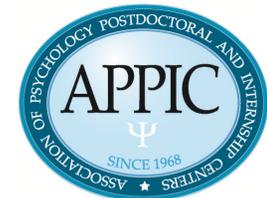


Individual and Cultural Diversity (Webinar 4)

Developed by Clover Educational Consulting Group

Presented by Lindsey Banning, Ph.D.
Senior Consultant - Clover Educational Consulting Group



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Webinar Agenda

- Overview of diversity in the self-study
 - 4 broad guidelines:
 - Infuse self-study and training program with diversity
 - Increase recruitment and retaining of diverse workforce
 - Avoid restricting access on grounds irrelevant to success
 - Effectively navigate diversity
- Discussion of specific self-study prompts
- Closing thoughts
 - Supporting Materials
 - Recruitment and retention ideas
 - Value of Diversity

Diversity in the Self-Study

- Infuse diversity into your training program and the self study
- Focus on cultural and individual differences and diversity
 - CoA is committed to a broad definition of cultural and individual differences and diversity that includes, but is not limited to, age disability, ethnicity, gender, gender identity, language, national origin, race, religion, culture, sexual orientation, and socioeconomic status.
- **Tip: Remember the broad definition!**

Diversity in the Self-Study

- Systematic, coherent, and long-term efforts to attract and retain diversity
 - Efforts are equally, if not more important, than outcomes
- Supportive and encouraging learning environment
- **Tip: Be specific and concrete!**

Diversity in the Self-Study

IR C-19 I Diversity Recruitment and Retention

- Programs are responsible for making systematic, coherent, and long-term efforts to attract and retain interns and faculty from differing backgrounds into the program.
 - Recruitment: systematic, multiple year plan, implemented and sustained over time
 - Retention: specific activities, approaches, and initiatives to retain diverse staff
- Identify areas where you excel and areas in which you are working to improve
- Examine effectiveness and document steps to revise/enhance strategies as needed

Diversity in the Self-Study

- Avoid restricting access on ground irrelevant to success
 - Directly
 - Imposing significant and disproportionate burdens on the basis of personal and demographic characteristics
 - Exception - programs with a religious affiliation or purpose may provide a preference for persons adhering to the religious purpose or affiliation of the program.
- **Tip: Think carefully about your stated application preferences**

Diversity in the Self-Study

- Navigation of cultural and individual differences
 - Stems from “Conscience Clause” lawsuits
 - <http://www.apa.org/ed/graduate/service-objections.aspx>
 - Programs must prepare interns to address diversity in research and practice
 - Includes differences that produce value conflicts or other tensions
- Helpful Links:
 - <http://www.apa.org/ed/graduate/diversity-preparation.aspx?tab=1>
 - <https://www.apa.org/pi/lgbt/resources/policy/diversity-preparation.pdf>
- **Tip: Infuse this guideline throughout the narrative of your self-study.**

Slide 7

td9

This one deserves more explanation about where this came from (eg the "conscience clause" lawsuits), APA's stance on "compelling pedagogical interests", etc. Examples would be good here. You could also provide the web links that APA has devoted to this as references for them to read up on it further.

<http://www.apa.org/ed/graduate/diversity-preparation.aspx?tab=1>

<https://www.apa.org/pi/lgbt/resources/policy/diversity-preparation.pdf>
tamaradehay, 1/25/2017

Diversity in the Self-Study

IR C-20 I: Diversity Education and Training

- Thoughtful and coherent plan to provide interns with knowledge and experiences about the role of diversity
- Integrate diversity into didactic and experiential training
- Must train interns to respect diversity and be competent in addressing diversity in all professional activities
- Must examine effectiveness and take steps to revise and enhance as needed

Self-Study Prompt

I.B.3: Administrative Responsibilities Related to Diversity

- Provide a brief general orienting narrative statement regarding how the program engages in actions that indicate respect for and understanding of cultural and individual differences diversity. Include references to any existing policies, plans, or procedures for the institution or program under review. A more detailed, in depth response is asked for in Standards III and IV.

Self-Study Prompt

I.B.3

- Does this program adhere to a religious affiliation or purpose that impacts its admission and/or employment policies? If so, describe how these policies are made known to applicants, interns, supervisors, and staff before their application to or affiliation with the program.

Self-Study Prompt

I.D.1: Cultural and Individual Differences and Diversity

- How does the program evaluate and demonstrate the adequacy and sufficiency of its training resources, processes, procedures and methods in relation to its training aim(s), expected competencies, and outcomes? How has the program used this information to modify its training processes or resources?
 - **TIP: Remember to use examples!**

Self-Study Prompt

I.D.1

- Describe how the program acts to ensure a supportive and encouraging learning environment appropriate for training diverse interns and providing training opportunities with diverse individuals, including consideration of the attitudes of residents toward diverse individuals.
 - **TIP: Be authentic about areas in which you excel and areas of growth.**

Self-Study Prompt

I.D.1

- Explain how the program avoids any actions that would restrict program access on grounds that are irrelevant to success.

Self-Study Prompt

I.D.1

- How is respect for cultural and individual diversity evident in the way that the program treats its interns? You may reference information already provided in this self-study.

Self-Study Prompt

II.A Required Profession-Wide Competencies

- Demonstrate how the program ensures that it prepares interns to navigate cultural and individual differences in research and practice, including those that may produce value conflicts or other tensions arising from the intersection of different areas of diversity.
 - **TIP: Consider including questions in your formal evaluations that target training and climate related to diversity.**

Self-Study Prompt

III.A.2: Recruitment of Interns who are Diverse

- Describe the program's efforts to attract diverse interns. What does the program do to recruit diverse interns?
 - Efforts, not outcomes
 - Recruitment of diversity, not avoidance of discrimination
- Describe how the program reviews how successful it is at providing training opportunities appropriate for the training of diverse individuals and makes changes as appropriate.
 - Formal and informal reviews
 - Frequency of evaluations and how/when changes are made

Self-Study Prompt

IV.B Faculty/Staff Diversity

- Describe the program's efforts to attract and retain diverse staff. What does the program do to recruit diverse staff?

TIP: Remember to focus on the PROGRAM's efforts, not just institutional efforts.

Supporting Materials

- Supporting Materials
 - Institutional, agency, and program policies and procedures on nondiscriminatory recruitment and personnel practices
 - Samples of staff and intern recruitment announcements to document diversity efforts
 - **TIP: Consider creating sample recruitment announcements if you have not specifically addressed diversity in the past.**

Recruitment & Retention Ideas

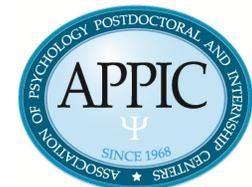
- Use of diversity focused list-servs
- Outreach to specific doctoral programs or APA/APAGS groups
- Internal and external pipeline building (e.g., career development fairs with diverse populations)
- Diversity-focused brown bag lunches, meetings, or journal clubs
- Didactics inclusive of diverse staff
- Diversity-focused didactics
- Diversity Advisory Committee or Diversity Consultant
- Mentorships for diverse interns/faculty members
- Advertisements on radio stations that reach diverse populations (e.g., Spanish-language stations)

Value of Diversity

- Follow-up by CoA on diversity efforts is likely
- Active thinking, implementation, and review of processes should be ongoing and prioritized

Thank You!

For questions about the content of this presentation, please contact
Clover Educational Consulting Group
Email: accreditationsupport@clovered.org



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