduate students and psychologists to facilitate a mentoring program.
- ◆ Spring 2002- partnership with Yale University to become a community sponsor at a symposium entitled "The Multiple Ecologies of Urban Youth."
- ◆ Summer 2002 presented a proposal in writing to the CPA Board of Directors and requested a Diversity Representative seat on the CPA Board that was later voted on and passed by the Board and membership with bylaws change to follow.
- ◆ Summer 2002 recommended to the CPA BOD that a Diversity Awards category be added to the existing awards program and that two Diversity Awards be given out annually, one to an individual and one to a community agency that advance diversity in the state association and in the public sector.

October 25, 2002 the first Psychologists of Color Networking Social was held and approximately 50 psychologists of color and psychology students of color (undergraduate, graduate) from the entire state attended. Featured speaker, Robert T. Carter, Ph.D., Professor of Psychology and Education at Teacher's College, Columbia University with the topic "Racially Inclusive Models of Psychotherapy." (Received 12/27/02).

Category: 2002 CONTINGENCY FUND

Applicant: Linda Mezydlo Subich, PhD

Amount Requested: \$2,300

Amount Granted: \$2,000

Project Progress Report (summary):

A joint recruitment trip in California with Dr. Joseph White was delayed until Spring, 2003. We will work to arrange it for this spring. My intent is still to make face-to-face contacts (via his introductions) with faculty who play an important role in advising and mentoring ethnic minority undergraduates in the CA system. I met some of these faculty (and a few students) at APA this summer through Dr. White's kind introductions. Finally, I am also collaborating with Ann Chan in her CEMRRAT-funded mentoring project and already have made contacts with a few undergraduates seeking information about our graduate programs here at Akron. (Received 12/30/02)

Applicant: Jessica Henderson Daniel, PhD

Purpose: To facilitate the development of a book highlighting the history and accomplishments of women of color in U.S. psychology.

Amount Requested: \$3,000

Amount Granted: \$3,000

Project Progress Report (summary): Awaiting Report.

2002 APA Suinn Minority Achievement Awards

The 2002 American Psychological Association (APA) Suinn Minority Achievement Awards were presented during the Committee for Ethnic Minority Affairs (CEMA) Social Hour at the 110th APA Annual Convention in San Francisco, California. Award recipients included the departments of psychology at: (a) Loyola University-Chicago; (b) the University of Iowa; and (c) Washington State University. Presented below is a brief sketch of the recruitment and retention strategies employed by the APA Suinn Minority Achievement awardees.

Loyola University – Chicago: Counseling

Department Chair: Terry E. Williams

Training Director: Elizabeth M. Vera, PhD

Department Representative: Elizabeth M. Vera, PhD

Nominating Student: Rufus Gonzales, MA

The Counseling program at Loyola University – Chicago has distinguished itself as a training model for students wishing to be competent in the field of multiculturalism. It aggressively addresses issues of multiculturalism and diversity in the student body as well as the curriculum. Over the years the counseling program has employed a number of initiatives to successfully recruit, retain and train ethnic minority students including:

- *Curricular infusion and research on multi-cultural issues*
- *Integration of multicultural research, training and consultation*
- *Faculty contacts with potential minority students during the admissions process*

46% of students enrolled are ethnic minority.

38% of students earning doctorates in the last five years have been ethnic minorities.

The University of Iowa: School Psychology

Department Chair: Tom Rocklin, PhD

Training Director: Kathryn Gerken, PhD

Department Representative: Kathryn Gerken, PhD

The University of Iowa School Psychology program has demonstrated continuous and consistent efforts in the areas of multiculturalism and cultural diversity. The University of Iowa has an impressive and distinguished record of creating and sustaining effective programs for recruiting and retaining ethnic minority students that includes:

- *Integration of Ethno-cultural issues in the curriculum*
- *Faculty members and students jointly engage in research that focuses on ethnic minority issues.*

42.9% of students enrolled are ethnic minority.

26% of students earning doctorates in the past five years have been ethnic minorities.

Washington State University: Counseling Psychology

Department Chair: Don Reid, PhD

Training Director: Brian McNeil, PhD

Department Representative: Brian McNeil, PhD

Nominating Student: Sylvia Gomez, MA

Washington State University and its Counseling Psychology program have a strong commitment to cultural inclusion. Additionally, the program provides a number of initiatives believed to be vital to the success of recruitment and retention efforts. These include:

- *Active recruitment of ethnic minority students including travel funds, assistantships, financial support etc.*
- *The integration of multicultural counseling issues throughout the program*

68% of students enrolled are ethnic minority.

36% of students earning doctorates in the past five years have been ethnic minorities.