



YALE SCHOOL OF MEDICINE

Department of Psychiatry / Psychology Section

## Doctoral Internship Policy & Procedures Diversity, Equity, and Inclusion Plan

Revised 8-16-19

**Text in RED indicates responsible individuals and actions to be taken through the 2019-20 academic year. Text in Blue indicates updates on the status of these plans. An \*asterisk indicated tasks yet to be completed.**

1. **Purpose.** The purpose of this plan is to ensure that strategies and tactics are identified and implemented to maximize diversity, equity and inclusion in all facets of the internship program.
2. **Guiding Philosophy.** An emphasis on diversity is a core element of the philosophy that guides the internship program:
  - a. The program strives to achieve diversity among faculty, fellows, and the individuals and families served with respect to gender, race, ethnicity, sexual orientation, gender identity, socio-economic status, culture, geography, country of origin, disability status, and other dimensions of diversity and culture.
  - b. Diversity among faculty and fellows is valued with respect to professional interests, activities, and work setting.
  - c. Diversity is valued with respect to theoretical perspectives and interventions used in caring for individuals and their families, and incorporated into the work of service systems in communities.
  - d. Diversity is valued with respect to the use of cultural and linguistic adaptations of evidence-based practices.

### 3. Administrative Structure

- a. Three At-Large members will be added to the Executive Training Committee to diversify its membership and promote greater diversity in the perspectives represented within the Committee.  
(Executive Training Committee: Invite three full-time members of the faculty to serve a two-year, renewable term beginning in January 2017).  
Drs. Crusto, Ponce and Fucito were invited and joined the Committee on 1/1/17.  
Drs. Crusto, Ponce and Fucito completed their Committee terms on 7/1/19. Drs. Childs, Cooney, and LaPaglia are three full-time members who are now serving in this capacity beginning 7/1/19. Dr. Childs will serve jointly in her role as Director of Clinical Training. Drs. Cooney and LaPaglia will serve a one-year, renewable term beginning July 2019.
- b. The Executive Training Committee holds overall responsibility for periodically updating this plan and guiding its implementation.  
(Executive Training Committee: Complete and ongoing).  
Plan updated 5/01/17.  
Plan reviewed and updated on 12.2.2019
- c. The Executive Training Committee will delegate responsibility for selected planning and implementation activities to the internship's Committee on Diversity and Inclusion.  
(Hoge, Tebes, Crusto: Develop a written charge to the Committee on Diversity and Inclusion).  
Written charge to Committee finalized on March 20, 2016.
- d. All Internship committees and taskforces will have a designated Diversity Representative.  
(Executive Training Committee: Create a written description of the role and responsibility of a Diversity Representative. Appoint Diversity Representatives to committees and to task forces

when created).

All Diversity Representatives appointed for all Committees as of 3/15/17.

All Diversity Representatives appointed for all Committees was completed on 8/23/19.

Representatives for the Fellows Advisory/Curriculum Committee were identified.

\*Dr. Childs has re-instituted a faculty curriculum committee, which will have its first meeting on 2/6/19 and during that first meeting will identify faculty diversity representatives for the curriculum committee. One faculty has already signaled her willingness to serve in this role.

4. **Fellow Recruitment.** The following strategies will be utilized to recruit fellows from diverse backgrounds:
  - a. Internship website descriptions will highlight the following: the Diversity Concentration; the diverse populations within New Haven and those served within the internship; and the diversity among the faculty, staff, and current fellows.
 

(Crusto: Update Concentration & general sections of website related to diversity).

Concentration update completed as of 11/15/16.

Concentration update reviewed on 8/16/19.

(Primary Advisors: Strengthen diversity text in Placement descriptions).

Completed as of June 1, 2016.

Advisors submitted any necessary updates and revisions on 4/15/19.
  - b. Similar information will be conveyed to applicants during Visit Days.
 

(Hoge: Expand content on Diversity in Visit Day Orientation; Ward & Grilo: preserved expanded content on Visit Day; Childs- Will continue and keep ongoing as of 7/1/19).

Completed as of 01/13/17. Update 8/16/19: Remains ongoing.
  - c. Special communications inviting application to the internship will be sent to: APA Minority Fellows and to graduate programs recognized for their diverse student body.
 

