

Diversity Talking Points
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Location

- Where the university is located may either facilitate or inhibit diversity
- Many universities are located in predominantly Anglo cities and regions, and this can be a problem recruiting both students and faculty

“Going solo” decreases the likelihood of being able to retain diverse faculty and students

- Many universities work hard to recruit a “critical mass,” that is to make sure that there is more than just one or two underrepresented individuals in a class
- Having a diverse faculty increases recruitment of both faculty and students
- Also try to be open about the environment
 - ✓ Discuss the issue of location
 - ✓ Inform applicants about various groups that are available to meet with them and arrange meetings if interested
 - ✓ Ask them for suggestions about ways that the university could become a more open and welcoming environment
- Some universities provide mentoring for interested students
- Many universities have diversity committees in various forms (e.g., students only, students and faculty, etc.)

Money

- Many universities lack the funding to compete with more well endowed peers in providing stipends, support, etc. for diverse students
- Some universities pay the expenses for diverse applicants to come for interviews

Faculty who do research on diversity-related issues are more successful in attracting diverse applicants

- Issues of diversity are infused into all courses

Having access to a training clinic/population that is itself diverse is important

- Where students are fluent in and seeing clients whose primary language is not English, some universities arrange for those students to be supervised in the non-English language

Active efforts to identify promising grad applicants

- Recruitment letters to all McNair programs and HBCUs across the country
- Participation in recruitment fairs
- Participation in university-sponsored summer minority research programs for undergraduates

Selectivity index is a problem

- Although some noted that they do not modify their admissions criteria in any way and are still successful, questions about such things as GREs were raised
- Some DCTs feel the mentorship model often used in clinical science programs results in a more limited applicant pool
- There were many who talked about increasing the applicant pool

CUDCP's annual "Diversifying Clinical Psychology" program has been very successful in allowing diverse students to build relationships with DCTs from a variety of programs and increase the likelihood of a match between student and program.