

VA Psychology Training Council

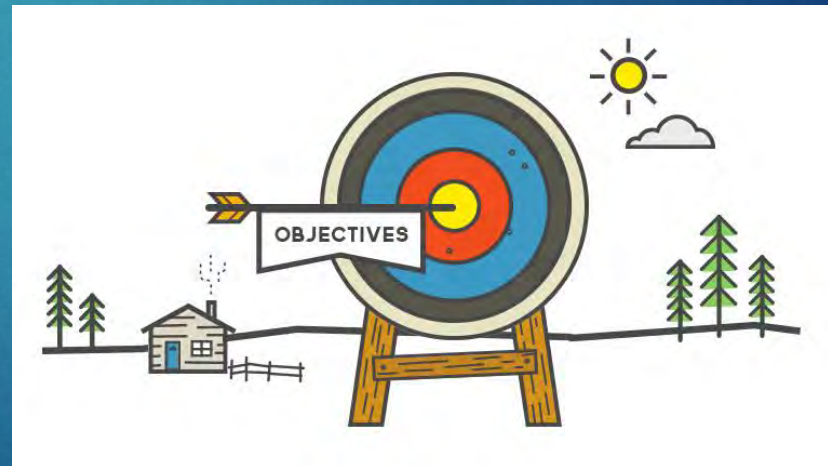
MULTICULTURAL DIVERSITY
COMMITTEE:
RESOURCES AND INNOVATIONS

Contributors:

- ▶ Jessica Fulton, Ph.D. – Director of Training, Internship Program, Durham VA Health Care System
- ▶ Darlene Davis, Ph.D. – Postdoctoral Fellow, Detroit VA Medical Center
- ▶ Joseph Fineman, Ph.D. – Staff Psychologist, Miami VA Healthcare System
- ▶ Jessica L. Jackson, Ph.D. – Postdoctoral Fellow, VA Greater Los Angeles Health Care System
- ▶ Jessica Chen, Ph.D. – Staff Psychologist, VA Puget Sound Health Care System

Learning objectives

- ▶ Describe history and membership of VAPTC MDC
- ▶ Describe 4 areas of diversity resources and materials
- ▶ Discuss ways to increase participation in/use of MDC resources



History of MDC

- ▶ Formed as VAPTC subcommittee in 2009
- ▶ Mission Statement: To help VA create a culturally proficient training programs that encompasses attention to
 - ▶ Recruitment and retention
 - ▶ Supervision
 - ▶ Clinical training
 - ▶ Research
 - ▶ Consultation
 - ▶ Program evaluation



MDC Membership: Past

- ▶ Loretta Braxton, Ph.D., Durham (former Co-Chair)^{***}
- ▶ Linda Mona, Ph.D., Long Beach (former Co-Chair)^{***}
- ▶ Daryl Fujii Ph.D., Honolulu (former Co-Chair)^{***}
- ▶ Rachael Guerra Ph.D., Palo Alto (former Co-Chair, former member)^{***}
- ▶ Jay Morrison, Ph.D.,^{***}
- ▶ Lenora Brown, Ph.D.,^{***}
- ▶ Miguel Ybarra, Ph.D.,^{***}
- ▶ Velma Barrios, Ph.D.,^{***}
- ▶ Monica Roy Ph.D., Boston^{***}
- ▶ Melanie Scott Ph.D., West Haven
- ▶ Rex Swanda Ph.D., Albuquerque
- ▶ Sam Wan Ph.D., San Francisco
- ▶ Erin Andrews Ph.D., Austin

MDC Membership: Past

- ▶ Aakash Kishore Ph.D., Honolulu (Postdoctoral Fellow)
- ▶ Vivian Padilla-Martinez Psy.D., Bedford (Postdoctoral Fellow)
- ▶ Helene Cook, Ph.D., Biloxi (Postdoctoral Fellow)
- ▶ Valene Whitaker Ph.D., Bedford (Resident)
- ▶ Kile Ortigo Ph.D., San Francisco (Resident)
- ▶ Jessica Chen, Ph.D., Puget Sound (Postdoctoral Fellow)
- ▶ Brittany Lee, Ph.D., Tennessee Valley (Postdoctoral Fellow)
- ▶ Reginald Riggins, PhD, MPH, South Texas (Postdoctoral Fellow)
- ▶ Orlando Sanchez, Ph.D., Minneapolis (Postdoctoral Fellow)
- ▶ Berman, Ph.D., Baltimore (Postdoctoral Fellow)
- ▶ Lidany Jimenez-Viloria, Psy.D., Caribbean PR (Postdoctoral Fellow)
- ▶ Marci Flores Ph.D., Long Beach (Postdoctoral Fellow)
- ▶ Jennifer Peraza Psy.D., Albuquerque (Postdoctoral Fellow)
- ▶ Ashly Gaskin Ph.D., Durham (Postdoctoral Fellow)

