

**CEMRRAT Update**

**CEMRRAT Implementation Grants Awarded in 2003**

Since its inception in 1999, the CEMRRAT Implementation Grants program has received 123 proposals and awarded over 80 grants totaling over \$300,000. 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 FY2003 CEMRRAT Request for Proposals, a total of 25 proposals were received, of which 22 were provided CEMRRAT funding totaling \$76,800. The following is summary information on the funded 2003 CEMRRAT grants:

**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 an Implementation Plan for increasing ethnic minority representation and multicultural training in psychology. The Plan subsequently was 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: **A. Toy Caldwell-Colbert, PhD, Victor De La Cancela PhD, James E. Freeman, PhD., Frederick Leong, PhD, and Ena Vasquez-Nuttall, EdD.** A copy of the CEMRRAT Final Report and other CEMRRAT publications can be found at: [www.apa.org/pi/oema/onlinebr.html](http://www.apa.org/pi/oema/onlinebr.html)

**Category: TRAINING/STATE ASSOCIATIONS**

**Applicant:** Josephine Johnson, PhD Chair, Committee of State Leaders  
**Proposal Objectives:** Funding strategy for increasing minority participation and the development of ethnic diversity in SPA membership and leadership through partial funding of CSL's 'Diversity Initiative':  
**Amount Requested:** \$7,000  
**Amount Granted:** \$7,000

**Category: STUDENTS: UNDERGRADUATE/GRADUATE INNOVATIONS**

**Applicant:** Alberta Gloria, PhD, - University of Wisconsin, Madison  
**Proposal Objectives:** Preparing indigenous students for academic careers - To enable Native and Mexican American students to attend various ethnocultural/ multicultural conferences, fund research project supplies, fund dissertation studies, serve as guests lecturers, and be involved with mentoring committees.  
**Amount Requested:** \$2,900  
**Amount Granted:** \$3,000

**Applicant:** Jessica R. Ortega, MA (Doctoral Student), (Faculty Sponsor: Dr. James Jeffries McWhirter) - Arizona State University, Counseling Psychology  
**Proposal Objectives:** Mentoring Student of Color - Organizing and coordinating a lecture series that is communicated across disciplines, as well as disseminate knowledge and skills related to mentoring ethnic minority students.  
**Amount Requested:** \$3,500  
**Amount Granted:** \$2,000

**Applicant:** Greg Walton, PhD - Yale University  
**Proposal Objectives:** Recruiting Talented Students of Color to the Field of Psychology - Developing an innovative undergraduate summer program for Ethnic Minorities to be exposed to Yale's Psychology department, be involved with a graduate mentorship program, and to begin a department discussion series on diversity  
**Amount Requested:** \$5,900  
**Amount Granted:** \$2,000

**Applicant:** Linda Subich, Professor/Chair - University of Akron  
**Proposal Objectives:** Enhancing the University of Akron Counseling Psychology Program - Visiting various California campuses to make face-to-face connections with students thus resulting in establishing a foundation on which to build, support, and encourage Ethnic Minorities to apply to the University of Akron Counseling Psychology Program.  
**Amount Requested:** \$2,300  
**Amount Granted:** \$2,000

**Applicant:** Jimmy Davis (Faculty Sponsor: Dr. Garnett Stokes) - University of Georgia, Athens  
**Proposal Objectives:** To better prepare minority undergraduate Psychology majors at the University of Georgia through mentoring, teaching and research opportunities with graduate students - Mentoring undergraduate Psychology majors focusing on research projects, applying to graduate school in addition to having summer research programs and occasional guest speakers.  
**Amount Requested:** \$7,000  
**Amount Granted:** \$2,000

**Applicant:** Cathy Sigmund PhD - Geneva College - Beaver Falls, PA  
**Proposal Objectives:** Start up of "The Institute for Community Psychosocial Care (ICPCare)" - To have ICPCare work collaboratively with ethnic minority churches to develop psychologically informed and educated communities; to develop ethnic minority professionals degreed in psychology, and to facilitate the development of culturally congruent, community produced psychosocial programming and services.

