

## **Department of Psychology Diversity & Inclusion Graduate Training Requirement**

Six years ago, in December 2015, the Department of Psychology faculty unanimously approved a diversity and inclusion training program open to all Psychology graduate students and faculty. The program was intended to address training needs at a department level and to build department cohesion and sense of community. Since then, we have offered programming (e.g., workshops, discussion hours) on a consistent basis. This training program aligns well with the four components of the Graduate School Inclusion and Diversity Requirement, as indicated below. Therefore, we seek to make fulfillment of this training program a requirement for all Psychology graduate students (it has been optional until now).

Total number of hours: 15  
Minimum expected time to completion: 1 year

### Core – 3 Workshops (Required; **2 hours** each)

- Principles of Community (incorporated as part of Department orientation for incoming graduate students each August)
  - This workshop introduces students to the Principles of Community (POC), connects them with VT's history and land-grant mission (including Ut Prosim), draws parallels to ethics guidelines and requirements of the American Psychological Association, and presents a series of challenging scenarios that ask students to discuss and apply POC and APA standards. It is closely aligned with the VT Principles of Community component of the training requirement.
- Stereotype Threat/Strategies for Reducing Bias
  - This workshop introduces students to the concept of stereotype threat and reviews relevant literature regarding its consequences, mechanisms, and strategies for amelioration. Relevance for those with both minority and majority status is discussed. The workshop then reviews current psychological literature on strategies for reducing bias, emphasizing individual change, social norm change, and structural change approaches. Relates to Impact of Personal Actions & Words, Redress and Shared Responsibility, and Individual Introspection components of the training requirement.
- Microaggressions/Recognizing Privilege
  - This workshop reviews current research on the topic of microaggressions, including how to conceptualize them, forms they can take, and how to respond when they occur. It then asks students to consider privilege in the many forms it exists, both material and psychological, as well as possible ways to address, both inside and outside the Department. Relates to Impact of Personal Actions & Words, Redress and Shared Responsibility, and Individual Introspection components of the training requirement.

These core workshops, each conducted internally by Department experts in the content area (or, in the case of the Principles of Community workshop, by the Director of Graduate Studies), provide foundational knowledge for an understanding of key issues in diversity and inclusion and form the basis of more advanced topics to be featured in discussion hours. It is expected that

graduate students will be able to connect core concepts from these workshops to relevant topics when participating in discussion hours.

#### Discussion Hours (Required to attend 4 hours)

Held 3-4 times per semester about various diversity and inclusion-related topics. The topics variously align with all four components of the training requirement.

Discussion hours are meant to allow for community-building opportunities among faculty and graduate students, and potentially representatives from other departments and organizations. They also facilitate the application of core concepts to more nuanced topics, a variety of which will be provided in order to ensure that many areas of interest are represented. Examples of topics previously covered include:

- “Bias Against Our APIDA Community” – Dr. Nina Ha, facilitator
- “Coping with Impostor Syndrome” - Justin Hawkersmith, MS, NCC, Cook Counseling
- “Addressing Microaggressions Against Women in Academia” – Dr. Martha Ann Bell and Heather Kissel, co-facilitators
- "Holistic Recruitment of Graduate Students" – Dr. Danny Axsom, facilitator
- “Work-Life Balance” – panel discussion including current faculty & graduate students
- “Principles of Community and Free Speech” – Drs. Julie Dunsmore & Danny Axsom, co-facilitators

#### Other Opportunities (Required to complete 5 hours)

Graduate students may pursue other opportunities for training in diversity and inclusion in a variety of ways, including:

- Supplemental workshops hosted by the Department. These typically involve presenters from outside the Department and are meant to offer more in-depth coverage of timely and/or identity-specific topics. Previous examples have included:
  - “Black Minds Matter” – Dr. Nnamdi Pole, Smith College
  - “Black Lives Matter” – Dr. Ellington Graves, VT
  - “Disrupting & Redirecting Micro-aggressions As They Relate to Sexism, Intersectional Bias, Social Disadvantage, and Identity” – Drs. Monica Motley (Motley Consulting Group) & Christian Matheis (Guilford College)
- Participation in relevant days of ongoing courses in the department when the focus relates to issues in diversity and inclusion, at the instructor’s discretion. Those who are interested should contact the instructor at the beginning of the semester to discuss the degree to which visitors are expected to prepare for and participate in the class. Documentation of participation in class days may be provided by email to the Chair of the Psychology Department Inclusion & Diversity (PID) Committee or may be documented through students’ Plan of Study. For classes meeting 75 minutes (twice/week), attending one class day would count for one hour, including completing any pre-reading and participating in discussion. For classes meeting 170 minutes (once/week), attending one class day would count for two hours, including completing any pre-reading and participating in discussion. Participation in any one course may count for a maximum of 3 hours towards this certificate. Courses that may be appropriate include:

- PSYC 5314: Social Psychology
- PSYC 5554: Social Development
- PSYC 5114: Industrial-Organizational Psychology
- PSYC 6254: Advanced Topics in Clinical Psychology - Ethics
- PSYC 5344: Cognitive Psychology
- Training opportunities outside the department. Some opportunities that could potentially fall into this category include Safe Zone trainings, diversity discussion hours at conferences or professional gatherings, programming in other departments or administrative units at VT, etc. Documentation will be provided by email to the Chair of the PID Committee.
- These Other Opportunities variously align with all four components of the training requirement.

Personal Statement (Relates to Individual Introspection component of the training requirement): Finally, graduate students will be asked to write a personal statement describing the experiences they have obtained while completing the training, discussing how doing so has enabled them to become more sensitive to and knowledgeable about issues related to diversity and inclusion, and discussing how their experiences can be applied to increase their effectiveness as a psychologist. The total length of the statement should be roughly 2-3 pages (approx. 750-1000 words). A checklist of which experiences were completed to meet each criterion can be found below. The personal statement and checklist will be submitted by email to the Chair of the PID.

**Department of Psychology  
Diversity & Inclusion Graduate Training Requirement**

Your name: \_\_\_\_\_ Date: \_\_\_\_\_

**CHECKLIST**

√	Requirement	When Completed	# of Hours
<i>Core Workshops</i>			
	Principles of Community		
	Stereotype Threat/Strategies for Bias Reduction		
	Microaggressions/Recognizing Privilege		
<i>Discussion Hours</i>			
<i>Other Opportunities</i>			
	Personal Statement		
<b>TOTAL</b>			

*Send this checklist and your personal statement by email to the Chair of the Psychology Department Inclusion & Diversity Committee.*