MDC Membership: Past

- ▶ Katherine Ramos M.A., Durham (Intern)
- ▶ Phillip Keck M.A., Tennessee (Intern)
- ▶ Nita Makhija-Graham M.A. Puget Sound (Intern)
- ▶ Hong Nguyen M.A. Palo Alto (Intern)
- ▶ Gilberte Bastien, M.A., Bay Pines (Intern)
- ▶ Denise Rodriguez y Ybarra, M.A., Albuquerque (Intern)
- ▶ Philip Sayegh, M.A., Northern California (Intern)
- ▶ Suchi Daga M.A., Houston (Intern)
- ▶ Cynthia Funes, M.A., Martinez (Intern)
- ▶ Quyen Sklar M.A., Portland (Intern)
- ▶ Zheng Chen, Minneapolis (Intern)
- ▶ Tejaswinhi Srinivas, Boston (Intern)
- ▶ Janelle Smith, Albuquerque (Intern)
- ▶ Jennifer Merrifield, Columbia SC (Intern)
- ▶ Larry Burrell, Palo Alto (Intern)
- ▶ Rosana Vasquez-Alcaraz, Fort Harrison, MT (Intern)

MDC Membership 2019-2020

- ▶ Angelic Chaison, Ph.D. - Michael E. DeBakey VA Medical Center (Co-Chair)
- ▶ Jamilyah Jackson, Ph.D., ABPP - VA North Texas Health Care System (Co-Chair)
- ▶ Jessica Chen, Ph.D. - VA Puget Sound Health Care System
- ▶ Joseph Fineman, Ph.D. - Miami VA Healthcare System
- ▶ Jessica Fulton, Ph.D. - Durham VA Health Care System
- ▶ J. Irene Harris, Ph.D. - Minneapolis VA Health Care System
- ▶ Jae Yeon Jeong, Ph.D. - Baltimore VA Medical Center
- ▶ Melinda Trujillo, Ph.D. - VA Portland Health Care System
- ▶ Sarah Nelson (Intern Member) - VA Portland Health Care System
- ▶ Jessica Walsh (Intern Member) – San Francisco VA Medical Center
- ▶ Stephanie Wong (Intern Member - VA Palo Alto Health Care System
- ▶ Darlene Davis, Ph.D. (Postdoc Member) - Detroit VA Medical Center
- ▶ Jessica Jackson, Ph.D. (Postdoc Member) - VA Greater Los Angeles Healthcare System
- ▶ Christine Rosner, Ph.D. (Postdoc Member) – Salt Lake City VA Medical Center

4 focus areas



Resource development projects

- ▶ Created
 - ▶ Religion/Spirituality Module
 - ▶ Cultural Adaptations for EBP for Trauma (PE): African American Populations
 - ▶ Cultural Adaptations for EBP for Social Skills Training (SST): Latino Population
 - ▶ Latino, Women, Microaggressions, Power Differential, Rural Health, and Disability Modules
- ▶ Revised African-American Modules
- ▶ Added Diversity Discussions article of the month library to SharePoint
- ▶ Training modules posted on APA Division 18 Psychology in Public Service VA SharePoint
- ▶ Presentation on VAPTC Multicultural Diversity at 2019 VAPLC

Resource development project: example

PRIVILEGE AND POWER

Social Skills Training Adaptation with Latino Veterans in Puerto Rico

Viviana Padilla-Martinez, Ph.D.
Multicultural/Diversity Committee (2015-2016)
VA Psychology Training Council

A Cultural Adaptation of Prolonged Exposure Therapy for the Treatment and Prevention of PTSD Due to Racial Trauma in African Americans

Ashly L. Gaskin-Wasson, PhD

WORKING WITH VETERANS IN RURAL COMMUNITIES

DEVELOPED BY MEMBERS OF THE
MULTICULTURAL AND DIVERSITY
COMMITTEE OF THE VA PSYCHOLOGY
TRAINING COUNCIL (2014-2015)

ANGELIC CHAISON, PH.D.
JAMYLAH JACKSON, PH.D.
PHILLIP KECK, M.A.
DARYL FUJII, PH.D.

