

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

by Richard M. Suinn, PhD, Chairperson

Since our last meeting and based upon our concrete progress, CEMRRAT was fortunate to receive further funding from the APA Board of Directors to continue its work. As has been characteristic, our group divided itself into the three major working groups: (a) education and training (chaired by Ena Vazquez-Nuttall, EdD); (b) faculty recruitment/retention (chaired by Martha Bernal, PhD); and (c) student recruitment/retention (chaired by Hector F. Myers, PhD). Congruent with the theme of being inclusive, CEMRRAT has welcomed 18 liaisons, 8 monitors and 39 consultants on the panel of experts.

As an illustration of the several activities since the last report, CEMRRAT established collaboration with: the APA Committee on Accreditation for training of site visitors regarding diversity/minority criteria; the Council of Graduate Departments of Psychology to present information on faculty recruitment/retention; the National Council of Schools and Programs of Professional Psychology to present a program on education and practice. In addition, CEMRRAT: maintained a presence and provided information at the American Council on Education's "Educating One-Third of a Nation Conference" and at those State Psychological Associations with the largest number of members of color; developed grant strategies and submissions to private and federal agencies; and developed or had a major role in several APA convention events related to faculty recruitment, multicultural curriculum materials, and mentoring. Of further significance is the drafting of several resource volumes which we believe will have major influence, e.g., on *"How to Recruit Minority Faculty," "Valuing Diversity," "A Guide for Minority Faculty Applicants," "A Guide for Students of Color Pursuing Education and Careers in Psychology,"* and *"Implementing a Psychology Day Program."*

Intensive work has been given to strategic planning, identifying short- and long-range goals, with a view toward "institutionalizing" responsibility across APA offices. Examples include: providing evaluation of textbooks regarding coverage of multicultural content, developing resource materials on multicultural content for core psychology courses, identifying programs which exemplify approaches for multicultural commitment, seeking ways for encouraging state psychology leaders to provide programs on multicultural issues, piloting a model for consultation to departments and schools of psychology on ethnic diversity considerations, establishing mechanisms for opportunities for research and grant activity by minorities, increasing the pipeline through linkages with four year colleges and community colleges, organizing databases and networks of prospective minority majors.

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This list implies much of the vision developed by CEMRRAT and reflects a realistic appraisal that so much needs to be done, but an optimism that a major start has been made. Whether CEMRRAT will continue beyond its funding date is less the question as to what mechanisms must next be adopted for the future to build on the foundation being laid by CEMRRAT. Proposing an answer to this question to insure the momentum started by APA's formation of CEMRRAT will be one of our next goals. 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**, National Institute on Drug Abuse

**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**