

The FIU Clinical Science faculty collectively recognize a long history of systemic racism and inequality in the clinical psychology field and society at-large that causes and perpetuates ongoing contemporary injustice. The traumatic events of racial injustice nationally and globally, our own Black psychology students' [Call to Action](#), and the [Call to Action for an Antiracist Clinical Science](#) published in the *Journal of Clinical Child and Adolescent Psychology* have led us to carefully re-examine our commitment to integrating diversity, equity, and inclusion (DEI) at all levels of our program and our [department](#). In Clinical Science, we recognize the ways in which we, too, have contributed harm. Perhaps most critical, we have fallen short in providing systematic support to our students of color, particularly our Black students, in addressing their experienced racism and prioritizing their wellness. Students have shared that they feel both invisible and hypervisible in a training landscape that expects them to power through despite experiences of marginalization at FIU and in society, on top of the considerable challenges of graduate school. More specifically, Black psychology students at FIU named issues such as microaggressions and invisibility as contributing to a problematic racial climate.

We strive to come together to build a community that actively works to dismantle the systems that uphold white supremacy in psychology. We recognize the critical importance of integrating DEI into our program, the process of deepening our understanding of DEI, and taking action to create a more just and equitable environment for our students, staff, and faculty. As a result, we intend to engage in shared and active anti-racism learning and work towards the greater integration of DEI efforts within and outside of our labs, courses, clinical training, research, and the broader field of psychology. See a list of our current efforts by program domain to meet this goal below.

The concepts outlined in this DEI statement reflect our evolving efforts to deepen our commitment to and understanding of DEI, which require continual reflection, reassessment, and reintegration. To this end, we commit to an annual reevaluation of this statement and our efforts on the whole that incorporates input from key program stakeholders, including faculty and students, and especially those from minoritized backgrounds. We welcome feedback on our DEI statement, as well as our general commitment to and initiatives for DEI, at any time. Contact our Director of Clinical Training or Associate Director of Clinical Training to provide feedback on how we can improve DEI efforts in our program. Alternatively, you can submit an anonymous comment in our department's diversity [comments box](#).

Curriculum:

1. All faculty teaching courses participate in workshops (e.g., REDI, EMPWR) that challenge faculty to appreciate various aspects of DEIA and consider ways their courses and interactions with students can facilitate more inclusive environments.
2. Collate a variety of resources available to faculty related to DEIA. These include example syllabi, reflection worksheets, rubrics, reading groups available through FIU, and other relevant articles and materials.
3. Encourage all faculty teaching courses to conduct a self-audit using the provided rubrics assessing the degree to which DEIA is being integrated into their courses.
4. Encourage all faculty to examine their syllabi and consider making adjustments, as necessary, to better integrate DEIA into their courses.

Practicum:

1. Standardized system for assessing clinical competency for trainees and supervisors in place
2. Revised all of our practicum evaluations to more fully evaluate supervisor support of DEI
3. Peer to Peer DEI workgroups for supervisors launched Spring 2022 and will continue annually
4. Foundations series provides several opportunities for reflection on DEI within clinical work, development of cultural humility and now offering training in Cultural Formulation Interview
5. Annual advanced practicum round-up highlights opportunities for training with bilingual supervision and training with diverse populations
6. Practicum evaluations regularly assess trainees' cultural humility at all stages of training
7. Establishment of Spanish Club Fall 2021 to encourage students and faculty to develop beginning and intermediate/advanced appreciation of Hispanic/Latino culture and the Spanish language
8. Patient population served by trainees matches the racial demographic breakdown of the region in which they are trained

Professional Development:

1. Seminars focus on topics related to DEIA, including, but not limited to: Working with LGBTQIA youth, Working with culturally and linguistically diverse youth, History of Miami with a focus on under-represented and/or excluded groups.
2. Coffee hours focus on issues related to DEIA, including but not limited to: Balancing family and academia
3. Google Sheet/Newsletter highlights professional development opportunities for students with an emphasis on those related to DEIA issues and those that serve traditionally under-represented and/or excluded individuals

Internship:

1. Chair meets with all students to discuss internship essays, and offers detailed, personalized feedback on student Diversity essays

2. Chair conducts mock interviews with the students with an emphasis on interviewing students about their experiences working with diverse families, and their training and experience in cultural humility.
3. Chair arranges for each student to participate in mock interviews with multiple external colleagues at internship sites. All students indicating on their applications that they can provide services in Spanish were matched up with at least 1-2 external colleagues at internship sites who lead supervision groups focused on providing services in Spanish.
4. Committee member provides advising to international students on additional considerations (e.g., eligible sites, visa, CPT, OPT, talking with internship directors and international office) and checked in on an ongoing basis.

Student Health & Wellness:

1. The GSH&W committee recently disseminated a survey to gather information about student wellness and burnout. Within this survey, questions were added to assess student experiences with racism within the program.
2. Collaborated with diversity committee to create microaggression one-pager
3. Developed a resource guide for students experiencing financial stress.
4. The committee holds game nights and workshops to manage stress and burnout.

Student Recruitment:

1. Recruitment Day Travel Award
2. Utilize virtual interviews as a screening process
3. GRE removed for 2021 & 2022 recruitment years
4. Diversity fellowships available for students (Inclusion Fellowship, McKnight Fellowship, McNair, and other scholarships via FIU)
5. Inclusion of hour focused on student perspectives of DEI during recruitment days

Mediation:

1. Mediation committee is inherently a DEI initiative, procedures were written with the goal of supporting students and faculty when power dynamics are at play. Aim to have diverse representation on committee (incl. Faculty and student reps). However, committee directs harassment or discrimination to university DEI office.
2. Students can identify advisor (could be student or faculty they trust, and who understands their needs) to support them throughout the process.