Resource development projects: future goals

- ▶ Update:
 - ▶ LBGTQ/Transgender Module
 - ▶ Experiential Exercises Module
- ▶ Facilitate MDC Call on how to access and utilize Experiential Exercises Module
- ▶ Complete Cultural Adaptations of CPT/PE for Latino Populations
- ▶ Develop process for revising and updating MDC learning modules
- ▶ MDC Narrative Therapy recommendations as a component of diversity training



Accreditation/Policy Projects

- ▶ Conducted needs assessment to gather data on factors for internship/residency site selection by diverse applicants
- ▶ Presentation on trainee needs assessment data at 2019 VAPLC
- ▶ Presentation on cultural competency within interdisciplinary teams made to American Academy of Clinical Neuropsychology Conference
- ▶ Completed transition of Domain D Resource (GP) to reflect SoA and placed on MDC SharePoint to increase accessibility for DCTs



Accreditation/policy projects: example

Standards of Accreditation for Health Service Psychology

APPROVED FEBRUARY 2015

and

Accreditation Operating Procedures

APPROVED JUNE 2015

REVISIONS APPROVED AUGUST 2017, JUNE 2018



Meeting the Standards of Accreditation: An Informal Guide for Psychology Training Programs in Addressing Cultural and Individual Diversity

The Multicultural and Diversity Committee
of the
VA Psychology Training Council (VAPTC)

Use of this Document:

This document is intended to be used as a sample guide for programs developing their self-studies for accreditation. It provides a pool of recommendations and examples, collected from different VA training programs, for addressing cultural and individual diversity elements of the APA Standards of Accreditation for Health Service Psychology (SoA). It is hoped that these ideas can assist programs in implementing and documenting efforts to meet the SoA. We stress that programs should not incorporate recommendations or examples into their program descriptions without first implementing them into within their training programs. This would be an unethical practice. This guide is a living document and will be revised on an as needed basis.

The Multicultural and Diversity Committee (MDC) Objectives:

1. To better understand how VA psychology training programs are meeting CURRENT standards and measuring the impact of training efforts and activities, and
2. To support training programs in addressing cultural diversity issues and training by providing educational resources and consultation.

I. Institutional and Program Context (SoA, p. 23)

Institutional and Program Setting and Resources (SoA, I.B., p. 23)

Administrative Responsibilities Related to Cultural and Individual Differences and Diversity (I.B.3, p. 23)

SoA Standard: The program recognizes the importance of cultural and individual differences and diversity in the training of psychologists. The Commission on Accreditation defines cultural and individual differences and diversity as including, but not limited to, age, disability, ethnicity, gender, gender identity, language, national origin, race, religion, culture, sexual orientation, and socioeconomic status. The program has made systematic, coherent, and long-term efforts

Accreditation/policy projects: future goals

- ▶ Foster the development of multiculturally competent supervision with an emphasis on:
 - ▶ Increasing self-awareness
 - ▶ Improving supervision curriculum
 - ▶ Shifting away from a content specific focus to a focus on affective learning through experiential activities
- ▶ Submit results of trainee needs assessment for publication
- ▶ Development of a diversity committee toolbox



Discussion forum/ consultation projects

- ▶ Diversity Discussions Listserv
 - ▶ Article of the Month
 - ▶ Membership up to 388 members
- ▶ Diversity Consultation Team: Quarterly Topic Calls
 - ▶ E.g., Promoting Cultural Competence within VA Multidisciplinary Teams(August 2018)
 - ▶ E.g., Social Justice and Exploring Sociopolitical Concerns
- ▶ Sponsored a Roundtable Discussion on Cultural Competency within a Multidisciplinary Team at the NMCS 2017 in Portland
- ▶ Presentation on Multicultural Issues in Psychology Training at 2018 VAPLC
- ▶ Presentation on Multicultural Issues in Recruitment and Retention at APA 2019



