

University of Missouri-St. Louis (UMSL) Doctoral Program in Clinical Psychology: Commitment to Diversity



Our Commitment: Facets of diversity are many, including but not limited to ethnicity, race, sexual orientation, culture, age, disability, gender, gender identity, language, national origin, religion and socio-economic status. We are committed to achieving a diverse student body and faculty. During selection, all students receive full consideration and are judged only by criteria required for success in the program. While in the program, all students, including ethnic and sexual minority students, are given ample faculty support to allow them to proceed through the program successfully.



Our program affirms cultural and individual differences and adheres to the APA Multicultural Guidelines:

Clauss-Ehlers, C. S., Chiriboga, D. A., Hunter, S. J., Roysircar, G., & Tummala-Narra, P. (2019). APA Multicultural Guidelines executive summary: Ecological approach to context, identity, and intersectionality. *American Psychologist*, 74(2), 232.

Diversity Training: In regard to the curriculum, all students are required to take our program's multicultural course, and all core courses are designed to prepare students for research, teaching and clinical work with diverse populations. Students gain extensive clinical experience working with diverse populations in our training clinic, program-based practica, and clerkships while cultivating a stance of cultural humility. Students are expected to attain both demographic competency and demonstrate the competency of dynamic worldview inclusivity. Clinical faculty members and most of our students are members of the UMSL Safe Zone community. All students are encouraged to get Safe Zone training while in the program, with information here: <https://www.umsl.edu/~safezone/>



Student Involvement: Our program's Diversity Committee is comprised of volunteer students and faculty members whose mission is to examine, revise, and propose new policies, procedures, and practices. Diversity Committee goals include 1) enhancing diversity training and creating a supportive learning environment for all students; 2) providing a means for communicating student concerns about diversity issues to the faculty; and 3) providing potential resources for confidential advice and support for students of diverse backgrounds through the presence of faculty on the committee. This committee works to specifically attend to diversity-related matters such as coordinating our annual program climate survey, receiving student feedback, hosting program forums and speakers on diversity-related topics in research/clinical work/ teaching, informing the program about St. Louis news/events, linking students to national diversity-related resources, and ensuring that inclusion remains a foundation and focus of our program. Students are welcome to serve on this committee while in the program.

Diversity-Related Forums: Our program hosts a Monday Forum, held weekly throughout the academic year, dedicated to addressing program-based and professional areas of interest. Examples of topics and presenters focused on diversity issues, which are sponsored by the Diversity Committee, have included:

- ★ *Teaching and Mentoring Culturally Diverse Students* (Dr. Natissa Small, Director, UMSL Multicultural Student Services and Dr. Andy Goodman, Director, Center for Teaching & Learning; clinical students in Certificate in University Teaching Program)
- ★ *Cultural Diversity Training options at Pre-doctoral Internships* (panel discussion led by students and faculty)
- ★ *Cultural Considerations among U.S. Veterans and Military Personnel* (Jim Craig, Chair, UMSL Department of Military and Veterans Studies)
- ★ *Missouri State Psychological Association Diversity Committee: Opportunities for Student Involvement* (Dr. Keisha Ross, President, Missouri State Psychological Association)
- ★ *International Research Collaborations: Opportunities and Challenges* (clinical faculty, Rob Paul, Missouri Institute of Mental Health (MIMH/UMSL))
- ★ *Clinical work with Transgender Individuals and Families* (Dr. Maureen Osborne, UMSL clinical program alumni)
- ★ *Refugee Mental Health Resource Webinar* (sponsored by APA Division 56 Trauma Psychology)
- ★ *Assessment and Intervention with Persons with Disabilities* (webinar sponsored by APA Committee on Disability Issues)
- ★ *Working with UMSL Undergraduates with Disabilities* (Tara Cramer, Director, Disability Access Services)
- ★ *Stress and Health Disparities* (program discussion of APA Workgroup report)
- ★ *Challenges of Assessing Sexual Orientation and Gender Identity in the Missouri School Survey, Partnership for Success* (Dr. Susan Depue, MIMH)
- ★ *Black Aging Matters: How to Better Address Racism-Related Stress in African American Older Adults* (APA Office on Aging)
- ★ *Research on Family Resilience in South Africa* (Dr. Nicolette Roman & Dr. Edna Rich, University of the Western Cape)
- ★ *Resources from the UMSL Office of LGBTQ+ Initiatives* (Harry Hawkins, MS)
- ★ *Every Semester Needs a Plan: Accessing Resources from the National Center for Faculty Development & Diversity* (Dean Thiel, UMSL Graduate School)

St. Louis Information: Located near the largest and most advanced Pre-Columbian archaeological site north of Mexico, the Metropolitan St. Louis area continues to be shaped by its indigenous, immigrant and refugee populations (<http://explorestlouis.com/discover/multicultural-heritage>). Our students have their choice of different neighborhoods in which to live (<http://explorestlouis.com/things-to-do/neighborhoods/>), with these communities supported through a wide range of organizations and collaborations (<http://diversity.umsl.edu/community-resources/community.html>).



Additional Resources:

- <https://www.apa.org/apags/resources/ethnic-minority-guide>
- <https://www.apa.org/apags/resources/lgbt-guide>
- <https://www.apa.org/pi/disability/resources/publications/second-edition-guide.pdf>

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