(Childs & Cricca: Continue practice of inviting applications from APA Minority Fellows).

Completed as of 8/1/17.

Childs: Flyer and special communications completed as of 8/16/19. Letters sent to APA Minority fellows on 8/26/2019.

Childs: attended ABCT 11/21/19-11/24/19 and met in person with two APA minority fellows who expressed that they would attend the conference and would be interested in a meet and greet.

(Committee on Diversity & Inclusion: Identify graduate programs to receive special communications from the internship inviting applications).

First wave completed June 15, 2017

Identified programs to be reviewed and invitations re-sent on 8/30/19. Flyer and special communications completed as of 8/16/19.

(Committee on Diversity & Inclusion: Identify professional associations, divisions, and/or conferences through which the internship can market the internship to students from diverse backgrounds).

Childs: attended ABCT 11/21/19-11/24/19 and met in person with two APA minority fellows who expressed that they would attend the conference and would be interested in a meet and greet.

(Committee on Diversity & Inclusion: Advise the Executive Training Committee on the content of marketing communications designed to attract applicants from diverse backgrounds).

\*Childs to review participation in ABCT November conference in next quarterly DEI meeting.
  - d. Increase the review of draft match lists to ensure that diversity is a priority in recruitment.
 

(Tebes & Fehon: Chiefs of Psychology at CMHC and YNH to review the draft match lists with their faculty to assess the diversity represented within the lists.)

Completed by Psychology Chiefs as of January 31, 2017.

- Completed and ongoing practice by Psychology Site Chiefs in subsequent rounds of recruitment.
- e. The program will use national data available from APA and APPIC on the diversity of graduate students and internship fellows to benchmark its progress in achieving diversity.

(Tebes & Crusto: Review the categories, forms, and procedures for capturing information on diversity directly from fellows).

Finalized as of 5/5/17. Using standardized APA ARO forms to gather information.

(Childs & Cricca: Continue to update and distribute this information to faculty yearly).

This information was updated and reviewed in All Training Faculty Meeting in Alumni Survey in October of 2019, and review in detail with the ETC in October of 2019.

**5. Faculty Recruitment & Retention.** Strategies will be implemented to promote diversity among the faculty and to retain faculty from diverse backgrounds:

- a. Because a large percentage of the faculty began their experience at Yale as fellows, the internship program will support the recruitment and retention of a diverse faculty through continued efforts to recruit a diverse group of fellows, as described above.

African-American female psychologist joined the faculty on November 1, 2016 and serves as a primary advisor for one fellow placed in her clinic.

International female psychologist joined the faculty in July 2017. She serves as Primary Advisor of two fellows placed in her clinic.

- b. Through recruitment efforts, the full-time faculty will strive to ensure broad diversity among the voluntary faculty, including those who supervise and teach fellows.

(Executive Training Committee: Coordinate this overall initiative).

\*Executive Training Committee & Committee on Diversity & Inclusion to develop and implement a plan.

(Executive Training Committee: Provide information to the full-time faculty on how to nominate psychologists for a voluntary faculty appointment and add them to the pool of internship supervisors).

Completed verbally with faculty in the Training Committee on April 13, 2016.

(Primary Advisors: Review current diversity of voluntary faculty members supervising fellows in the placements and increase diversity of the supervisory pool where indicated).

\*Information to be requested from Primary Advisors. Update: Childs to follow-up with this in 2020.

- c. Focused efforts will be made to promote the retention and advancement of faculty from diverse backgrounds who contribute to the internship program.

(Executive Training Committee: Identify members of the Training Committee from diverse backgrounds and systematically search for explicit ways to increase support for their retention and for their advancement with respect to academic rank and clinical, administrative, educational, and research roles).

In September 2016, the Psychology Section launched monthly to bimonthly faculty meetings primarily intended to promote junior faculty mentoring and support.

In October 2016, the Psychology Section Executive Committee completed an anonymous survey of Section junior faculty on their experience with mentoring at Yale.

Dr. Hamlett organized the Women Faculty Mentoring series.

\*Executive Training Committee to develop and implement plan to support individual faculty who are members of the Training Committee. Childs to bring this to ETC in Spring 2020 to resume planning.

