

Successful Models of Diversity Education: an Urban Counseling Psychology Program

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Counseling Psychology Program

- Statement of Philosophy: “train counseling psychologists who possess the scientific knowledge and skills necessary to work with diverse urban populations and in diverse settings.”
- Goals: Train counseling psychologists, multicultural urban competence, scientist-practitioners

Counseling Psychology Program

- Accredited since 1996
- Traditional Scientist-Practitioner program
- 6/9 faculty from underrepresented racial/ethnic group
- UWM has strong urban mission
- One of four areas in Department of Educational Psychology: School Psychology also APA accredited

Students

- 38 students in the program
- 18 are members of racial/ethnic minorities
 - 4 African American
 - 4 Latino/Latinas
 - 8 Asian American or Asian International
 - 2 Biracial/Multiracial
- 10 are men

Students

- Of the incoming class of 7, 4 are racial/ethnic minorities, 1 is a man
- Internship placement 90% (past year 10/11)
- All eligible are licensed

Students

- Graduates working as psychologists, almost all in urban settings
- Last four years, funded all who requested funds, combination of scholarships and assistantships

What works?

- Curricular infusion of diversity, broadly defined, across all proseminars
- When feasible, foundational courses have a multicultural focus (e.g., Development course emphasize development within families from a multicultural perspective)
- At least one year of practicum must be in a multicultural/urban setting

What works?

- Require two years experience on research team
- Annually evaluate students on multicultural competence—
 - Awareness
 - Knowledge
 - Skills- though more difficult

What works?

- All faculty have been hired for interest in/contribution to multicultural perspective, thus students are exposed to research on gender, bilingual therapy, hypnosis across cultures, multicultural career development, etc.

Domain D: Recruiting Faculty

- 4 Full Professors—3 Latinas, 1 African American Man
- 2 White male Associate Professors
- 1 White male Assistant Professor
- 1 Latina Assistant Professor
- 1 Native American Clinical Professor

Domain D: Recruiting Faculty

- Target of Opportunity hires
- Networking

Domain D: Recruiting Faculty

- Reputation
- Strength of infusion across research and curriculum
- Willingness to talk broadly about culture
- BUT- cancelled one search this year, not sure about resources next year

Domain D-Recruiting Students

- Recruitment by individual faculty
- Selection criteria: urban/multicultural interests, research goals, faculty interests
- Retention– past 10 years: 95%

Domain D-Curriculum

- Curricular Infusion
- Specific focus in Proseminar 1
- Practicum in urban setting

Domain D-Curriculum

- Assess for multicultural competency in first semester practicum
- Prelims/theses consistent with values on diversity
- Evaluate on self-perception of growth in multicultural competencies

What still needs to be done?

- Broader evaluation of impairment issues around working with diverse populations
- Evaluating skill development
- Supervisor competence

What still needs to be done?

- Recruiting students and faculty—dedicated efforts need to increase and continue
- Broad aspects of diversity— disability and spirituality less addressed
- Infusion – no dedicated content to ensure focus in other departments

Challenges

- Practicum: Required in urban, multicultural setting, but not always available
- Retaining faculty; three faculty in target of opportunity hires, important to create community
- Difficult dialogues across faculty ranks and worldviews

Challenges

- Recruiting practicum supervisors with multicultural competence
- Audit of other courses: Easy in our department, harder across other departments
- Annual evaluation of skills
- Competency model shift

What helps?

Administrative and Institutional Support

- Milwaukee Commitment and Milwaukee Idea helps to situate program in an urban, multicultural initiative
- Strong support from Dean and Chancellor to recruit minority students

What helps?

Administrative and Institutional Support

- Faculty evaluated on diversity publications
- Multicultural Advisory Board
- Graduate Assistantships created

What helps?

MAB Suggestions

- Encouraging multicultural knowledge for on-site supervisors,
- Having a joint meeting with practicum supervisors and the MAB,
- Offering workshops on multicultural ethics and supervision

What helps?
MAB Suggestions

- Exposing students to community based agencies and programs.
- Anchor assessment in a multicultural perspective
- Train supervisors on evaluation