

## Commitment to Diversity, Equity, and Inclusion

“Of all forms of inequality injustice in health care is the most shocking and inhumane.”

-Dr. Martin Luther King

Our primary mission is to provide helpful, warm, and culturally humble care to patients and their families. Our patients come from a variety of different backgrounds, histories, and experience different aspects of privilege and oppression that we must understand in order to provide the type of care we strive to give. We recognize that there is no one way to be an effective child psychologist and we seek to train a diverse and unique group of individuals who are representative of the patient populations we work with.

We expect our supervisors and trainees to engage in ongoing examination of their own biases and actively discuss and understand the intersection of systems of oppression and social determinants of health on creating and sustaining health disparities. Our goal in this is to identify actions we can take as individuals, an institution, and a profession to improve diversity, equity, and inclusion in both psychology training and health care.

Below are some examples that illustrate our action efforts in diversity, equity, and inclusion:

- Developed mentorship program for students of color to receive mentorship from a psychologist of color.
- Supervisors discuss themselves as cultural beings. Trainees have the opportunity to do the same by participating in a cultural sharing series during the training year.
- Increased the frequency of diversity didactics across the training year.
- Supervisors engage in a monthly diversity dialogue to reflect on biases and discuss ways to improve diversity and inclusion in training.
- Trainees meet individually with a visiting professor who is a nationally recognized expert/contributor in the field of DEI (Ruth Fuller Lectureship).
- Trainees have the opportunity to participate in a DEI-focused book read with other professionals in the organization. Recent books include *How to Be an Anti-Racist* and several children’s books (*Alma and How She Got Her Name* and *Fry Bread*).
- Revised our application review and interviewing processes to reduce bias in our selection criteria.
- Opportunities to provide clinical services and supervision to an extern in Spanish and an associated Spanish--speaking supervision group (COLEGAS).