- d. The program will use national data available from APA and APPIC on the diversity of psychology graduate students and practicing psychologists to benchmark its progress in achieving diversity among faculty, supervisors, and seminar presenters.

(Drs. Crusto, Tebes & Hoge: Review the categories, forms, and procedures for capturing

information on diversity directly from faculty).

Completed September 15, 2017

(Childs & Cricca: Continue to update and distribute this information to faculty yearly).

\*To be completed by September 15, 2019

## 6. Faculty Development.

- a. Faculty will receive continuing education regarding strategies for recruiting diverse fellows. (Tebes & Fehon: Coach faculty on these recruitment strategies annually).

Dr. Tebes provided an overview of these strategies for faculty during the Training Committee Meeting on April 13, 2016.

Ongoing. Re-invited Drs. Fehon and LaPaglia to overview at upcoming Training Committee Meeting on September 10, 2019.

- b. Faculty will receive continuing education on providing and supervising the provision of services relevant to the diversity of the individuals, families, and communities being served.

(Crusto & Tebes: Organize a five session faculty development series on diversity to be offered during Training Committee meetings beginning early in 2017).

Sessions were scheduled for February 1, March 1, April 5, May 3 and June 7 and are on track for completion in June.

All four diversity sessions were completed.

\*Assess ongoing faculty development needs in individual and cultural diversity. Crusto, in her role as Assistant Chair of Diversity in the Psychiatry Department will organize to repeat sessions in the 2019-2020 academic year.

- c. Group mentoring sessions on career development will be organized with visiting Grand Rounds speakers for faculty from diverse backgrounds.

(Crusto: Organize a group mentoring session for assistant and associate professors from diverse cultural backgrounds with Dr. Margarita Alegria during her upcoming visit).

Completed on March 23, 2017.

(LaPaglia: Organize a group mentoring session for female assistant and associate professors with Dr. Susan McDaniel during her upcoming visit).

Completed on April 28, 2017.

(Crusto, Ponce, Budde and colleagues: Organized a group mentoring session for women in training and all-levels of faculty appointment in the department to network around issues facing women in leadership, clinical roles, research, faculty appointment, and work-family integration).

Completed on November 8, 2019.

## 7. Diversity Concentration. The internship program will offer a concentration on diversity with the following elements:

- a. An Internship core seminar and placement-based seminars with focused sessions on diversity. (Committee on Diversity & Inclusion: Annually plan and moderate core seminar sessions specifically on diversity).

Planning complete as of 10/1/16 for FY17. Sessions are ongoing. Planning complete as of 4/26/17 for FY18. Planning completed and executive for FY19.

(Primary Advisors & Placement-Based Seminar Leaders: Plan and moderate placement-based seminar sessions specifically on diversity.).

\*Request information from Advisors and Leaders on progress toward these objectives.

(LaPaglia, Childs, Primary Advisors, & Placement-Based Seminar Leaders: Implement strategies to prompt all seminar presenters to address diversity within the context of their presentations.

Report to the Executive Training Committee annually on [a] the number and percentage of seminar sessions specifically on diversity and [b] fellow MedHub ratings on the extent to which diversity was adequately addressed across all seminar sessions).

Reminders to Core Seminar presenters sent 3/1/16.

\*Reporting to be completed by September 15, 2017.

Reminders sent annually to seminar presenters remains an ongoing practice since initial reminder in 2016. Medhub ratings generated and reviewed by Childs for training year 2018-2019. Will report to ETC at upcoming meeting on 9/10/19.

- b. Teaching on a broad range of topics from presenters of diverse backgrounds and interests.

(LaPaglia, Childs, Primary Advisors, & Placement-Based Seminar Leaders: Track and increase the percentage of seminar presenters from diverse backgrounds. Report the data to the Executive Training Committee annually).

Diversity of topics and presenters was increased in planning for 2016-17 Core Seminar.

Reporting to be completed on September 15, 2017. Efforts to schedule and retain presenters from diverse backgrounds remain ongoing for subsequent training years.

Dr. Crusto hosted a fellow and faculty viewing of the movie Moonlight, with facilitated discussion, on January 18, 2017.

