

## Multicultural Training and Commitment to Diversity

The Department of Psychiatry's Psychology Training Program is committed to diversity, equity and inclusion as core values in our program. We define diversity broadly and endeavor to understand how ethnic and racial identities, religious beliefs, nationality, gender identity, sexual orientation, age, socio-economic status, disability, physical differences, and veteran status may impact experiences in healthcare and the larger societal context. Faculty and trainees are committed to developing and maintaining awareness of their cultural lenses, perceptions and perspectives of colleagues, trainees and patients. We strive to examine our blind spots and dismantle our biases. This commitment is guided by Psychology's professional standards and ethics and informed by evolving personal and professional awareness and actions.

Our Training program is committed to providing quality care to underserved populations. Trainees have the opportunity to work with diverse adults, children and families through a variety of clinical rotations. In addition, seminars support and extend trainee cultural competence including: Multicultural Experiential Learning Seminar, Professional Development Seminar sessions where community groups and patients discuss their experiences with mental health, summer Grand Rounds series focused on Diversity, Welcome to Rochester's Social Justice and Structural Racism orientation along with our "Active Listening Podcast" focused on Anti-racism activities, and the University's annual [Diversity Conference](#). We are grateful for the Department's Advisory Council of Consumers ([DPACC](#)) who ensure that the "voice" of patients and families are part of efforts to improve our patients' experience and care. Faculty, staff and trainees are expected to develop and demonstrate cultural sensitivity and humility in interactions with patients, colleagues and peers. Trainees have numerous opportunities to integrate knowledge with practice through cases, seminars, grand rounds, peer discussion, team meetings and clinical supervision.

The Psychology Training Program has a Diversity Workgroup focused on recruitment and retention of diverse trainees and faculty. This Workgroup meets quarterly with trainee representation.

The Department also has a highly valued and active Office of Diversity, Inclusion, Culture, and Equity ([DICE](#)), which informs our training program as well as our other missions. The DICE website states, "Diversity and inclusion are core values of the Department of Psychiatry. With over 1500 faculty and staff members, we work to effectively and efficiently communicate and disseminate educational activities and training that contribute to the provision of culturally sensitive care and support a respectful, diverse and inclusive department environment. We also facilitate and help to assure that institutional initiatives related to diversity, inclusion and equity, are communicated and adhered to. We work collaboratively with a broad representation of department members through our DICE Board, a large team consisting of nominated representatives from the Department's five divisions. The DICE Board meets monthly to discuss and create opportunities for enhancing diversity and inclusion across our four mission areas (Clinical Care, Education, Research, & Community). Dr. Telva Olivares, is the Associate

Chair of Diversity Inclusion and Integration; she leads an active, diverse group of representatives from across the department.

In addition, several efforts reflect the enterprise's commitment to equity, diversity and inclusion. For example, the University of Rochester Medical Center has an [Office for Inclusion and Culture Development](#). Its vision is, "Diversity and Inclusion are core values at the University of Rochester Medical Center (URMC). Our vision is to cultivate a diverse and inclusive environment that guides and transforms our approaches to healthcare, education, research and community partnerships." The Medical Center has an Anti-Racism Plan which can be found on this [website](#). In addition, gender and transgender affirming health care and workforce development are a major focus in our institution. The [Susan B. Anthony Center](#) works to bring awareness to, and advocate for, social justice and equality. Strong Memorial Hospital has been recognized as an [LGBTQ Health Equity Leader](#) and [URMC CTSI](#) is committed to fostering, cultivating and preserving a culture of diversity and inclusion because a diverse research workforce furthers the translational research mission and empowers organizations to ask and answer the broadest, most innovative research questions. The goal is for all employees to feel included, equal-valued and supported.

The focus on diversity inclusion and equity permeates all levels of the training program, our department and the institution.