

Our Commitment to Diversity

Our Psychology Work Community's Values

We believe that for our psychology work community to be excellent, we must be attentive to individual and cultural diversity.

We value, appreciate, encourage, and support diversity in our work community.

We value cultural competence with regard to all interactions (e.g., between peers/colleagues, with supervisors and supervisees, and with consumers/patients) and in terms of our scholarly endeavors.

We value a work community in which our members

- Are knowledgeable about diversity, in the broadest sense, including with regard to age, gender, gender identity, race, ethnicity, culture, national origin, immigration status, religion, sexual orientation, disability, language, and socioeconomic status, etc.
- Develop the skills to interact and conduct scholarly inquiry in a fashion that is culturally sensitive
- Strive to be culturally sensitive, in the broadest sense
- Prioritize having both an awareness of and a sensitivity to individual and cultural diversity in all of their professional and personal encounters and activities
- Demonstrate awareness of self as shaped by individual and cultural diversity and context, as well as own assumptions, values, and biases
- Demonstrate an awareness of the interaction of self and others as shaped by individual and group cultural diversity and context
- Engage in applications of professional psychology's foundational and functional competencies with a recognition of and sensitivity to individual and cultural context
- Learn about and understand different cultures and worldviews and how others are shaped by individual and group cultural diversity and context
- Respect one another's culture in the broadest sense
- Create a safe environment to explore cultural similarities and differences and how these influence our experiences, perceptions, values, and interactions

Strategies for Positive Engagement

The following are strategies that can facilitate positive and productive engagement regarding diversity within our work community:

- Pursue in an ongoing fashion greater knowledge about diversity and more skills in being culturally sensitive
- Engage in ongoing self-reflection
- Be open to sharing and learning
- Actively talk about diversity
- Share one's own cultural background in a fashion that reflects an awareness of oneself as a cultural being
- Speak from own cultural experiences
- Ask questions thoughtfully and respectfully to learn about and understand other's cultural experiences
- Infuse diversity in all educational, clinical, and scholarly endeavors and interpersonal interactions

Rationale for Engagement Guidance Regarding Diversity and Cultural Competence

Despite our intentions and efforts to be culturally competent in our interactions or scholarly endeavors, sometimes our actions are experienced by others as culturally insensitive, culturally disengaged, or disrespectful. At such times, receiving thoughtful and kind feedback and engaging in a meaningful dialogue about this input and the experience that led to this discussion can be an invaluable personal and professional learning and growth experience. In addition, giving such feedback and engaging in a meaningful dialogue about the input and the experience that led to the discussion also can be an invaluable personal and professional learning and growth experience. We do not believe it is optimal to opt out of engagement regarding diversity challenges, but rather we support moving toward these challenges, as such efforts are likely to enhance the personal and professional lives of all concerned parties.

Engagement Guidance Regarding Diversity and Cultural Competence

Efforts to engage in a meaningful and productive fashion with regard to diversity and culture competence are most likely to be effective if they occur in the context of a safe space. A safe space is an empowering context in which individuals have the freedom to speak openly and honestly and to have their thoughts and feelings listened to and

heard. It is not always a comfortable environment, but must always be a respectful one. To facilitate a safe environment for the provision and receipt of cultural feedback, we have developed the following Engagement Guidance Regarding Diversity and Cultural Competence. This guidance is intended to evolve and thus we welcome feedback for improving upon it.

- If you experience an interaction with a colleague(s) in the workgroup (e.g., intern or postdoc class, clinical research team, interdisciplinary clinical team) that you believe or feel could have taken place as a more positive cultural experience, one approach is to privately meet with the individual(s) and share your experiences of the interaction, what it meant to you, and how it felt to you. Please provide the feedback in a nonconfrontational and nonjudgmental fashion, being mindful that receiving cultural feedback can be a challenging experience.
- If you are the recipient of cultural feedback, please be as open and nondefensive in your receipt of the feedback as possible. Having a number of feelings about the feedback is understandable (e.g., possibly discomfort, shame, guilt, anger, appreciation, etc.), and you can share these emotions with the party(parties) providing the input, along with other responses and reactions that you may have to the input. Please share your experiences of the interaction in question, what it meant to you, and how it felt to you. Please be mindful that providing cultural feedback can be a challenging experience.
- Once both parties have shared their experience of the interaction, it is advisable for each party to have the opportunity to ask further questions, seek clarification, and share at a deeper level in response to such inquiries. Doing so can facilitate the co-creation by the parties of a comprehensive, in-depth, and shared understanding of the encounter. Once a more shared understanding is developed, the parties should discuss possible strategies for modifying the interaction in the future to make it more mutually positive and culturally sensitive.
- It is recommended that after such a cultural encounter that the parties take one week to each process the experience separately and with the support and consultation of trusted colleagues. During this time, it is important to reflect upon one's own contribution to the situation and what one learned from the experience.
- Following this week of self-reflection and consultation, it is important that both parties set a time to re-engage with one another and process the situation as openly and nondefensively as possible.

- In those rare instances in which the involved parties are not able to effectively process the situation, one or more parties are welcome to invite others to join the dialogue, with the goal of benefitting the discourse. This can be informal or more formal mediation.
- If appropriate, with mutual consent from all involved parties, bring to the relevant workgroup what each party learned from the situation that can benefit the activities or learning of the workgroup.