

APA Guidelines on Equitable and Respectful Treatment of Students in Graduate Psychology Programs: Professional Socialization

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Disclosures

No conflicts of interest to declare.

The information provided in this presentation does not represent the views of the Department of Veterans Affairs or the United States Government.

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Travis Loughran, PhD

- Licensed Clinical Psychologist
- Specializes in Primary Care Psychology
- Active with clinical practice, research, training

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Poll #1: What setting do you work in?

University/college

Medical School/other academic

Private Practice

Hospital/Community Health organization

Government/VA Medical Center

Business/Industry

School/Educational setting

Other

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Poll #2: How are you involved in Psychology Training?

Undergraduate Student

Graduate Student

Postdoctoral Fellow

Graduate Program Faculty

Research Advisor

Clinical Supervisor

Training Director

Administration

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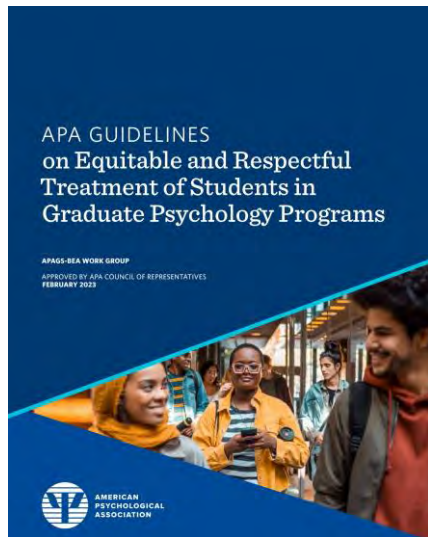


Webinar Roadmap

- Brief Overview of the Guidelines
- Professionalism
- Mentorship and Supervision
- Q and A

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<https://www.apa.org/about/policy/guidelines-equitable-treatment-students.pdf>

APA MISSION STATEMENT

“Our mission is to promote the advancement, communication, and application of psychological science and knowledge to benefit society and improve lives.”

“We do this by:

- Utilizing psychology to make a positive impact on critical societal issues.
- Elevating the public’s understanding of, regard for, and use of psychology.
- ***Preparing the discipline and profession of psychology for the future.***
- Strengthening APA’s standing as an authoritative voice for psychology.”

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APAGS-BEA Work Group 2019-2023



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WORK GROUP STATEMENT

“Promoting an equitable and respectful academic learning context for the next generation of psychologists is essential to the ongoing health of our discipline and profession.

The *APA Guidelines on Equitable and Respectful Treatment of Students in Graduate Psychology Programs* represent a critical next step in articulating psychology’s commitment to the well-being of graduate students who are truly the future of psychology.”

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WORK GROUP CONTEXT AND SCOPE

“Our work spanned the darkest days of the pandemic against the backdrop of compounding race- and class-related disparities further intensified in the summer of 2020 by the murder of George Floyd and violence against the Black Lives Matter (BLM) protestors across the United States. We are aware of the growing consciousness of what it means to enact meaningful change in well-established systems of privilege and power (e.g., APA Racism Resolution; Equity, Diversity, and Inclusion Framework).

The Work Group hopes this document will contribute to the well-being of all graduate students while acknowledging that the education and training community in psychology will need the flexibility to contextualize and operationalize the below four dimensions in the rapidly and continuously evolving social and professional context. The Work Group understands that the guidelines may not be applicable in all situations faced by the education and training community in psychology.”

