

**Diversity Blue Print: An Action Agenda**

**The National Council of Schools and Programs of Professional Psychology**

**Report Presented to Executive Committee  
Westgate Hotel  
San Diego, California**

**August 10, 2010**

## **Diversity Blue Print Process and Outcome**

This Diversity Blue Print (DBP) project would never have happened had it not been for the collective spirit and vision that was shared by the members of the 2008 conference committee. I believe that the NCSPP organization and I am personally grateful for the work that was so ably led by Veronique Thompson as the committee chair, and Diane Adams who brought wisdom and exacting standards, and Dave Cimborra who brought new energy, futuristic eyes and an intelligent humor that sustained us all.

The concept of the DBP was introduced to the delegates of the 2008 conference as a concept. The 2008 Conference Committee (CC) and the Steering Committee, which consisted to the members of the Executive Committee (EC) and the CC embraced that concept and continually made input about the best way to bring focus and results that would benefit the organization. One of the first things that was done after the conference was to appoint a coordinator whose task would be to bring focus to the project. LaTrelle Jackson volunteered for that opportunity using the following statement from the president as her mandate.

“Per the recent minutes of our Spring EC meeting, I am following up on our discussions about the "Blueprint For Diversity" that was announced at the Mid Winter meeting. This Blueprint will be designed to achieve the theme of the conference which is to set in print the initiatives and a revision of goals that will help NCSPP to actualize its diversity agenda. The principles of diversity that have guided the organization for the past twenty years have been framed in terms of parity and ethnic-racial diversity. The Blueprint is calling for a revision that speaks to gender and multicultural diversity as well as an action oriented agenda that is vetted through all of the committees and constituencies of the NCSPP.

The members of the EC are asked to maintain the oversight of the development of this document. I am also asking that the members of my conference committee join the EC as readers and writers of this document. Other members of the organization will be asked to help in places where their unique talents and skills are best suited. This will likely include representatives from all of the committees and caucuses. It is hoped that a document can be ready for review and ratification within the year.

I am asking that Dr. Latrelle Jackson of the Regent University help in the organization and coordination of this task. (there may be a co-coordinator, I wanted to see if Kathy Malloy has a strong desire to work on the women's part of this agenda, and Crystal as someone to work on the data write up from the conference and possible other tasks). One of her/their first tasks will be to develop a plan of action for the completion of the blueprint. She/they and I will prepare a rough outline between now and August. We hope to have something to present to the EC at the Fall Meeting that may also include a conference call with the other members of the 2008 conference committee. We hope to have products to introduce to committees at the 2009 Midwinter meeting and to collect feedback or to write and review products between February and the spring meeting. We would like to release the proposed document for adoption prior to the August 2009 meeting with possible vote on some or all of the Blue Print at that time.

We are eager to get started with this project and look forward to whatever feedback you might have about its course and process. The outcome will belong to all of us.

Best,

Jim Dobbins

La Trelle quickly gave focus and structure by listening to the ideas of the various constituents of the organization about what they thought the products and outcomes of such a project should be.

The following time line was adopted:

- |          |  |
|----------|--|
| 8/12/08  | Introduce the proposal to EC and Committee chairs at meeting   |
| 10/30/09 | NCSPP committees and standing committee discuss the Blue Print   |
| 1/30/09  | Explore possibility of developing a Diversity Vision Statement<br>Committee develop other work/ projects that can be completed in one year |
| 2/30/09  | Surveys on priorities etc and update reports – forwarded to NCSPP<br>President/Executive Committee for review                              |

- 3/30 Individual Committee Mission Statements reviewed for clarity of diversity statement (captured at the Mid-Winter Conference and plans for action or revision proposed)
- 3/09 Short and long term Committee action plans updated, revision of mission statement completed.
- 5/09 Blue Print Survey forms developed and readied for distribution for member
- 6-9/09 Complete reports of surveys and projects. Edit Diversity Blue Print document for final review by EC and ratification by full body in August 09
- 9 – 10 /09 Publication on the Web page and other venues as developed by the Diversity Blue Print Committee

The project actually took three years due to many unforeseen problems, but the EC and especially Jean Chin and Clark Campbell never lost faith nor support for the project. It remains a work in progress, but to date two sets of diversity recommendations are proposed for consideration and possible action by the National Council of Schools and Programs in Professional Psychology (NCSPP). Seven *General* recommendations and ten *Specific* recommendations are presented in the final document. There are three conference products including the narratives of students and a paper on Spirituality and one on Ethnic Racial Diversity. Another paper from Ray Tibus has been promised that focuses on Disability. It would be wonderful if the paper on LGB and Women's issues could also be added to the DBP.

