



Designing and Implementing a Diversity, Equity, & Inclusion Committee

Dr. Danielle Lespinasse

Licensed Clinical Psychologist

Co-lead Behavioral Health Diversity Team

Chair Diversity & Inclusion Executive Committee

Michael J. Crescenz (Philadelphia) VA



Diversity, Equity, & Inclusion at the Michael J. Crescenz VAMC

- Training and Education for Psychology Trainees
- Hiring more diverse staff for Psychology Department
- Behavioral Health Diversity Team
- Diversity & Inclusion Executive Committee

DEI Committee Roadmap

- Take inventory
 - Education, Consultation, Workforce shifts or support
- Find your engines
- Align with initiatives that are important for your service/facility
- Partner with key stakeholders
- Notice opportunities as they evolve

Potential Roadblocks

- Change takes consistent effort
- Lack of knowledge/understanding
- Feeling unsafe to be vulnerable
- Intrinsically challenging a systemic way of thinking
- Lack of time
- This work is tiring, especially when it feels like progress isn't being made





Thank You