



# HINES VA HOSPITAL PSYCHOLOGY SERVICE

## DIVERSITY, EQUITY, & INCLUSION COMMITTEE

*celebrating strength in diversity*

### What Do We Do?

**Building a culture of inclusion & belonging.** The Psychology Service at Hines VA is committed to being inclusive and promoting diversity among staff and trainees. Our Psychology Diversity, Equity, & Inclusion (DEI) Committee has 15+ staff and postdoctoral fellows and interns. We work towards enhancing diversity, equity, and inclusion as it relates to our workplace climate and education and training for both staff and trainees. We provide consultation for DEI issues as they relate to patient care and clinical supervision, and assist 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 and trainees.**

We offer trainees and staff 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.

### Hines VA Psychology's Commitment to DEI

**Taking a multi-pronged approach to creating an inclusive and supportive environment.** As a Psychology Service, we are aware that we function within a larger culture that has often ignored and shunned the needs of people of minority statuses. We are deeply committed to righting the systemic inequities for oppressed groups. In this process, we vow to work on having a continued awareness of the ways in which we may actively facilitate processes or policies that have suppressed minority groups and the individuals who belong to these groups. We welcome having our eyes opened to what we have ignored. Collectively, we seek to further inclusion and equity for all Veterans, all staff members, and all people. This is daily, effortful, and never-ending work. This is our unwavering pledge to work towards forging a more just world.

#### POINTS OF CONTACT

Co-Chairs

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# DEI LEARNING OPPORTUNITIES

## DEI 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.

## National Diversity Seminar Series (NDSS)

This monthly 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

## 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" and other topics that reflect current events:

- Know Your Racial Identity
- Breaking Out of Racial Socialization – Acts of Freedom & Liberation
- (Re)learning the History of Racism
- Racism and the Great Replacement Conspiracy Theory
- Responding to Microaggressions & Injustice
- Socialization of Gender and the Gender Binary



## Join us on the DEI 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.

"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

"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