

Description of Diversity Project 2000 and Beyond (DP2kB)

Program Overview and Objectives

Diversity Project 2000 and Beyond (DP2kB) is a proactive and student-centered program that was implemented in 1994 by community college educators who wanted to address the issue of under-representation of ethnic minorities in the field of psychology (Ladd, 1992; Puente, Matthew, & Brewer, 1992). Recognizing the diversity that exist within the community college setting, these educators sought to address the issue of under-representation by developing a model program for ethnic minority honor students at the community college level. The vehicle they used to identify the first group of student participants was Psi Beta, the National Honor Society in Psychology for Community Colleges. Their long-term goal was to create a model that may be replicated or adapted at the national, regional and local level by other professional organizations.

DP2kB fosters a professional environment where students receive leadership training, develop mentoring networks, experience the value of diversity, and learn about career options in psychology from nationally recognized ethnic minority psychologists in education, research and practice.

DP2kB is a 4-Day Summer Institute scheduled two days before and two days during the annual meeting of the American Psychological Association (APA). Ethnic minority community college honor students are identified, recruited and invited to participate in the Summer Institute. During the first two days of the Summer Institute students participate in leadership and mentoring exercises. On days three and four, students attend the APA convention, practice their leadership training, and further develop their mentoring networks. *Certificates of Recognition* are given to participants during the Closing Reception. Full and partial grants are available to cover the costs of the Summer Institute. All student participants receive convention registration and APA student membership.

The objectives of DP2kB are to:

- Encourage ethnic minority honor students at the community college to pursue careers in psychology.
- Develop a practical method for successfully addressing the diversity challenges in psychology, health services and in the professional work setting.
- Assist students in developing leadership skills and mentoring networks at all levels of the educational pipeline.
- Foster intra-ethnic identity and inter-ethnic relationships.
- Cooperative learning is the methodology used during the DP2kB Summer Institute leadership training exercises. Cooperative learning

- Encourages student-student interaction over content areas as an integral part of the learning process,
- Fosters an understanding that team work is essential for success in the work environment, and
- Promotes simultaneous interaction, positive interdependence, and individual accountability.

Mentoring Networks

The mentoring network used in this program is *dynamic, interactive and multidimensional*. The initial mentoring contact occurs when faculty sponsors recommend ethnic minority honor students for participation in the program. The program is structured so that students develop cohesive and nurturing relationships with their peers, Graduate Student Mentors, Co-Directors, speakers, sponsors and professional psychologists. These structural elements begin with the leadership exercises where students are either paired or work in teams to complete tasks or assignments. The mentoring continues through the closing reception where students make their presentations and are given *Certificates of Recognition*. While the Summer Institute formally ends after the closing reception, student participants are strongly encouraged to maintain the mentor-mentee relationships established during the Summer Institute and to further develop mentoring networks throughout their professional careers.

Ladd, S. L. (1992, Winter). Psi Beta and the promise of diversity. Psi Beta Newsletter, p. 1.

Puente, A. E., Matthew, J. R. & Brewer, C. L. (1992) Teaching Psychology in America: A History Washington, D.C.: American Psychological Association.

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