

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

by Richard M. Suinn, PhD, Chairperson

The APA Commission on Ethnic Minority Recruitment, Retention, and Training in Psychology (CEMRRAT) has formally completed its charge! Our last meeting in June 1996 covered the necessary steps to finalize the draft version of our *Final Report* and complete other ongoing tasks to move CEMRRAT's objectives to the next level of APA. We completed concrete products, some of which are already printed and available for distribution, such as the various documents on *How To Recruit and Hire Ethnic Minority Faculty*; *A Faculty Survival Guide*; *How To Apply to Graduate Programs in Psychology*, and *Recruitment Resource Book*. We also received a response from the chair of APA's Committee on Accreditation regarding how she felt her committee could further strengthen its attention to diversity concerns.

Action was also taken by CEMRRAT to recommend that a structure be considered for development within APA to act as a resource for ethnic minority graduate students seeking advice on concerns or complaints they may have about their programs. Finally, a survey to identify multicultural experts for a resource directory was finalized for implementation.

A major principle of our commission was recognizing the importance of diversity activities initiated by CEMRRAT to be maintained and furthered by APA in other ways after our termination. We have experienced too many other settings in which final reports end up gathering dust on shelves. Hence, great emphasis was placed on submitting motions for action by the APA Board of Directors (B/Ds), which commits APA to a continuing five-year plan. Although these were summarized in my last progress report, they bear highlighting again:

1. Move that the APA Board of Directors charge the Association's boards and committees 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 OEMA.
4. Move that the APA Board of Directors assign OEMA the responsibility for producing and disseminating CEMRRAT's products and make 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.

By passing these motions, we believe that CEMRRAT has given the APA B/Ds a strong position in continuing APA's commitment to ethnic minority recruitment, retention, and training, and to achieving the objectives initially assigned to CEMRRAT by the B/Ds. Principles connected with the proposal for APA to establish an ongoing committee involve:

1. It was considered essential that a new ongoing mechanism be put into place to continue the momentum achieved by CEMRRAT. CEMRRAT itself was created by the APA president and B/Ds in recognition of the need for a new body, given that existing governance and staff are fully committed to other responsibilities. In the same way, a new ongoing committee is needed. The Committee on Ethnic Minority Affairs, under BAPPI, continues to have more than its share of agenda issues to accomplish. Hence, although CEMA would seem relevant for the task, CEMA is not in a position to be the appropriate ongoing body.
2. The charge to this ongoing committee would be to assure that the commitment made by APA through CEMRRAT continues to be implemented. This would include but not be limited to: Monitoring the response of APA's boards and committee's regarding their accepting responsibilities for tasks in CEMRRAT's Five-Year Plan; coordinating the implementation of tasks in this Five-Year Plan as adopted by various boards/committees and directorates, including identifying a financial budgeting model for support of such activities; consulting on the development and dissemination of products already completed by CEMRRAT and to be accomplished in the future by boards/committees and directorates; obtaining and organizing the annual progress report from boards/committees and directorates to the B/D for presentation to C/R; evaluating the progress and continued involvement of the Association in achieving elements of the Five-Year Plan; developing a vision for the Association's continued contributions beyond the Five- Year Plan period.

3. The ongoing committee must receive the necessary budget and staff support needed to function effectively.
4. The ongoing committee is to be appointed by and report directly to the APA Board of Directors.
5. CEMRRAT deferred the exact structure of the ongoing committee to the B/Ds, because such a committee could follow the existing governance model or some combination of governance/staff membership.

Final editing of *Visions and Transformations...The Final Report of the Commission on Ethnic Minority Recruitment, Retention and Training* has been completed and referred to the APA B/Ds along with the five motions.

As a personal note, I wish to recognize the marvelous contributions, intense dedication, exceptional productivity, and effective work-style of our commissioners, CEMMRAT work-group chairpersons, as well as the liaisons participating in CEMRRAT meetings. Our Central Office staff deserve particular acknowledgement for their energies and contributions; it was clear to me that they were tremendously devoted to CEMMRAT. The qualities of the commissioners, liaisons, and APA staff made my task of chairing the commission one of my most satisfying assignments, and account in a major way for the unique productivity and contributions of the commission. For the record, the following list identifies the commissioners and the OEMA staff:

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

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