The 2007 – 2010 committee chairs and especially the Executive Committee were important contributors in terms of editing and encouragement. Jean Chin, Clark Campbell, Kathy Malloy,

Sukie McGraw, Kathleen Gathercoal, and Cheryll Rothery-Jackson, Torrey Wilson and Tim Moragne helped sustain the organization's commitment to this project and to bring this document to its present state of completion. Crystal Collier, Mary Beth Kenkel, Steve Lally and Jeff Laiting were instrumental in helping to cull useful information out of the survey data that was framed into the Specific recommendations presented below. The American Psychological Association provided direct support via the Office of Ethnic Minority Affairs in the form of a CEMRRAT grant. The Education Directorate funded travel for one of the featured conference presenters.

#### The Way Forward

The way forward is to have the EC vet these recommendations through a decision making process within the organization. The following email message was sent to The EC as input on how this process might work.

After much long time in coming we are ready to submit to you what we hope is the version of the Diversity Blue Print that is ready for NCSPP deliberation and action. The overview of the attached document is the most essential section as it contains recommendations that form the core of the Diversity Blue Print. It is requested that the EC consider how to best vet this product through the review and governance of the organization. My hope is that the overview part can be circulated at this conference with discussion between the summer and Winter meetings, in preparation for adoption in part or in whole. The other parts could be posted to the web earlier or after the body has a chance to review all of the document.

The EC will likely want to review this in great detail before releasing the recommendations, but the announcement can be made that the DBP document including general and specific recommendations are forthcoming for review and discussion.

I will be at the Summer and Winter meetings. Whatever you need me to do I will be happy to consider as funding and time allow.

It has been a pleasure working on this project and we believe that it gives NCSPP a leadership edge in the field. It will therefore also be important for the EC to consider how to release this good news to the rest of the psychology community. We need to for sure let the Office of Ethnic Minority Affairs know and the Education Directorate, but also the other Directorates and CCTC.

Thank you for all of your support and patience.

The Diversity Blue Print is a living document Within NCSPP. I submit these recommendations as the next step in the installation of the DBP within NCSPP.

*General Recommendations:*

1. NCSPP shall follow its longstanding tradition of valuing diversity and social responsibility by maintaining a consistent awareness of shifts in demographics among National and world cultures that may have an impact on education and training in professional psychology.
2. NCSPP shall continue to prioritize its focus on Core and emergent diversity competencies as a key aspect of the how practitioner models of training remain prominent in professional psychology education and training.
3. NCSPP shall systematically monitor and affirmatively respond to issues of inclusiveness for underserved groups at all points of the professional psychology “pipeline” into the profession, from undergraduates to post doctoral practitioners and trainers in professional psychology.
4. NCSPP shall develop and document specific strategies for collaboration with APA and other training councils and credentialing bodies in order to be strong partners in the implementation of diversity initiatives that complement this Diversity Blue Print.
5. NCSPP shall continue to use the self study process as a way to benchmark successes in diversity, and strategically implement ways to publicize how our programs provide excellence in diversity training as well as advocacy and professional service delivery to underserved persons.
6. NCSPP shall develop ways to monitor and encourage gender and multicultural diversity among the faculty, staff and students at all of its member programs.

7. NCSPP shall continue to develop effective recruitment and retention programs that also include attention to the representation of diversity among academic program administrators and leadership opportunities for persons from underserved groups.

*Specific Recommendations:*

**1. Social Action Research in Education and Training**

The Executive Committee (EC) shall charge the Advocacy and Research Evaluation Committees to consider the feasibility of conducting a Social Action Research Mini Conference or consider other ways to illustrate the utility of social action research methods for the advancement of education and training in practitioner training.

**2. Multicultural Supervision**

The Executive Committee shall charge the Diversity Committees and the Caucus on Religion and Spirituality to consider ways to increase the content in our meetings and literature on the interrelationship between supervision and diversity.

**3. Intervention and Spirituality Issues and Need for a Spirituality Survey**

NCSPP should conduct a survey related to spirituality and religion and later develop a conference to fully explore this topic? The Executive Committee will ask the Religion and Spirituality Caucus to provide readings and information to the membership regarding issues of spirituality and advise the Executive Committee about the potential for a mini-conference on religion and spirituality in professional psychology education and training. A survey of the content that delegates would like to learn more about should be undertaken through the use of Survey Monkey or some other suitable method.

