

## **Justice, Equity, Diversity, and Inclusion (JEDI) Work Group Strategic Objectives**

As a program, the CPP program is committed to enhancing diversity and creating an inclusive community within our program. The CPP program draws its core faculty from among the Psychologists who are already faculty members of the Departments of Pediatrics or Psychiatry and, occasionally, other Departments at OHSU, as well as the VA. At the outset of the program, the pool of faculty included limited representation of individuals historically excluded from or otherwise under-represented in clinical psychology. Further, the initial CPP program cohorts have started with limited representation of individuals historically excluded from or otherwise under-represented in clinical psychology.

The University, School of Medicine, and the Departments of Psychiatry and of Pediatrics have recognized the need for corrective action and have implemented working committees, annual self-evaluations, and other corrective steps, as detailed in their respective materials. The present document details the CPP JEDI Work Group Strategic Objectives for developing a more balanced faculty-student representation of individuals traditionally excluded from or otherwise under-represented in clinical psychology as well as enhancing and integrating anti-racism, anti-discrimination, inclusivity, and educational and training activities. Strategic objectives have an equal focus on enhancing a diverse and inclusive culture and enhancement of anti-racism, anti-discrimination, and equity efforts within the program.

**The CPP Program at OHSU recognizes that excellence involves addressing two distinct but related themes:**

1. **Diversity and inclusion**: Make the program more diverse and inclusive and welcoming to individuals traditionally excluded from or otherwise under-represented in our profession
2. **Anti-Racism and Anti-Discrimination**: Continue to gain individual awareness and reflection and, as a group, actively engage with each other in training and in creating an anti-racist, anti-discriminative climate

### **Strategic Objective 1: Establish and maintain a Justice, Equity, Diversity, and Inclusion (JEDI) Workgroup**

- A. Establish representative membership across the CPP Program, including faculty and students
  1. The group will be comprised of faculty including at least one representative from Psychiatry, Pediatrics, and VA groups, in addition to the facilitator.
  2. Group members will self-nominate at the beginning of each Fall Term for at least a 1 year commitment. One facilitator will be appointed/nominated to the position for a period of 3 years. This term can be renewed once before the facilitator must cycle off.
  3. The group will also welcome and actively encourage student participation, with at least one student representative from each student cohort sought. Membership is open to all students.
- B. Charge from the CPP Steering Committee
  1. Provide suggestions and input to the DCT, CPP Program, and other CPP committees as requested and needed.
  2. Focus on efforts to increase diversity and inclusion and actively promote anti-racism and social justice.
  3. Interface with current diversity, equity, and inclusion committees at all levels of the University.
  4. Cultivate and grow relationships with students to ensure their voices and input are incorporated into JEDI efforts.
- C. Establish transparency of the work and actions of the JEDI workgroup
  1. JEDI meeting notes will be made available to the CPP program via Box to increase transparency

2. A JEDI update will be provided at least once a month to the DCT, or their designee, and updates will be provided regularly during the CPP faculty meeting as requested by the DCT.
3. All meetings are open, and the time and date of meetings will be shared with CPP Faculty and students via regular announcements.

**Objective 2: Develop a programmatic culture that increases diversity and welcomes individuals traditionally under-represented in clinical psychology, both students and faculty.**

- A. Increase CPP Program student diversity by increasing applications, offers, and admissions to individuals traditionally under-represented in clinical psychology.
  1. Establish guidelines in coordination with the CPP Admissions Committee relevant to the application, recruitment, and selection process to minimize bias
  2. Interface with the CPP Admissions Committee to support promotion of the CPP Program to institutions, programs, and groups (e.g., APA listservs) with missions that include membership of individuals traditionally under-represented in clinical psychology (e.g., ABRCMS, SACNAS)
- B. Increase engagement of faculty traditionally under-represented in clinical psychology in our CPP Program
- C. Promote awareness of program diversity, including those traditionally under-represented in clinical psychology, among our faculty and student body
  1. Create an annual diversity report to be presented to the DCT, or their designee, annually and the core faculty at a designated time
- D. Cultivate an inclusive culture throughout the CPP program that is welcoming for all individuals, especially individuals traditionally under-represented in clinical psychology

**Objective 3: Actively establish and maintain an anti-racist, anti-discriminative, equitable, and inclusive programmatic environment**

- A. Establish a robust continuing education curriculum focused on diversity, inclusion, equity, anti-discrimination, and anti-racism for all faculty and students
  1. Trainings recommended through the University and Center for Diversity and Inclusion will be completed by faculty and students in a programmatic manner.
  2. Promote attendance at the annual multicultural colloquium presented through the OHSU Psychology Division.
  3. Maintain regular presentations to faculty and students by speakers with expertise on anti-racism, anti-discrimination, diversity and inclusivity, and/or social justice in the context of clinically-relevant research and/or direct clinical practice
  - 4.
  5. Establish and develop a series of anti-discrimination and anti-racism trainings to be offered to students and faculty
  6. Develop an ongoing informal, process-oriented series focused on self-education, self-awareness, growth, and reflection on anti-discrimination, anti-racism, inclusivity, and social justice and its intersection in the current context (e.g., brown bag) OHSU-wide diversity, anti-racism, anti-discrimination, and social justice offerings will be organized in a central location that can be accessed by faculty and students
- B. Actively implement anti-racist, anti-discriminative, equitable, and inclusive policies
  1. Respectful and inclusive communication documents will be reviewed and adapted annually by faculty and students that will serve as the backbone to the CPP Program's institutional approach to anti-racist, anti-discriminative, and inclusive behavior.
  2. Coordinate with the Curriculum Committee to enhance syllabi for inclusion of greater emphasis on an anti-discrimination, anti-racism, and diversity and inclusivity focus and challenging historically centered perspectives that may be discriminatory, racist, or non-inclusive

**Objective 4: Establish programmatic systems of support for traditionally under-represented students and faculty**

- A. Organize accessible means of providing diversity-related feedback to the program
  - 1. Appoint 2-4 advocates for student issues concerning diversity and inclusion in the program. This will involve confidentially speaking with students and presenting issues to the JEDI workgroup or discussing them with the appropriate program leaders, and communicating availability for these services.
- B. Establish an anonymous method of communicating feedback to the program.
- C. Establish connections and coordinate with the Departments of Psychiatry, Pediatrics, and the VAPORHCS and the University to ensure access to mentorship programs for students and faculty traditionally under-represented in clinical psychology.