

## Designing and Implementing a Diversity, Equity, & Inclusion Committee

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

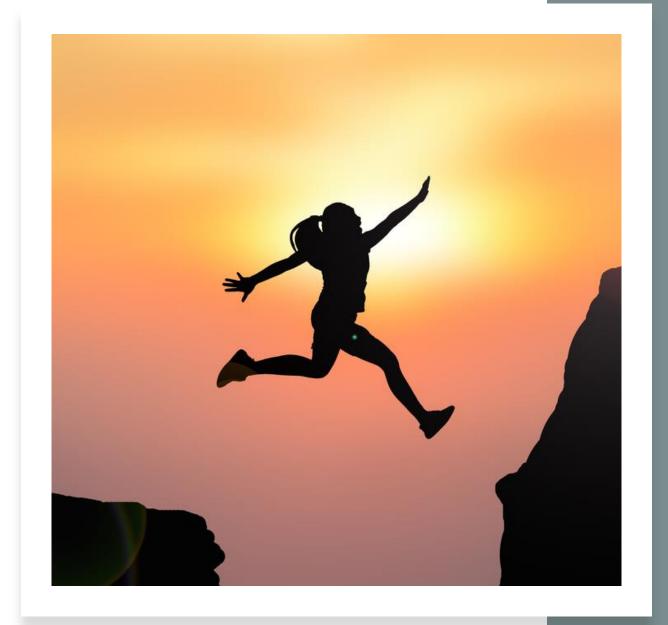
- Training and Education for Psychology Trainees
- Hiring more diverse staff for Psychology Department
- Behavioral Health Diversity Team
- Diversity & Inclusion Executive Committee

## 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