

**APA Funds Available in FY99**

APA's Public Interest Directorate has been allocated \$75,000 in FY99 funding to continue implementation of APA's Five-Year Plan for Ethnic Minority Recruitment, Retention and Training in Psychology. This plan, which has been approved by APA's Council of Representatives, was developed by the APA Commission on Ethnic Minority Recruitment, Retention, and Training in Psychology (CEMRRAT), chaired by APA's President **Richard M. Suinn, PhD**. The plan is grounded in the nation's changing demographics and the current significant underrepresentation of ethnic minorities in psychology. It sets forth specific objectives and actions for encouraging all psychologists to attain some minimal level of multicultural competence in their training, research, and practice activities and for dramatically increasing the number of people of color who are psychology students, faculty, and professionals.

The funds primarily will be used for small grants. **Eligible applicants for these grants are state associations, APA divisions, departments/schools of psychology, APA boards and committees, other entities of organized psychology, and individuals.** Funding priorities were established in March 1998 by a small subcommittee of former CEMRRAT members (**Allen C. Carter, PhD, A. Toy Caldwell-Colbert, PhD, Ena Vazquez Nuttall, EdD**). The subcommittee established the following funding priorities for FY99.

**Training/State Associations** – State association efforts to develop and implement strategic plans and activities that promote multicultural issues through, for example, convention presentations, membership recruiting, state association leadership participation, advocacy of ethnic minority health issues, development of special newsletter issues, and promoting persons knowledgeable in multicultural issues to serve on state licensing boards. State associations will be expected to make a meaningful in-kind contribution to the funded activities. (A minimum of \$7,000 available for this priority.)

**Training/Professional Development - Linguistic Minorities** – Activities that promote the need to develop programs and associated professional development of faculty that improve services to linguistic minorities, including opportunities for learning a second language and establishment of practicum training in settings serving linguistic minorities. Examples of such activities include: a) collecting and publishing model programs that focus on training for services with linguistic minority populations, b) developing grants for research and training with linguistic minority populations, c) advocating that regional accrediting bodies support and promote language programs, d) advocating that U.S. Department of Education's Fund for the Improvement of Post-Secondary Education (FIPSE) and other similar federal grants be given to psychologists to develop such programs. (Approximately \$10,000 available.)

**Training/Science – Math and Science Research and Training** – Activities that serve to identify, demonstrate, document, or disseminate math, science, and research education and training procedures and strategies (including distance learning) that result in increasing retention of students of color –

especially in scientific psychology areas – at any level of the educational pipeline. (A minimum of \$12,000 is available.)

**Faculty/Professional Development** – Activities that serve to promote multicultural competence in teaching, practice, and research among psychology faculty (\$10,000 is available for such efforts).

**Evaluation of Mentoring Programs** – Promote the evaluation and replication of model mentoring programs for ethnic minority postsecondary students by funding dissertation research by a graduate student in psychology that includes a formal evaluation of such a mentoring program (\$2,000 available for one dissertation grant).

**Special APA Staff Efforts** – The remainder of the FY99 funds are to be spent for special APA staff efforts, such as administration and oversight of funding requests, development of a special issue of the newsletter of the Office of Ethnic Minority Affairs that focuses on model programs for ethnic minority recruitment, retention, and training, and the development of comprehensive data indicators for use by the Research Office in improving its tracking of the number and status of ethnic minorities in psychology.

It is intended that the small grants will serve as seed funds that will energize, empower, and support interested individuals, organizations, and educational institutions. Funded activities hopefully will serve as demonstration models; consequently, brief reports of findings or outcomes will be requested by APA. It is anticipated that approximately three or four proposals will be funded under each priority area. So long as proposals are determined to be consistent with the identified funding priorities and the Five-Year Plan, they will be funded on a **first-come-first-served** basis, beginning February 15, 1999. The application should describe: (a) problem to be addressed and what is to be done (goals and activities), (b) how these goals are to be accomplished, (c) expected outcomes or findings, (d) a justified budget, and (e) rationales as to how the proposed effort is consistent with the above funding priorities and the CEMRRAT Five-Year Plan.

The Five-Year Plan's implementation funds will be administered by APA's Office of Ethnic Minority Affairs (OEMA). Questions and brief applications (5 pages or fewer including justified budget) should be directed to OEMA's Director, **Bertha G. Holliday, PhD**, at the APA address or by phone (202/336-6029) or email (bholliday@apa.org). Requests for copies of the *CEMRRAT Final Report*, which includes the Five-Year Plan, should be directed to **Sherry Wynn** at the same phone or by email (swynn@apa.org).

### ***CEMRRAT Publications Available***

The APA's Commission on Ethnic Minority Recruitment, Retention, and Training in Psychology (CEMRRAT) produced several important publications:

- *Visions & Transformations: The CEMRRAT Final Report*
- *Directory of Experts in Multicultural Psychology*

**OEMA Communiqué January 1999**

- *Surviving & Thriving in Academia: A Guide for Women and Ethnic Minorities*
- *Valuing Diversity in Faculty: A Guide*
- *How To Recruit and Hire Ethnic Minority Faculty*
- *Diversity and Accreditation*
- *Psychology Education and Careers Guidebooks*
  - For High School Students of Color*
  - For College Students of Color*
  - For College Students of Color Applying to Graduate & Professional Programs*
  - Resources for Psychology Training Programs Recruiting Students of Color*

Please contact OEMA for information about how to obtain copies of these CEMRRAT publications.