

ID-PIC'S DIVERSITY DEVELOPMENT DIGEST

Vol. 2, Issue 3: September 30th, 2021

Diversity Subcommittee Updates

This month, the Diversity Subcommittee was able to contribute well-received responses to the APA/CoA site visitors' questions about ID-PIC's diversity management efforts. Great job everyone!

Recommended Viewings

(2021). **Creating and Enhancing Pathways to a Racially/Ethnically Diverse Behavioral Health Workforce.** A free webinar at: <https://nned.net/9192/>

Racism, Systemic Oppression, and Health Disparities: How to Engage in Effective Allyship and Build Anti-Racism Practices. Find via Google search to view this free webinar. (The URL was half a page long).

Privilege, Oppression and Allyship: An Introduction for Health Researchers. This presentation is found at:

<https://www.youtube.com/watch?v=yiWZK2Ax F7M>

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/>.

Q & A

Q: What do POC and BIPOC mean and should we use these acronyms?

A: POC stands for people of color, and BIPOC stands for Black, Indigenous, and people of color (Hampton, 2019; Meraji, Escobar, & Deverajan, 2020). Both acronyms have fallen out of favor in literature and speech, although they initially started with the intention of creating a sense of solidarity among people who are not White and of humanizing ethnic groups who have been historically dehumanized.

This is because such acronyms are now seen as resembling the term colored from the Jim Crow era, as displays of performative wokeness or politeness, and as euphemisms used when White individuals are uncomfortable with saying Black, or serve the function of minimizing the risk of misidentifying someone's race-ethnicity (Hampton, 2019; Meraji, Escobar, & Deverajan, 2020). They are seen as short cuts that obscure the issues specific to different communities. For example, POC and IDPOC overlook colonial violence against Indigenous Americans, the enslavement of Black people and overlook current effects of racism that "disproportionately affect Black and Indigenous people" (Meraji, Escobar, & Deverajan, 2020). These acronyms are also not preferred by people who are "white-passing" such as Arab Americans or biracial people because they may not have experienced the same forms or levels of oppression as other people of color (Meraji, Escobar, & Deverajan, 2020).

Community Resources

Search for **cross-cultural validation studies** through the APA. The APA offers a tool called PsycTESTS that you can use to find and learn about assessment instruments. PsyTESTS can be found at:

<https://www.apa.org/pubs/databases/psyc-tests/index>