Drs. Crusto and Miller hosted a fellow and faculty screening and facilitated panel discussion of the film, "The Thick Dark Fog" on 5/15/2019. At the recommendation of the DEI Committee, this was made open to the larger Yale Community.

Dr. Crusto is in process of organizing a discussion with faculty and fellows from Underrepresented Minority (URM) Groups about the experience of being a URM at Yale.

Status: These sessions occurred in December 2018 in a joint effort with the Departments of Medicine and Psychiatry Grand Rounds.

Drs Crusto and Miller screens and hosted facilitated discussion for November 12<sup>th</sup> 2019.

Featured film "Stonewall Uprising" to mark the 50<sup>th</sup> anniversary of the Stonewall Riots and had an expert discussant.

\*Save the Date for Spring film viewing has been established and faculty, fellows and partners to be invited. Feature film selection is being discussed.

- c. An annual Grand Rounds lecture and special meeting with fellows conducted by a nationally recognized expert on diversity.

(Committee on Diversity & Inclusion: Invite and coordinate the visit of a speaker annually).

Dr. M. Alegria presented on March 24, 2016.

Drs. Erin Andrews and Angela Juemmel were invited and delivered the presentation "Cultural Competence on Working with people with disabilities" on 4/20/18 with accompanying luncheon for Fellows and presenters.

Dr. Camara Phyllis Jones delivered a special grand rounds entitled "Achieving Health Equity: Tools for naming and addressing the impacts of racism on health" on 2/22/2019.

Dr. Ada Gregory, Associate Director of the Keenan Institute for Ethics and Student Ombudsperson, Office for Institutional Equality was invited and delivered a grand rounds presentation "Bystander Intervention: Addressing Harassment and Bias at Work" on 11/22/2019, with accompanying luncheon for Fellows and Presenters.

\*Dr. Carolyn Roberts to present a special departmental grand rounds lecture to commemorate 400 Years of Slavery/Perseverance on 12/13/2019 with accompanying facilitated process for Fellows, presenters, and audience participants.

\*Dr. Boatright, Gonzalez-Colaso, Ackerman-Barger, & Latimore to deliver grand rounds presentation "Understanding Microaggressions in Health Professionals Learning Environment" on 1/31/2020.

- d. Supervised clinical experience with diverse populations.

(Primary Advisors: Identify and implement strategies to increase the quality of fellows' supervised experience with diverse populations. Submit a brief summary of the actions taken to the Executive Training Committee).

\*Request info from Primary Advisors

- e. Information about and connections to Yale affinity groups and Cultural Centers that focus on diversity.

(Committee on Diversity and Inclusion: Develop and implement a comprehensive set of strategies for connecting fellows with affinity groups, centers, and other groups and organizations that may be of interest to them.

New session developed by Dr. Crusto and held in the Core Seminar on August 29, 2016. Panel included: Deborah Stanley-McAulay, Chief Diversity Officer at Yale; Sharon Kugler, University Chaplain; Paula Kavathas, School of Medicine Women Faculty Forum; and Judy York, Yale Resource Office on Disability. Session has been scheduled to recur in FY18.

\*Will revisit to determine how to enhance session based on fellows' feedback in 2016. Will discuss with Crusto at Spring 2020 quarterly DEI meeting.

- f. Make available formal and informal opportunities to discuss current events related to issues of diversity, inclusion, and equity.

8. **Parental Leave.** The internship program will review the revised guidance from APPIC on parental leave to ensure that the internship's current policy is appropriate.

(Ponce: Compare the current policy with the APPIC guidance and with Yale University and Yale School of Medicine related policies, initiatives, and committees. Provide a summary and recommendations to the Executive Training Committee).

Completed on January 20, 2017. No changes to the existing policy were recommended.

9. **University, Medical School & Department Wide Activities:** In addition to the strategic directions outlined above for the internship and Psychology Section, the students and faculty in the Section will benefit from efforts to promote diversity by Yale University, the Medical School, the Department of Psychiatry, and the Psychology Section. These include, but are not limited to: the President's initiative, "A More Inclusive Yale", the Dean's initiative on pay equity for women, and the data gathering and planning activities of the Department's Diversity Task Force. Faculty and fellows are updated about key university and medical school developments related to diversity through communications sent by Yale and YSM.