



**Commission on Ethnic Minority Recruitment
Retention, and Training in Psychology Task Force
(CEMRRAT2)**

CEMRRAT2 Informational Brochure



**American Psychological Association
Office of Ethnic Minority Affairs**

ABOUT THE CEMRRAT2 TASK FORCE

BACKGROUND

The American Psychological Association (APA) Commission on Ethnic Minority Recruitment, Retention, and Training in Psychology (CEMRRAT) was a 15-member advisory and governance group. The Board of Directors in 1994 established the Commission in response to an Association resolution that identified "the recruitment, retention, and training of ethnic minorities in psychology as one of the Association's highest priorities..." Members of CEMRRAT, who were representative experts from federal research and mental health agencies and various domains and levels of postsecondary education including student representatives, were appointed in October 1994 by APA President Ronald E. Fox, PhD. President Fox asked the Commission to assess the status of and barriers to the participation of persons of color in American Psychology, and to develop a 5-year plan to guide the Association's efforts in this area. Special allocations from the Contingency funds of the APA Board of Directors and Council of Representatives funded the Commission's activities. Additional funding was provided by the Association's Public Interest Directorate and by the Center for Mental Health Services (#92MF-01645701D). Still other support was provided by the 15 organizations and APA governance groups who funded liaisons to attend and contribute to CEMRRAT's meetings.

Inclusion and strategic product development characterized the Commission's efforts. Mechanisms were developed for encouraging substantive and broad-based comment from the Association's governance boards and committees, staff, and other groups and individuals with vested interests in CEMRRAT's work. For example, liaisons to CEMRRAT fully participated in the deliberations and other activities of the Commission and its work groups. The Commission's three work groups, which focused on Education and Training, Faculty Recruitment and Retention, and Student Recruitment and Retention, each engaged in strategic product development.

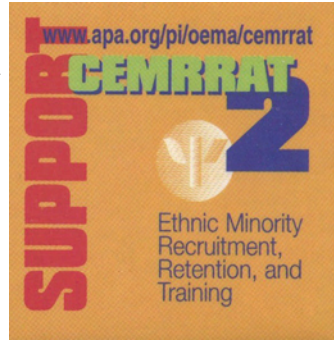
The Commission sought to promote creative transformation of Psychology's educational pipeline to ensure that, the proportion of psychologists of color (currently 5 to 6 percent) would significantly increase, and that in addition, all psychologists would demonstrate at least minimal multicultural competence in training, research, and practice issues. CEMRRAT sunset itself upon APA Council of Representatives' approval of its *Final Report*.

Please Note: Subsequently, a 4-member CEMRRAT2 Task Force was established, with responsibility for providing oversight of and leadership for the implementation of the Plan of Action contained in the [CEMRRAT Final Report](#).

THE COMMISSION'S VISION OF PSYCHOLOGY'S FUTURE

Our future will be shaped by the nation's increasing racial, ethnic, and cultural diversity. Consequently, educational institutions will be expected to enrich and enhance the academic and socialization experiences of their students by diversifying the cultures of their institutional environments. This requires institutions to develop and implement a plan for recruiting, valuing, and nurturing diverse cultural perspectives and for extending a hospitable environment to all people.

Encouraging such diverse perspectives will serve to expand a discipline's ideologies, paradigms, and methodologies, and spark a renaissance of new knowledge. In anticipation of this future, we envision the following for the discipline of Psychology.



In regard to faculty recruitment and retention:

Our vision is that in 5 years, APA will have assumed a major leadership role in the valuing of diversity within academic settings by promoting the expansion of the pool of ethnic minority faculty, students, staff, and administrators. In this leadership role, APA will promote the value of diversity and multiculturalism among its own membership and in its organizational and governance structures.

In regard to education and training:

We envision a future in which multicultural awareness and competence will be an integral part of all aspects of education and training in psychology, which will be characterized by the following: training programs in professional areas of Psychology that competently address, through coursework and field experience, the diverse psychological and service needs of ethnic minority populations; students, faculty, and professionals in Psychology who are aware, knowledgeable, and skilled in the areas of multicultural Psychology; professional and scientific Psychology training programs that incorporate multicultural issues in all aspects of curriculum and field training.

In regard to student recruitment and retention and graduation:

We envision increased numbers and representation of ethnic minority students at every level of Psychology's educational pipeline, resulting in the critical mass of ethnic minority students required for effectively addressing the service and research needs of communities of color. Further, we envision educational and departmental environments where students of color feel valued and empowered to make a contribution.

Additional Information on CEMRRAT and related efforts can be found at:
<http://www.apa.org/pi/oema/programs/recruitment/commission.aspx>

PUBLICATIONS

Psychology Education & Careers Guidebook for:

1. [High School Students of Color](#)
2. [College Students of Color](#)
3. [College Students of Color Applying to Graduate & Professional Programs](#)
4. [Resources for Psychology Training Programs Recruiting Students of Color](#)

[A Portrait of Success and Challenge: Progress Report 1997-2005](#)

[Valuing Diversity in Faculty: A Guide](#)

[How to Recruit and Hire Ethnic Minority Faculty Diversity and Accreditation](#)

[Visions & Transformations: The Final Report](#)

[Surviving & Thriving in Academia: A Guide for Women and Ethnic Minorities](#)

[Model Strategies for Ethnic Minority Recruitment, Retention, and Training in Higher Education](#)

[Toward an Inclusive Psychology: Infusing the Introductory Psychology Textbook with Diversity Content](#)

PROJECTS AND INITIATIVES

APA Suinn Minority Achievement Awards

<http://www.apa.org/pi/oema/programs/recruitment/suinn-nominations.pdf>

<http://www.apa.org/pi/oema/programs/recruitment/suinn-winners1999-present.pdf>

Text Book Working Group

<http://www.apa.org/pi/oema/programs/recruitment/commission-history-book.pdf>

<http://www.apa.org/pi/oema/programs/recruitment/textbook-members.pdf>

CEMRRAT Implementation Grants

<http://www.apa.org/pi/oema/programs/recruitment/commission-rfp.pdf>

<http://www.apa.org/pi/oema/programs/recruitment/grants-awarded.pdf>

CEMRRAT2 TASK FORCE

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