**Amount Requested:** \$5,000

**Amount Granted:** \$4,500

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**Applicant:** Lisa Flores PhD - University of Missouri-Columbia  
**Proposal Objectives:** The University of Missouri (MU) Department of Education, School, and Counseling Psychology graduate department in psychology seeks to increase the percentage of Latino/a graduate students in its program as well as the number of Latino/a professional in the field of Psychology – To develop long-term relationships with faculty and students at other institutions in the Midwest and predominately Hispanic serving institutions, provide research mentorship to prospective Latino/a students, and mentor prospective Latino/a students through application/admissions processes and professional development.

**Amount Requested:** \$4,000

**Amount Granted:** \$4,000

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**Applicant:** Randall E. Osborne, PhD and Leticia Flores, PhD - Department of Psychology, Southwest Texas State University

**Proposal Objectives:** Developing the "Minority Scholars Program - To provide stipends for two students to annually work one –on-one with faculty members to 1) design 2) conduct, and 3) disseminate psychological research

**Amount Requested:** \$5,600

**Amount Granted:** \$4,000

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**Applicant:** Roxanna Anderson PhD, Assistant Professor - Bennett College

**Proposal Objectives:** Current Topics in Psychology" mentored by junior and senior psychology students to entering freshmen and transfer students - To provide additional acculturation, mentoring, and how to participate in research projects to Psychology students

**Amount Requested:** \$3,697

**Amount Granted:** \$3,500

**Project Progress Report:** Awaiting Report

**Category: TRAINING/PROFESSIONAL DEVELOPMENT – LINGUISTIC MINORITIES**

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**Applicant:** Doris Mok, PhD, Azusa - Pacific University, Department of Graduate Psychology  
**Proposal Objectives:** Providing a training conference for psychologists and mental health professionals: " A family psychology approach to providing services to linguistic minorities" - Hosting a conference that will result in the collection of research data, promotion of multicultural training among the Southern California Association of Psychology Training Programs (SCAPT), developing network relationships, and compiling training material that can be disseminated to psychologists and other mental health professionals.

**Amount Requested:** \$5,000

**Amount Granted:** \$4,000

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**Applicant:** Ana Luisa Bustamante PhD and Ms. Ellen Faulk, Phillips Graduate Institute  
**Proposal Objectives:** Expansion of the Latino Family Therapy Program - Initiating the training of Spanish-speaking doctoral level practitioners trained in this collaborative, team-based model and increase the amount of direct mental health service to Valley Latinos

**Amount Requested:** \$5,000

**Amount Granted:** \$4,000

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

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**Applicant:** Biko Sankofa, PhD, Executive Director: The Sankofa Group; and Ometha Lewis-Jack PhD, Clinical Director - Psychology Department, Howard University

**Proposal Objectives:** Development of Distance Learning for Psychology Assessment and Mental Health Service in an International Context - Having face-to-face lectures and training, exposure to mental health workshops, socio-psychological training, peer reviews, and support for sustainable psycho-educational development in the field of psychology

**Amount Requested:** \$5,000

**Amount Granted:** \$5,000

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**Applicant:** Clara B. Jones, PhD - The Livingstone College - Salisbury, NC

**Proposal Objectives:** Developing the "Sumner Scholar" program whereby four psychology majors will be prepared for graduate school in scientific Psychology - Preparing students for graduate study in scientific Psychology by personal development, academic development, career development, and family support

**Amount Requested:** \$4,500

**Amount Granted:** \$4,500

**Category: FACULTY / PROFESSIONAL DEVELOPMENT**

**Applicant:** Rudy Jackson, PhD - Davidson College - Davidson, NC  
**Proposal Objectives:** Developing Successful Careers in Psychology Through Intergenerational Dialogue - To have a colloquium and workshop series designed to provide an opportunity for junior ethnic minority psychology faculty to work collaboratively with senior faculty from HBCU's, and other Colleges and Universities

**Amount Requested:** \$6,000

**Amount Granted:** \$4,000

**Applicant:** Ann Marie Ryan, PhD - Department of Psychology, Michigan State University  
**Proposal Objectives:** Workshop Aimed at Developing Multicultural Competence in Teaching Psychology - Increasing the levels of multicultural competence in teaching, practice and research among Michigan State's Psychology department faculty.