**4. Intervention with People of Color**

NCSPP shall encourage and participate where possible in venues such as educational conferences in order to focus on revisions of guidelines, measurement of the Diversity Competency, and identification of clearer criteria for the selection and training of students who can work effectively with people of color. Minimally, the Ethnic Racial Diversity Committee shall advise the EC of needed products and advocacy related to how professional psychology education, training and service are needed on behalf of persons of color.

**5. Intervention and Disability**

The Executive Committee shall charge future convention planning committees with the task of making meetings more accessible to all persons. The Executive Committee should establish an agenda to help the organization understand what it means to celebrate disability and encourage inclusion of disability issues as a routine part of all committee deliberations.

**6. Teaching Diversity and Posting Integrative Diversity Resources**

NCSPP shall work on measurement of the Diversity Competency in order to establish standards and methods of evaluation for integrating diversity competencies throughout the curriculum? The Executive Committee of NCSPP shall charge the Diversity

Committees and the Religion and Spirituality Caucus to help the organization maintain a focus on issues of intersubjectivity and multiple identities in committee discussions, conference planning, and the develop of references and other resources for posting on the NCSPP web pages.

#### **7. Women's Issues, Intervention and Leadership**

NCSPP will encourage member schools to systematically create spaces for critical dialogue that addresses women's issues that illuminate issues of patriarchal power and privilege in relation to supervision, administration, and leadership. The Executive Committee shall encourage the Women's Issues Committee to continue their development of programming and other products that benchmark women in leadership in professional psychology as well as to continue educating the membership and member schools about intervention issues that support and empower women.

#### **8. Evidence Based Treatment Issues and Diversity**

NCSPP shall explore procedures and best practices that integrate issues of diversity with evidence-based treatments. The Executive Committee should ask the Clinical Training and Research Evaluation Committees to collaborate with the diversity committees to ensure the inclusion of content and products on evidence based interventions that promote ethical use of such approaches with underserved populations?

#### **9. International and Global Aspects of Practice & Training**

NCSPP shall identify resources that can be shared with member programs about competencies for faculty and students in international and global practice and encourage more intentional exchange of faculty and students within programs. The Executive Committee should develop the means to gather input from delegates (such as a taskforce) about issues in International psychology and the impact that this area of study, practice and research can have on education and training in practitioner based training.

#### **10. Recruitment and Retention of Diverse Students, Communication and Outreach**

NCSPP will collect and publish data in the self study process on recruitment, retention, and graduation rates of underserved students as well as their time of completion relative to part time and full time status?

The NCSPP shall apply attention to barriers to training that affect marginalized populations and work to provide outreach to students who are currently enrolled or who wish to enter professional psychology training.

The Diversity Committees of NCSPP shall annually review the APA data on student retention to see what the demographics are for differences between NCSPP and other training models. That data should be used to strategize on best practices for retention of future and currently enrolled students that diversify our programs.

NCSPP shall consider hosting a booth in the exhibition section of the APA annual conference and promoting the educational and career advantages of NCSPP member programs in terms of diversity and the practitioner model of training .

### **11. Gender Identity Issues**

NCSPP shall continue to explore issue of gender identity beyond male –female binary paradigms by educating delegates about the differences between gender identity and sexual identity as well as to explore ways of being more inclusive of delegates who do not identify as part of a male-female or straight-gay/lesbian dichotomy.

### **12. Assessment and Diversity Issues**

NCSPP shall work with APA and other training councils to continually review testing and assessment guidelines and standards include strong consideration about the appropriate standardization and accounting for variance in psychological tests as related to their standardization for underserved populations.

### **13. Intervention with GLB(T)(Q) Persons**

NCSPP shall continue the discussion of the interface between GLB and religious communities. The LGB Committee should consider changing its name to be more inclusive of other sexual/gender identities that are affected by marginalization in society and in the profession. They should continue their work related to intervention and education concerning issues that affect persons who are gay, lesbian, bisexual, transgendered (T) and questioning (Q) their sexual identity or sexual orientation.

### **14. Domain D Advocacy**

NCSPP shall work with APA and other training councils to strengthen the language of Domain D and program accountability for Domain D criteria. The Executive Committee shall continue to coordinate the efforts of the membership with the advisement of the NCSPP Commission on Accreditation (COA) representatives in order to comment on COA policies and procedures and implementing regulations that affect training and education related to Domain D.

Respectfully Submitted,  
James E. Dobbins, Ph.D.  
Past President