

## ID-PIC'S DIVERSITY DEVELOPMENT DIGEST

### Vol. 2, Issue 2: August 18<sup>th</sup>, 2021

#### Diversity Subcommittee Updates

ID-PIC's new **Intern Diversity Subcommittee Representative** is Ashley Harrinauth, MA. Welcome Ashley, and thank you in advance for your service on the committee!

**ID-PIC's Diversity Climate Survey** was completed this past July. When comparing survey responses from January 2021 to July 2021, the number of respondents dropped from 8 to 6 and we showed marginal improvements in: sense of belonging, adequacy of diversity training, and demonstrated value for diversity.

#### Community Updates

The month of September is **Hispanic Heritage Month!** It is observed from 09/15 to 10/15, because this period of time coincides with when several Latin American countries celebrate their independence day and with el Día de la Raza (AKA: Indigenous Peoples Day, formerly known as Columbus Day). Its observation started in 1968 as a week under Lyndon Johnson and expanded to a month in 1988 under Reagan (<https://www.hispanicheritagemoth.gov/about/>).

The Jewish holiday, **Rosh Hashanah** begins on 09/06/21. It is the start of a 10-day period of prayer, making amends, introspection and repentance commemorating earth's creation and marks the Jewish New Year (<https://www.history.com/topics/holidays/rosh-hashanah-history>).

The Jewish holiday, **Yom Kippur** begins on 09/15/21 following Rosh Hashanah. It is the Day of Atonement and considered the most sacred Jewish holiday. It is typically observed by refraining from work, and with a 25-hour fast, and a special synagogue service (<https://www.history.com/topics/holidays/yom-kippur-history>).

#### Legislative Events

The **US Census Data from 2020** was released on 08/12/21 and indicated the following changes in Idaho compared to 2010 (Norimine, 2021). Idaho's population grew by 17.3%, ranking 2<sup>nd</sup> in the US for largest growth. The percentage of White, non-Hispanic individuals dropped from 84% to 79%. The Hispanic population grew from 11% to 13%. Individuals who identified as multiracial tripled. Meridian was the fastest growing city from a population of 75K to 117,635. Boise's Black population grew by 77%, Hispanic by 46%, Asian by 30%, multiracial by 130%, and White, non-Hispanics by 6%.

With that said, officials warn that the "white" population may still have been overcounted due to category definitions, pandemic related issues that left more vulnerable individuals "behind in the count", and high government distrust among people of color during the Trump administration.

Norimine, H. (2021). The 2020 U.S. census data is out, and here's what it says about fast-growing Idaho. *Idaho Statesman*. <https://www.idahostatesman.com/news/north-west/idaho/article253443294.html>.

#### Recommended Reads

(2021). **Breaking Barriers to recovery from addiction for the LGBTQ+ Community**. National Network to Eliminate Disparities webpage. <https://nned.net/9169/>.

(2021). **Humans first: Black women athletes like Simone Biles continue to face an uphill battle when it comes to mental health**. National Network to Eliminate Disparities webpage. <https://nned.net/9326/>.

#### Recommended Viewings

(2021). **Adapting to the Behavioral Health Needs of Underserved and Racially/Ethnically**

**Diverse Youth.** Free Webinar at: <https://www.youtube.com/watch?v=wEgyx6FtReg>.

(2019). **Moving Forward: Diverse Community Perspectives and Strategies on Trauma, Healing and Trust.** Free webinar at: [https://www.youtube.com/watch?v=KD5Gq\\_0-yUs](https://www.youtube.com/watch?v=KD5Gq_0-yUs).

(2019). **Workplace Environment Matters: Strategies to Support & Retain Behavioral Health Staff Providing Services to Diverse Ethnic and Racial Populations.** Free webinar at: <https://share.nned.net/2019/04/workplace-environment-matters/>.

## Community Resources

The APA has a **Minority Fellowship Program (MFP)** aimed at providing professional development activities and opportunities for postdoctoral trainees and early career professionals. To learn more about the MFP go to: <https://www.apa.org/pi/mfp/index>.

The APA features a **Leadership and Education Advancement Program for Diverse Scholars** which trains fellows how to submit high quality grant applications to support their research and leadership developments. For more info go to: <https://www.apa.org/pi/mfp/leap>.

## Ashley's Corner

Diversity tends to be a complex topic. Many people become increasingly uncomfortable when they are confronted with diversity topics. Some people may think diversity extends only to race and ethnicity. As psychologists (or almost in this case), our training emphasizes cultural humility and cultural competency.

For us to have those difficult conversations with others, we need to be willing to have those

conversations with ourselves. In what ways do we individually hold power and privilege? What are some ways in which we do not? **The ADDRESSING Framework** developed by Pamala Hayes (2008) looks at the cultural complexities that individuals hold.

This concept can be easier if it is broken up into small parts. The purpose of this article is to introduce the reader to the ADDRESSING framework and to challenge them to look at where they align with their personal identities.

Age and generational influences: Baby Boomers. The MTV Generation. Generation X. Generation Y. Millennials. What does all this mean in the grand scheme of things? How does one's age include the way that they see the world? More specifically, mental illness? How does one's age influence the emphasis that will be placed on psychotherapy or psychological testing?

Developmental disabilities: How do we as clinicians interact with someone who has developmental disabilities? Are we able to understand their viewpoints and perspectives? What are some legal and ethical considerations for working with folks with developmental disabilities?

Disabilities – acquired: What does access to your office look like for those who need additional assistance? What are some things to be mindful of when working with someone who has an acquired disability? What language should we be using while identifying needs?

Have you had a chance to personally explore these identities for yourself? What did you notice? What came up for you?

Next month we will continue exploring the ADDRESSING framework.

-Ashley Harrinauth, MA