**Amount Requested:** \$4,975

**Amount Granted:** \$3,000

**Applicant:** Darlene Shelton, PhD, Spalding University  
**Proposal Objectives:** Strengthening African American Families: A Workshop with Nancy Boyd Franklin - Teaching service providers skills/techniques for working with African American families, introducing ethnic minorities to graduate education at Spalding University and University of Louisville, and developing a professional development fund that will assist students/faculty to attend educational conferences and workshops related to multicultural counseling and human diversity.

**Amount Requested:** \$2,000

**Amount Granted:** \$2,000

**Applicant:** Arpana G. Inman, Assistant Professor - Lehigh University  
**Proposal Objectives:** Development of the South Asian Psychological Networking Association (SAPNA) website - Designing and developing a website for SAPNA in order to advance the knowledge, research, and interest in the psychology and well-being of South Asian Americans

**Amount Requested:** \$5,110

**Amount Granted:** \$4,000

**Applicant:** Gladys L. Croom PsyD and Christina A. Studebaker PhD, Intercultural Studies - The Chicago School of Professional Psychology

**Proposal Objectives:** To increase the faculty's levels of multicultural competence in teaching, practice, and research by providing comprehensive cultural competency training through a 5 day program - To provide training to faculty that will integrate clinical, political, economic and social information about diverse groups whose members are affected by factors related to demographic and/or cultural status.

**Amount Requested:** \$10,000

**Amount Granted:** \$4,300

**Applicant:** Shamin Jaffer (Faculty Sponsor: John Lewis, PhD), EMAGS President - Nova Southeastern University

**Proposal Objectives:** To hold a conference: "Expanding Clinical Competence: Working with Culturally and Socially Diverse Populations" that will result in increased opportunities for multicultural training pertaining to the practice of psychology - Creating a conference that is designed to promote increased levels multicultural competence in teaching, practice, and research among psychology faculty, professionals and students at Nova Southeastern University

**Amount Requested:** \$4,700

**Amount Granted:** \$2,000

**Applicant:** Dr. Michael Burke, President-Elect, Society for Industrial and Organizational Psychology (Div 14)

**Proposal Objectives:** Host a workshop through the Institute for the Teaching of Industrial/Organizational (I/O) Psychology, which focuses on providing I/O workshops to faculty at minority serving colleges - Creating a workshop that will improve I/O psychology instruction, attract more ethnic minority students to the field of I/O, contribute to increasing the number of PhD's in the field, and those faculty teaching I/O Psychology at MSI.

**Amount Requested:** \$5,000

**Amount Granted:** \$4,000

**Category: ETHNIC MINORITY LEADERSHIP DEVELOPMENT**

**Applicant:** Gretchen Chase-Vaughan, PhD, Connecticut Ethnic Diversity Task Force (CEDTF) and the Connecticut Psychological Association (CPA)

**Proposal Objectives:** Advancing a newly developed mentoring program consisting of 25 Psychologists from various backgrounds and expertise - Providing a colloquium and workshop series designed to provide an opportunity for junior ethnic minority psychology faculty to work collaboratively with senior faculty from HBCU's, and other Colleges and Universities.

**Amount Requested:** \$5,000

**Amount Granted:** \$2,000

**OEMA Communiqué July 2003**

***The Request for Proposals for 2004 CEMRRAT Grants will be available in September 2003 at [www.apa.org/pi/oema/cemrratgrants.html](http://www.apa.org/pi/oema/cemrratgrants.html)***