

**Implementation of CEMRRAT's Five-year Plan on Course:
FY99 Funds Still Available**

If current trends in population growth continue, by 2050, no single group will comprise a majority of the nation's population. Moreover, a larger proportion will be composed of people of color. In response to these changing demographics -- and the current significant underrepresentation of ethnic minorities in psychology -- the APA Public Interest Directorate has been allocated \$75,000 in FY 99 funding to continue implementation of APA's Five Year Plan for Ethnic Minority Recruitment, Retention, and Training in Psychology (CEMRRAT). The CEMRRAT Five-Year Plan sets forth specific objectives and actions for encouraging all psychologists to attain in 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.

CEMRRAT funds will be used primarily for small grants intended to serve as seed money to energize, empower, and support interested individuals, organizations, and educational institutions. 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. Funded activities hopefully will serve as demonstration models; consequently, brief reports of findings or outcomes will be requested by APA. The Public Interest Directorate is still accepting proposals on a first-come-first-served basis so long as they are determined to be consistent with the Five-Year Plan, and identified funding priorities (noted in the next article).

The APA Office of Ethnic Minority Affairs has received several requests for CEMRRAT funds and has made the following awards as of May 1, 1999:

In the funding priority area Training/State Associations, two grants have been awarded:

The District of Columbia Psychological Association (DCPA) received a \$3,000 grant to support a *Minority Recruitment, Retention, and Training Project*. The goal of the project is to establish a DCPA mentoring program involving ethnic minority graduate students in psychology and psychologists of color who live or work in the Washington, DC, metropolitan area. Funding will be used to support an ethnic minority graduate program administrator and cover the cost of bimonthly Minority Mentorship Forums.

The Minnesota Psychological Association (MPA) received a \$3,300 grant to support its *Opportunities: Minnesota Psychologists Develop Cultural Competence Project*. This project is designed to respond to an increased need for training in cultural competence among the states' psychologists who, though predominantly European American, are seeing marked increases in the number of ethnic minority clientele. Funding will be used to obtain the services of a nationally known consultant in cultural competence to provide a major continuing education presentation and for consultation with MPA governance. In addition, the grant will be utilized to increase membership in MPA of students and psychologists of color and encourage their involvement in the operation of MPA.

The Rhode Island Psychological Association (RIPA) received a \$700 grant to support a *Continuing Education in Cultural Competence Project*. This project is designed to address a scarcity of clinicians who are culturally and linguistically diverse and qualified to serve the increasing ethnocultural diversity of those seeking mental health services in the state of Rhode Island. The proposed continuing education program will be offered to the state-wide membership of RIPA and focus on clearly defining cultural competence and its application to assessment, treatment, and research. Funding will be used to cover transportation and lodging costs for an invited speaker.

In the funding priority area Training/Professional Development – Linguistic Minorities, one grant has been awarded:

The **Mount St. Mary's College**, Department of Psychology, in Los Angeles, CA, received a \$3,600 grant to support its *Program for Certification in Counseling the Spanish-Speaking Project*. The objectives of this project are to increase the number of well-trained Spanish-Speaking counselors in the Los Angeles metropolitan area and diversify the Mt. St. Mary's College graduate psychology faculty. Funding will be used to support the creation of a certificate program in counseling the Spanish-speaking designed to increase the number of Spanish-speaking graduate psychology students and improve the training and skills of existing counselors working locally with Spanish-speaking populations.

OEMA Communiqué July 1999

In the funding priority area Training/Science – Math and Science Research and Training, one grant has been awarded:

Division 27, in coalition with **Divisions 9 and 45**, received a \$5,000 grant to support its *Enhancing the Minority Pipeline: Successful Research Education and Training Procedures Project*. This multidivisional effort will identify and document the characteristics of effective research training and education activities that enhance the retention of psychology students of color at undergraduate and graduate levels. Funding will be used to support a review of literature on effective research practices, identify exemplary psychology departments and programs, conduct interviews, and analyze data.

In the funding priority area Faculty/Professional Development, five grants have been awarded:

Our Lady of the Lake University in San Antonio, TX, received a \$3,750 grant to support its *Training Experiences and Needs of Bilingual Psychologists Project*. This project is designed to increase understanding of the training needs of bilingual psychologists and to continue development of existing bilingual training at Our Lady of the Lake University. Funding will be used to support the replication and expansion of a 1996 survey of bilingual U.S. and Quebec psychologists and for data analysis.

Division 12, Section VI, The Clinical Psychology of Ethnic Minorities, received a \$2,000 grant to focus its 1999 newsletter on the theme *Redefining Community Oriented Clinical Health Psychology*. This three-edition volume will look at multicultural leadership as it relates to (1) promoting academic excellence within a multicultural urban environment, (2) forging partnerships with traditional educational agencies and community-based organizations, and (3) integrating professional education with public service. Through this theme, the newsletter will feature model training programs that prepare ethnic minority students for practice in the public sector. Funding will be used to support the printing and dissemination of the 1999 volume of the newsletter, *The Clinical Psychology of Ethnic Minorities*.

The Student Affiliation for Multicultural Mental Health (SAMMH) received a \$900 grant to support the 1999 *SAMMH Future Directions in Multiculturalism Conference Project*. The goals of this project/conference are to increase knowledge and awareness of the importance and challenge of incorporating multiculturalism in the practice of mental health and build a regional network of students committed to examining and stimulating multiculturalism in the practice of mental health. Funding will be used to pay honoraria for two speakers and four panelists during the SAMMH conference.

The **APA Research Office** received a \$3,000 grant to support its *Representation of Ethnic Minorities in Psychology: Graduate and Undergraduate Students Project*. The proposed project will involve the development of a survey instrument for dissemination to graduate departments of psychology for use in the collection of data on ethnic minority students and the review of various APA and Federal databases to determine the types of data available. An additional component of this project is an assessment of how APA can assist in filling any identified gaps in knowledge. Funding will be used to hire an intern who will be responsible for the collection and analysis of information.

In the funding priority area Special APA Staff Efforts, two grants have been awarded:

Ana F. Abraido-Lanza, PhD of the Division of Sociomedical Sciences in the **Joseph L. Mailman School of Public Health, Columbia University**, New York, NY, received \$2,700 for development of a graduate course on “Current issues in Latino physical and mental health” and a colloquium series on minority health issues.

Arthur Hastings, PhD, of the **Institute of Transpersonal Psychology** in Palo Alto, CA received \$1,550 for development and dissemination of an annotated bibliography of ethnic and multicultural perspectives in transpersonal psychology.

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 e-mail bholliday@apa.org. Requests for copies of CEMRRAT’s Final Report, which includes the Five-Year Plan, should be directed to Adisa Ajamu at the same phone number or by e-mail aajamu@apa.org.

CEMRRAT Grant Priority Areas

The APA CEMRRAT funds primarily will be used for small grants. The funding priorities established by the subcommittee are noted below along with the amount of uncommitted funds as of June 15, 1999. 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 of 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. (All CEMRRAT funds for this category have been committed; \$7,000 available in matching CAPP funds - contact the APA Practice Directorate.)

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 \$6,000 remaining.)

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. (Approximately \$10,000 remaining.)

Faculty/Professional Development – Activities that serve to promote multicultural competence in teaching, practice, and research among psychology faculty, (All funds have been committed.)

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 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 through November 30, 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.

CEMRRAT Thanks

The APA Committee for the Advancement of Professional Practice (CAPP) for providing \$7,000 in matching funds for CEMRRAT grants to state associations and their leadership.