Discussion forum/ consultation projects: example

- ▶ Diversity Consultation teleconferences
 - ▶ Monthly on 4th Tuesdays via Skype Meeting and VANTS
 - ▶ Recent topics have included:
 - ▶ Race-Based Stress and Trauma Group Interventions (February 2018)
 - ▶ Religion and Spirituality (June 2018)
 - ▶ Structural competency (March 2019)
 - ▶ Standards of Accreditation – Diversity (May 2019)
 - ▶ Nationwide calls have generated:
 - ▶ Sharing of educational and clinical materials across VAs sites
 - ▶ New clinical offerings (e.g., groups) and didactics
 - ▶ Collaborations among VA psychologists at different sites

Discussion forum/ consultation projects: example

- ▶ Spiritual Features of War-Related Moral Injury
- ▶ Asian American and Pacific Islander Heritage Month festivals around the nations
- ▶ Cultural Factors and Sexual Dysfunction
- ▶ Exposure to Sexism and Implicit Gender Stereotype Bias
- ▶ Labeled a Terrorist: Black Lives Matter as a movement
- ▶ Fighting Bias with Board Games
- ▶ Internalized Stigma Among Sexual Minorities
- ▶ Racial Bias and Law Enforcement
- ▶ Sexism, Language and Disability
- ▶ Sexual Orientation in Military Culture
- ▶ EBPs and Cultural Sensitivity
- ▶ Polyculturalism/Attitudes toward Muslims
- ▶ Multicultural Frameworks of Supervision
- ▶ Addressing Clients' Racism in Therapy
- ▶ Moral Injury and Moral Repair
- ▶ Ethics and Challenges within Rural Communities
- ▶ Code Switching
- ▶ Cultural Considerations relative to Military Culture
- ▶ Rape Culture
- ▶ Cognitive Bias
- ▶ Ironic Effects of Organizational Diversity Structures
- ▶ The Role of Psychologists in Social Justice

Discussion forum/consultation projects: future goals

- ▶ Grow membership and participation in Diversity Discussion Listserv
- ▶ Continued development of Diversity Consultation Team that will include coordinating presentations and consultations on specific topics via teleconference calls
- ▶ Provide feedback to training community regarding strategies for recruitment and retention of diverse staff/trainees



Inclusiveness projects

- ▶ Compiled contact information for MDC Alumni network
 - ▶ Held initial gathering at VAPLC
- ▶ Increased MDC trainee committee members 4 → 6
- ▶ Inclusive Diversity Forum calls:
 - ▶ Monthly calls that provides a warm, welcoming space for VA staff to improve diversity training and/or provide assistance in developing a diversity committee.
 - ▶ This space is different then the formal diversity consultation teleconference calls. This monthly call no pre-planned didactics or set agenda, instead the intention is for VA staff to have a place to exchange ideas, resources, activities and process systemic barrier associated with starting or maintaining a diversity program

Inclusiveness projects

- ▶ Tested out MDC post on VA Pulse
- ▶ MDC resources and projects introduced in Division 18 VA teleconference including goals of inclusivity in MDC activities
- ▶ Assisted with Multicultural Panel Discussion at 2017 VAPLC



Inclusiveness Projects: example

- ▶ MDC Alumni Network
 - ▶ In early 2018, we compiled updated contact information for MDC alumni from 2009
 - ▶ 55# of contacts collected
 - ▶ 37 within VA
 - ▶ 18# now outside VA
 - ▶ We used the alumni network to organize an MDC networking event at VAPLC 2018
 - ▶ Future goal: connect MDC alumni with junior colleagues to foster mentorship

Inclusiveness Projects: future goals

- ▶ Develop a clearinghouse of VA psychologists with diversity expertise who would be willing to share expertise with other VA sites
- ▶ Develop Mentorship Program for Trainees (linking trainees with VA staff in community)
- ▶ The Inclusive Forum Calls serves as a means of support and resources for VA sites to process and expand diversity training experience
- ▶ Increase participation of interested VA psychologists through Diversity Consultation Team teleconferences and Diversity Discussion Listserv
- ▶ Exploring development of a MDC Group on VA Pulse Begin VA Pulse diversity discussion to increase inclusiveness of VA training community voices

Questions

