

## ID-PIC'S DIVERSITY DEVELOPMENT DIGEST

### Vol. 1, Issue 3: May 14, 2021

#### Diversity Subcommittee Updates

It is now time to update your faculty bios to incorporate new information about your roles in ID-PIC that convey diversity and/or our value for diversity through the content of your bio. The deadline for submitting your changes to Dr. Martin is 06/01/21.

The deadline for **submitting your didactic presentation abstract changes** to Dr. Martin is also 06/01/21. For more information related to what you should consider as you review your presentations see last month's newsletter issue for a list of review questions inspired by APA's **Race and Ethnicity Guidelines in Psychology: Promoting Responsiveness and Equity**.

#### Community Updates

The **Committee on Sexual Orientation and Gender Diversity (CSOGD)** of the American Psychological Association **annually presents one or two Outstanding Achievement Awards** to recognize psychologists for significant contributions to the mission of CSOGD. Nominees may have made significant contributions to CSOGD's mission either through direct CSOGD service or through independent work. The contributions may be of a scientific, clinical, professional, educational, leadership, or political nature. The committee particularly welcomes nominations of psychologists whose work centers black, indigenous, and/or people of color, bisexuals, LGBTQ people with disabilities, transfemme and/or non-binary people, and other LGBTQ people who live at the intersections of multiple systems of oppression.

All nominations should include:

- A letter of nomination including a brief description of the specific achievements and contributions of the nominee (500-word maximum),

- A current curriculum vitae, and
- The names of three people who have been asked by the nominator to send reference letters by the May 31 deadline.

The deadline for receipt of nominations is May 31. Send nominations and supporting materials to [osogd@apa.org](mailto:osogd@apa.org).

The APA has also released an expedited **call for nominations of transgender women and other applicants** for the Task Force to revise and update the **APA Guidelines for Psychological Practice with Transgender and Gender Nonconforming People** which will expire in 2022. This Task Force will consist of 11-12 psychologists (or other healthcare professionals) inclusive of two co-chairs. Applicants should have strong writing skills and the ability to collaborate well with others. Materials should be submitted by email by close of business May 30, 2021, to the Sexual Orientation and Gender Diversity Portfolio: [osogd@apa.org](mailto:osogd@apa.org).

For information about application requirements visit <https://www.apa.org/pi/lgbt/index>.

#### Diversity Training Opportunities

Idaho State University's 2021 Online Wellness Symposium will feature the topic: **The White Therapist's Journey with Ethics and Cultural Competence as they relate to Racial Identity** for 4 Ethics CE hours. This presentation will take place on 05/20/21 from 8AM to 12:55PM.

Registration can be found at <https://www.isu.edu/ctc/education-and-resources/training-and-workshops/>

A live interactive webinar on the topic of **Trauma-Informed Responses to Racial Injustice** for 6.25 CE credits, hosted by PESI will take place on

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05/18/21 at 8AM Central Time. An on-demand digital seminar version will also be made available. Registration can be found at 800-844-8260 or at [pesi.com/webcast/84963](http://pesi.com/webcast/84963)

**Improving Cultural Competency for Behavioral Health Professionals** (5 CE hours) is a free online training provided by the US Department of Health & Human Services.

Access to this training can be found at: <https://thinkculturalhealth.hhs.gov/education/behavioral-health>.

### Q & A

Q: What are the motives for increasing diversity at learning and training institutions?

According to the literature, there have been two motivating factors identified: an instrumental rationale and a moral rationale (Huber, 2021). The instrumental rationale states that nondominant perspectives enrich the intellectual experience, while the moral rationale seeks social justice and wants to increase access for nondominant groups to quality education and professional opportunities. The latter when expressed via diversity statements was found to be less threatening to White students/trainees, and the former was preferred by Black trainees. In summary, the diversity and inclusion efforts within a program may be serving to advance majority group interests if their motives go unchecked (Huber, 2021).

### Recommended Reads

National Latinx Psychological Association (2020). **Ethical guidelines of the National Latinx Psychological Association.** *Journal of Latinx Psychology*, 8(2), 101-111.

Bernal & Domenech (2012). **Cultural Adaptations: Tools for Evidence-Based Practice with Diverse Populations.**

Arredondo, P, Gallardo-Cooper, M., Delgado-Romero, E., & Zapata, A. (n.d.), **Culturally Responsive Counseling with Latinas/os.** Wiley publishing.

Huber, R. (2021). **Common approach to diversity in higher education reflects preferences of White Americans.** *Princeton School of Public and International Affairs, Princeton University.* <https://www.princeton.edu>.

### Recommended Viewings

**Culturally Sensitive Counseling with Latinos**, a live clinical demonstration can be found at:

<https://www.psychotherapy.net/video/culturally-sensitive-counseling-latinos>

**Niños de Papel**, an online screening of and live discussion with experts about this YouTube original documentary will take place on 08/19/21 at 5PM PT/8PM ET

For a look at the lives of undocumented immigrants living in the United States, check out the Netflix docuseries **Living Undocumented** (2019).

Myers, V. (2014 November). **How to overcome our biases? Walk boldly toward them** [Ted Talk video]. TEDxBeaconStreet.

[https://www.ted.com/talks/verna\\_myers\\_how\\_to\\_overcome\\_our\\_biases\\_walk\\_boldly\\_toward\\_them#t-178609](https://www.ted.com/talks/verna_myers_how_to_overcome_our_biases_walk_boldly_toward_them#t-178609).

### Community Resources

The **Arredondo Advisory Group** offers consultation services related to cultural competence when working with clientele of diverse backgrounds. Their services can be found at [www.arredonoadvisorygroup.com](http://www.arredonoadvisorygroup.com)

**American Sign Language (ASL) interpretive services** through video conference can be found at <https://deafink.interpretmanager.com>