



VA PSYCHOLOGY  
LEADERSHIP CONFERENCE

# Multicultural Issues in Psychology Training

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THE WESTIN RIVERWALK

SAN ANTONIO, TEXAS

# Discussion Panel Members

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# Objectives

- ▶ Explore strategies for increasing emphasis on Diversity training for both trainees and faculty within psychology training programs
- ▶ Discuss approaches for recruiting and retaining diverse trainees and staff
- ▶ Outline preferences and attitudes of trainees in the application process with a focus on highlighting diversity offerings within programs that appeal to trainees

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1. Recruitment Strategies
  2. Diversity Training Methods
  3. Trainees' Perspectives
  4. Challenges



OVERVIEW

# 1. Recruitment Strategies

- ▶ Training materials (e.g., brochure, handbook, APPIC listing, training website)
- ▶ Selection and interviews/application materials
- ▶ Emphasize diversity/multicultural training during Open House
- ▶ Listservs with an emphasis on diversity/multiculturalism (AVAPL POC & Allies, APA Divisions, ABPsi chapters, NLPA, etc.)
- ▶ Local psychology associations

## 2. Diversity Training Methods

- ▶ Diversity committee
- ▶ Educational workshops/ didactics (for staff & trainees)
- ▶ Diversity rotations/training activities
- ▶ Journal Clubs
- ▶ Experiential exercises
- ▶ Cultural immersion
- ▶ Role plays
- ▶ Using case scenarios
- ▶ Self-Reflections

# Role of Diversity Committee(s)

- ▶ Membership (Staff vs Staff & Trainees)
- ▶ Determining the scope of the committee (Trainees vs Staff & Trainees)
- ▶ Involvement with Training Committee(s)
- ▶ Training Director Membership vs Maintaining separation

# Evaluation

- ▶ Surveying interns at the beginning and end of the year
- ▶ Assessing supervisors on attention to diversity
- ▶ Evaluation of multicultural training program
  - ▶ Cultural knowledge
  - ▶ Awareness
  - ▶ Attitudes
  - ▶ Skills



# Minneapolis VA Diversity Seminar Evaluation

- ▶ To what extent did you feel the diversity coursework in your graduate program provided you with the skills necessary to provide psychological services to diverse clients? (0-100)
  - ▶ Mean- 39.0
- ▶ Baseline, midyear, end of year
  - ▶ Cross-cultural Counseling Inventory- Revised (LaFromboise, Coleman & Hernandez, 1991)
    - ▶ 20 items
    - ▶ 6 point Likert scale (1- strongly disagree to 6- strongly agree)

# Self-rated Cross-cultural Clinical Skills

Item	Baseline Mean	Midyear Mean
Ability to identify what cultural information is missing/needed.	3.92	5.00
Knowledge of where to find cultural reference information.	4.08	5.11
Ability to take a meaningful cultural history when interviewing a client	3.33	4.78
Ability to generate a cultural conceptualization/formulation	3.58	4.67
Ability to generate a culturally informed treatment plan.	3.25	4.56
CCI-R Total Score	90.17 (range 80-108)	98.22 (range 89-112)

# Other methods for training multicultural competence

- ▶ What are other programs doing?
- ▶ What's seemed effective?
- ▶ How have you gauged outcomes?



### 3. What matters to trainees?

# Trainee's Perspective: Post Matching

- ▶ Supportive and knowledgeable supervisors
  - ▶ How to handle microaggressions, difficult interactions with clients, etc.
- ▶ Cultural awareness and support from peers
  - ▶ How they can be allies
- ▶ Multicultural mentorship/matching
  - ▶ Classic Mentorship vs. Sponsorship Model (Ibarra, Carter & Silva, 2010)

# VAPTC's MDC Trainee Survey

## 1. What factors are important in recruiting diverse trainees?

- Financial
- Future employment/position
- Geographical restriction/Proximity to family
- Location
- Quality of life
- Site related factors/Prestige
- Research opportunity

### Diversity Related Factors

- ▶ Diversity of patient population
- ▶ Diversity of faculty and trainees
- ▶ Culture of inclusivity
- ▶ Opportunities to engage with issues of diversity in various areas (e.g., psychotherapy, assessment, etc.)
- ▶ Diversity of local culture


## 2. What are the best recruitment methods?

- ▶ Advertisements on message boards of minority focused organizations
- ▶ Receiving correspondence via APA Minority Fellowship program
- ▶ Being listed in APPIC/Universal Psychology Postdoctoral Directory (UPPD)
- ▶ Accreditation/listing by specific organizations (e.g., APCS)
- ▶ Word of mouth/personal connection- knowing previous trainees, etc.
- ▶ Signals that diversity is important
  - ▶ Diversity statement in the brochure
  - ▶ Presence of diversity committee, seminar, mentorship, training opportunity
  - ▶ Statistics of staff of diverse background

# 4. Challenges

- ▶ Training staff lack knowledge or do not see the relevance of incorporating diversity factors into supervision
- ▶ Assessment – interns report less emphasis on diversity issues and factors in assessment supervision; want more training on multiculturally competent assessment methods
- ▶ Re: advertisement, local psychology association has disallowed advertising open staff positions, which creates a barrier to recruiting diverse staff





What challenges are you  
experiencing in your  
program(s)?

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