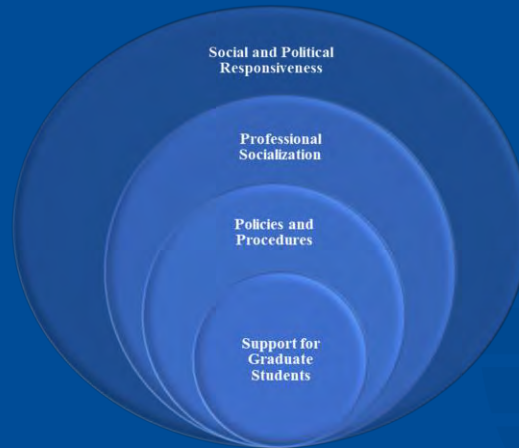
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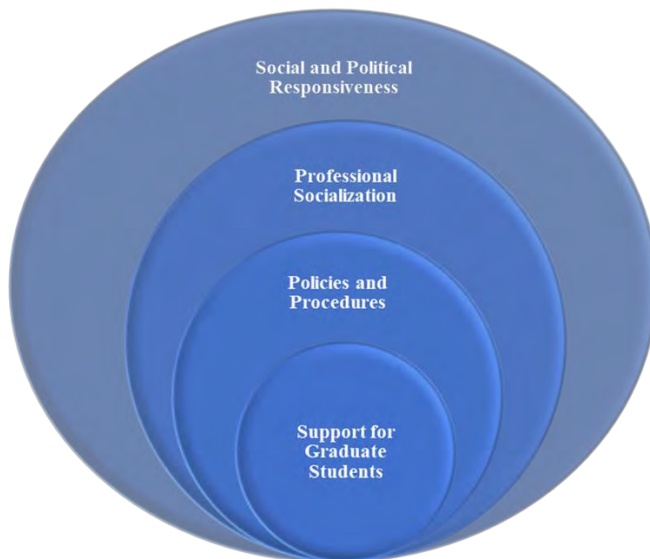
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Guidelines Sections



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1. Support for Graduate Students

1.1 Physical and Psychological Wellness

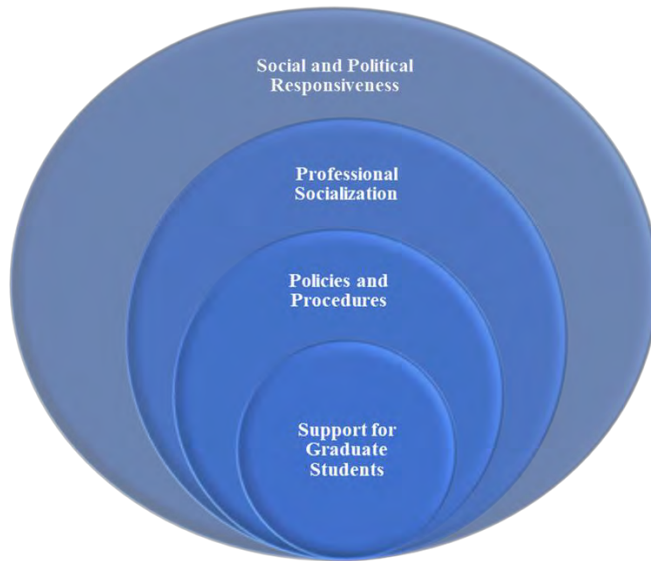
1.2 Financial Wellness and Support

1.3 Professional Resources and Support

1.4 Interpersonal Safety and Respect

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2. Policies and Procedures

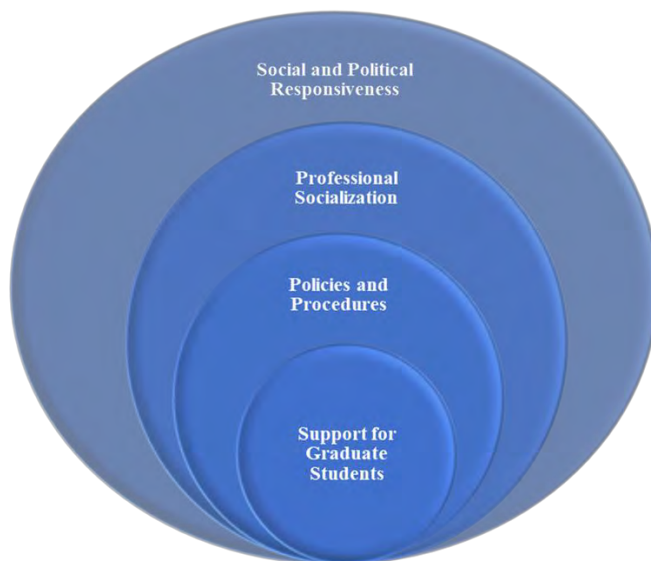
2.1 Transparency and Fairness in the Creation, Communication, and Implementation of Policies and Procedures

2.2 Privacy

2.3 Inclusion of Graduate Students in Creating and Evaluating Policies and Procedures Related to Their Treatment

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4. Social and Political Responsiveness

