

Culture of Inclusivity

The Psychology Service at Hines VA is committed to being inclusive and promoting diversity among staff and trainees. Our Psychology Diversity, Equity, & Inclusion Committee works towards enhancing diversity related to education and training for both staff and trainees, providing consultation for diversity issues as they relate to patient care and clinical supervision, and assisting with hiring and retention of diverse staff.

We value fostering an atmosphere of *inclusion, respect, and equality*. We also value the range of diversity and intersectionality represented by our supervisory staff.

The training program offers trainees multiple structured and unstructured ways to explore diversity and culture and encourages all supervisors to be welcoming of, and solicit, these discussions and self-reflection in the context of patient care/conceptualization and professional development. DEI topics are also a core component of the general seminar series for fellows and interns.

"One of my main training goals was to be more mindful of the role of culture in my case conceptualization and more critically evaluate how my identities impact my clinical work and therapeutic relationships. The diversity and inclusion seminars and didactics were spaces that helped me to grow and learn ways to practice allyship both in and out of the therapy room. I really valued those experiences during my internship year!" – Recent Trainee

LEARNING OPPORTUNITIES

Courageous Conversations for Change (CCC)

CCC is a series of small group experiences to discuss and process topics related to diversity, inclusion, and equity. Fellows and Interns each meet with their own cohort and each take turns co-facilitating their own group discussions. These groups meet bi-monthly.

Topics have included those from A.A. Singh's "The Racial Healing Handbook":

- Know Your Racial Identity
- Breaking Out of Racial Socialization - Acts of Freedom & Liberation
- (Re)learning the History of Racism

"In reflecting on my experiences with the diversity & inclusion committee, I have been grateful to have my understanding of the impact of cultural factors expanded through rich discussions. I like that I am challenged to get out of my comfort zone with topics that are crucial to informed patient centered care. I think the Hines committee does a wonderful job remaining sensitive to the impact of these factors while encouraging trainees to become more culturally responsive providers and to practice antiracism."
– Recent Trainee

Diversity, Equity, & Inclusion Learning Series (DEILS)

This bimonthly series is open to all psychology staff and required for fellows and interns. This series involves bimonthly seminars which highlights an area of diversity about a variety of topics. We strive to promote an open and non-judgmental atmosphere and active participation and discussion is encouraged from all attendees. Discussion focuses on the promotion of cultural humility, civil courage, curiosity, and developing multicultural awareness.

Monthly National Diversity Seminar Series

This series provides a forum for psychology trainees (required for fellows; optional for interns) to enhance their knowledge about issues related to diversity and multiculturalism. The seminar is currently a consortium of 13 VA training sites. Seminars are designed to be less didactic in nature and instead intended to facilitate higher level dialogue. Fellows take turns to facilitate the local site discussions. Optional for interns.

Examples of seminar topics:

- Ethical and diversity considerations when utilizing telehealth in psychological practice
- Skills for talking about race in clinical practice
- LGBTQ allyship and skills for addressing anti-LGBTQ attitudes and behaviors
- Working with politically charged Veterans
- Providing culturally competent supervision as psychologists
- White fragility in clinical practice
- Health status discrimination



PSYCHOLOGY DIVERSITY, EQUITY, & INCLUSION COMMITTEE

Hines VA Psychology Diversity, Equity, & Inclusion Committee welcomes fellows and interns to join our monthly committee meetings (2nd Wednesdays 2-3pm) and be participating members of the committee for the duration of their training year. Opportunities can include observing committee meetings, contributing to our DEI newsletter, projects, surveys, co-leading presentations, administrative, assist in drafting committee statements regarding cultural identity-related events primarily related to events of violence & oppression, etc.