

Welcome to the Plenary session on attracting and retaining persons who represent cultural and individual differences.

Let me begin by introducing members of our group. We asked Training Councils and APPIC to select someone who could discuss successful programs or council activities in recruiting and retaining faculty, students, and/or staff in the diversity area.

Representing **CUCDP (Counsel of University Directors of Clinical Programs)** we have Elizabeth Klonoff from the San Diego State/University of California at San Diego Joint Doctoral Program in Clinical Psychology.

Representing the CCPTP (Council of Counseling Psychology Training Programs) is Changming Duan who is from University of Missouri at Kansas City.

The Council for Doctoral School Psychology Programs (CDSPP) sends Stephen Peverly from Teachers College at Columbia University in New York.

My colleague at Wright State, James Dobbins, is representing the National Council of Schools and Programs of Professional Psychology. Jim is President Elect of NCSPP.

And we have Jeanette Hsu from APPIC, the Association of Predoctoral and Postdoctoral Internship Centers. She is from the VA at Palo Alto.

Our discussant is Maryka Biaggio, a recent former member of the CoA who is currently an Independent Higher /education and Accreditation Consultant.

Few today would dispute the importance of attention to cultural and individual differences in the education and training of professional psychologists. So today we are not here to talk about the why, but the how—implementation. We recognize the challenges, be We do have a time limit, so specifically this afternoon we will focus on good practices in recruitment and retention in doctoral and internship programs.

Diversity is broadly defined in the G&P, first through the use of the phrase cultural and individual differences throughout the document and through examples that can represent cultural and individual difference in the definition of diversity in Domain A. The examples list is clearly not and not meant to be exhaustive. Going beyond the usual focus on race, ethnicity and gender, the definition in Domain A includes age, disabilities, language, national origin, religion, sexual orientation and social economic status.

D (D for diversity, was that intentional?) is the domain dedicated to diversity. As you heard this morning, our diversity standards have been cited as exemplars by other accrediting bodies. In calling for the recognition of the importance of cultural and individual differences and diversity in the training of psychologists, Domain D has 2 standards

1. **systematic, coherent and long-term efforts** to attract and retain student, faculty, staff for internship from differing backgrounds

2. **thoughtful and coherent plan** to provide students with relevant **knowledge and experiences** about the role of cultural and individual differences as they relate to the **science and practice** of professional psychology

You will notice that the G&P does **not** reference benchmarks or numbers but ask for efforts and plans. This is

In keeping with the CoA value and principle of recognizing “multiple valid’ philosophies, models, and methods of doctoral training for professional psychology practice”

Lastly, there are diversity standards in the Curriculum and Training Plan of Domain B, and in the Student-Faculty and Intern-Staff relations of Domain E.

We recognize that many general strategies and conditions have been effective in recruitment and retention: e.g., adequate funding, administrative support, education, and raising awareness, establishing a critical mass, and maintaining a supportive environment. Our presenters will give us examples of how such strategies have been actualized in recruiting and retaining diverse persons in professional psychology programs.

Our first speaker, Dr. James Dobbins, from NCSPP.