

ID-PIC'S DIVERSITY DEVELOPMENT DIGEST

Volume 1: March 11, 2021

Diversity Committee Updates

ID-PIC's Diversity Subcommittee (DS) is scheduled to disseminate its next **Diversity Climate Survey** during the week of July 20th, 2021.

It is now time to update our faculty bios to incorporate new information about our roles as faculty of ID-PIC and to find ways to convey diversity and/or our value for diversity through the content of our bios. A firmer deadline will be discussed at the next DS meeting on 04/01/21, but for now faculty should strive to get updates done sometime before ID-PIC's next cohort orientation in July 2021. Please send your updates to Dr. Susan Martin.

In response to feedback following ID-PIC's mock site visit and in preparation for APA accreditation, the DS is committed to work with all site training directors to facilitate the articulation of how each of their individual agencies manages diversity issues and fosters multicultural inclusion. To accomplish this, Dr. Martin, Dr. Radcliffe and Dr. Stegenga will be providing example handouts via email in the near future to help guide the development of your own handouts that can be made available to agency administrators as a study guide for the official APA site visit.

Community Updates

Administration at State Hospital South (SHS) has approved the creation of a **Task Force for Cultural Inclusion (TFCI)** this week. The TFCI will meet monthly to explore ways in which SHS can change to be more culturally inclusive and sensitive for both staff and patients through the examination of current

standards of practice, policies and components of SHS's physical environment.

Diversity Training Opportunities

The Idaho Psychological Association (IPA) is hosting its IPA Annual Convention via a Zoom webinar on April 16th, 2021 from 8:30AM to 4PM & on the 17th, 2021 from 8:30AM to 3:30PM. The webinar subject will be **Overcoming Barriers and Improving Effectiveness: Working with Latinx and Migrant Populations**. CE credit is available. To register please visit <https://www.idahopsych.org>.

The Seneca Institute's Web-based Training and Consultation is hosting the following **webinars (with no CE credits available)** at a cost of \$19 each:

Embracing Diversity-Cultural Competency Webinar (upcoming dates are in March, April, and May)

Sexuality & Developmental Disabilities Webinar (upcoming dates are in March, April, and May).

Registration can be found at: <https://www.tickettailor.com/events/seneca-institute>.

Currently, the following **video on-demand/online CE courses** are available through the American Psychological Association's Education webpage:

Gender Diversity at Intake: Knowledge, Awareness, and Skills for Trans Affirmative Practice (2.5 CEs; \$45 for members).

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Trauma-Informed Culturally Competent Care in an Integrated Health Setting (2.5 CEs; \$45 for members).

Strategies for Broaching the Subjects of Race, Ethnicity, and Culture with Clients (2.5 CEs; \$45 for members).

Register for these at: <https://www.apa.org/education/ce>

Q & A

Q: What's with this new trend of including "(he/his/him)", "(she/hers/her)", or "(they/them/theirs)" in your email signatures and in your videoconferencing usernames?

A: This practice is to normalize the act of explicitly stating one's preferred pronouns and to help minimize the experience of feeling othered for individuals who are transgender, nonbinary, gender fluid, gender queer, intersex or questioning. Individuals who are cisgender may take for granted that they often are not burdened by the need to provide this type of clarification to others with whom they interact on a daily basis. This practice also brings to light how mainstream culture can change to be less cisnormative towards those who are not cisgender. In other words, this can reduce the risk of someone being misgendered, thereby reducing any associated dysphoria.

Recommended Reads

Akbar, M. (2017). *Urban trauma: A legacy of racism*.

Di Angelo, R. (2018). *White fragility: Why it's so hard for White people to talk about racism*.

Alexander, M. (2020). *The new Jim Crow: Mass incarceration in the age of color-blindness*.

Recommended Viewings

The **Black Men in White Coats** screening event will be hosted by Dr. Susan Martin, PsyD on March 17th, 2021 at 7:00 PM. Find the Indie Screening Virtual Movie Events webpage at this URL: <https://indiescreening.com/screenings/459>.

Dorothy Robert's TEDMED video found on YouTube, **The Problem with Race-Based Medicine** (14:36 min.).

The Netflix series, **Amend the Fight for America** reviews the history of the 14th amendment in the constitution as it has been applied to the expansion of rights to equality and protection under law for various minority groups in the US.

Community Resources

The following is a list of **interpretive services** available to the Idaho community: CTS Language Link, Voiance Language Services, iN DEMAND and Cyracom.

For a **standardized assessment** of cognitive abilities that **requires no verbalized instructions** from the examiner and **no verbalized responses** from the examinee, the Leiter International Performance Scale, Third Edition (LEITER-3) can be found at parinc.com.

To find **legal aid services, emergency food, domestic violence help, and seniors and caregivers connections** throughout the state of Idaho go to: <https://aging.idaho.gov/crisis-resources/>.