
**BEA Award in Support of Conferences and Workshop
2021**

Workshop or Conference name: Culturally Responsive Supervision of Psychology Trainees in the Public Sector

Sponsoring Organization: University of Massachusetts Chan Medical School

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Please provide responses to the prompts below (limit of 1500 characters for each).

Goals and objectives

The clarity and nature of the conference or workshop goals and objectives and how they will enhance the training of faculty and supervisors of graduate students, interns, and/or postdoctoral fellows in psychology.

Overall, supervisors have a critical role in training the next generation of psychologists, ensuring competent care of clients, and maintaining the public's trust in our profession, but formal supervision training opportunities are lacking. Within the larger gap in supervision training, a particular area of need relates to increasing psychologists' cultural responsiveness when providing supervision to trainees. The supervisor's primary responsibility is to the care of the patient who can no longer be conceptualized outside of the racial, ethnic, and other cultural factors that influence symptom presentation and overall mental health and well-being. By creating a culturally sensitive/responsive supervisory relationship, supervisors can encourage a supervisee's insight into their own salient identities, as well as biases. Additionally, a supportive, culturally aware and inviting supervisory relationship can encourage sensitivity to and highlight the importance of incorporating and acknowledging the racial, ethnic, and cultural factors that influence who they are as clinicians as well as who their patients are, and the interactions they share. Given the lack of formal training in supervision, especially in public sector psychology, where diverse clients and those who are often socio-economically marginalized seek treatment and care, we propose a training that can support supervisors and their supervisees in the development of culturally mindful diagnosis, care, and treatment.

Leadership

The qualifications of the person(s) identified to plan and lead the conference or workshop, relative to the topic of focus. Included in the qualifications should be evidence of national or regional leadership (e.g., publication of scholarly works related to education and training, participation/leadership in past workshops, etc.)

Danielle Rynczak, JD, PsyD, ABPP (Forensic), is the Director of Diversity, Equity, Inclusion, and Belonging for the APA-accredited doctoral internship at the University of Massachusetts Chan Medical School (UMCMS) and Worcester Recovery Center and Hospital (WRCH). In addition to her role in the internship, she is an assistant professor of psychiatry at UMCMS and the Director of Legal Education and Training in the Law and Psychiatry Program. She is dually licensed in Massachusetts and Illinois, and she holds teaching positions in the medical and law schools at Northwestern University. Dr. Rynczak is

involved in various APA committees, including the Continuing Education Committee as well as the Education Committee for Division 18, Criminal Justice Section, and is an active presenter. She has focused on inclusive teaching, supervision, and mentorship practices in psychology training, and she recently (July 2021) presented to a national psychology and law audience on Diversity, Inclusion and Belonging Curriculum in Forensic Training Programs.

Jeffrey Burl, PhD, is Co-Director of the APA-accredited UMCMS-WRCH doctoral internship. Since assuming the role of Co-Director in 2020, many of his efforts have been focused on updating the internship's didactic seminars and other training programs. As Co-Director, Dr. Burl also has responsibility for ensuring supervisors are providing adequate supervision and training to interns, and for developing relevant training experiences.

Participants

The qualifications of conference or workshop participants relative to the topic of focus, including their potential for implementing outcomes of the conference or workshop toward enhancing graduate education.

The conference will be offered to clinical supervisors and other faculty involved in the UMCMS-WRCH doctoral internship. The targeted participants are primarily clinical psychologists at UMCMS and WRCH, but also include a small group of involved psychiatrists and social workers; depending on the final budget and space availability, we may also extend the invitation to advanced trainees or other early career professionals who are interested in learning more about becoming competent supervisors. Our intended audience size will be approximately 30 participants which will allow increased opportunities for communication, collaboration, and small group interaction.

As a stepping stone to continued training in supervision and upholding high supervisory standards, we plan to require registration with a pre- and post-questionnaire to assess how the training has helped shape the attendees' views and how they may use offered practical tips on becoming cultural competent supervisors moving forward. This feedback will also offer suggestions on how to shape future trainings. We will also ask psychology trainees later in the year to complete a questionnaire, targeting areas featured in the training, about their experience with supervision over the year to evaluate whether they experienced any of the proposed tips/suggestions offered in the training.

Impact

The estimated or potential impact of the conference or workshop in terms of the diffusion of new ideas resulting from its outcomes in the education community appropriate to the proposal's focus.

Given the need for supervisor training on culturally competent supervision, we propose a half-day workshop focused on teaching supervision best practices, consistent with the Guidelines for Clinical Supervision in Health Service Psychology (APA, 2014), with a focus of building multiculturalism and diversity competence/humility in public sector psychology. Given that our participants include psychologists and other mental health professionals who are directly supervising psychology trainees, we have a strong expectation that the proposed conference will have a positive impact on the provision of culturally competent supervision. Proposed speakers for the conference include:

- 1) Dr. Maryam Jernigan-Noesi, a licensed psychologist, clinical-researcher, and educator who has close to two decades of professional experience. She has completed advanced clinical training at The Center for Multicultural Training in Psychology at Boston Medical Center and Boston University School of Medicine. She also completed fellowships at Harvard Medical School and Yale University School of Medicine.
- 2) We hope to invite a second speaker who also has extensively presented on the topic of providing virtual and culturally competent supervision, and is specifically well-versed in Massachusetts-specific

state laws regarding supervisory practices. A speaker we are considering is Dr. Christopher AhnAllen, who is the Co-Director of Psychology at Brigham and Women's Hospital.

Budget

The clarity and completeness of the conference or workshop budget, how realistic it is, how the grant funds are to be used to offset expenses incurred (e.g., travel, registration, speaker fees), as well as provide strong justification for the requested amount and whether the conference or workshop can be offered without BEA funding.

The budget for the conference is \$2000. This budget includes:

- a speaker honorarium of \$750 per presenter (\$1500 total for two speakers)
- hotel for one out of town speaker = \$200
- flight for out of town speaker = \$300

Given budget cuts associated with COVID-19 and a lack of financial resources for invited presenters, UMCMS-WRCH cannot contribute any financial assistance, and therefore this conference cannot be offered without the BEA grant. Conference space, printing of conference documents, and technology support will be provided in-kind by UMCMS-WRCH. If Covid/health precautions prevent speakers from coming to the hospital, we will use the additional funds for another speaker or refreshments for in-town attendees.