4.1 Cultural Competence and Humility

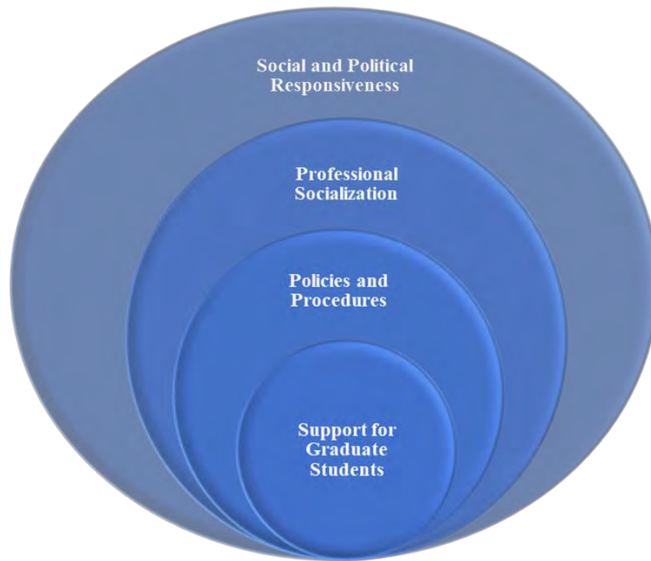
4.2 Cultural Context and Embeddedness

4.3 Fostering Critical Consciousness

4.4 Responsiveness to Sociopolitical Events

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3. Professional Socialization

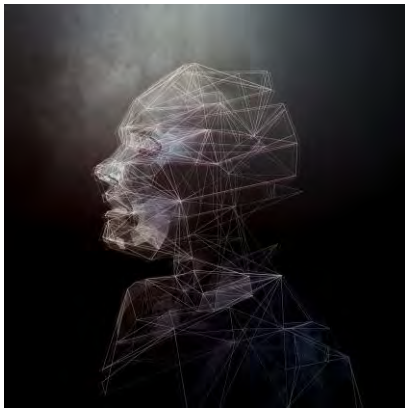
3.1 Professionalism

3.2 Mentorship and Supervision

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Professionalism Defined



- Accountability
- Ethical Engagement
- Self-Reflection
- Excellence
- Humanism
- Collaboration
- Cultural Humility
- Social Contract
- Social Responsibility

Grus et al. (2018)

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Professionalism and the Guidelines



- Professional Engagement
- Advocacy
- Cultural and Contextual Differences

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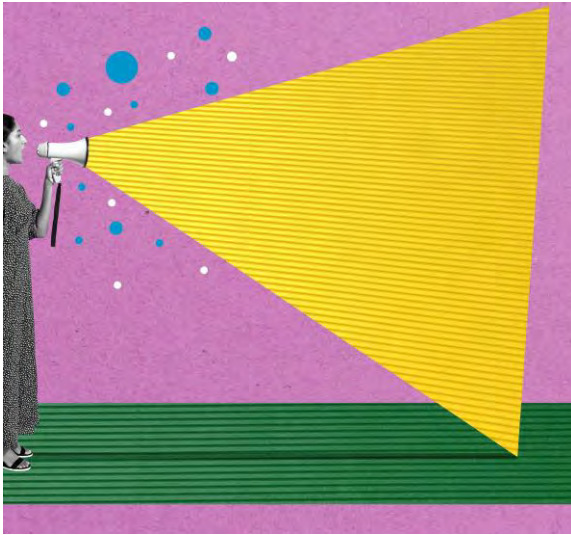
Professional Engagement

- Model professional involvement.
- Teach and evaluate professionalism.
- Support student professional involvement.

Ellman et al., (2005); Grus & Kaslow (2014); Grus et al., (2018); Kaslow, Bangasser, et al. (2018); Kaslow, Grus, et al. (2018); Kols et al., (2016).

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Advocacy

Burney et al. (2009); Cohen et al. (2012); Deleon et al. (2015); Garrison et al. (2017); Kois et al., (2016); Singh et al. (2023)

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Respond to Cultural and Contextual Differences

- Collaboratively identify individualized professional goals.
- Assess and provide regular feedback on progress towards goals.
- Formalize procedures to address challenges in goal attainment.

Ellman et al., (2005); Grus et al. (2018); Kaslow, Bangasser, et al. (2018); Kaslow, Grus, et al. (2018)

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Mentorship and Supervision and the Guidelines



- Facilitate personal and professional development of students.
- Encourage peer-mentorship.
- Provide supervision consistent with best practices in psychology.

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Mentorship Matters

Kaklauskas (2023); Kaslow, Bangasser, et al. (2018); Koils et al., (2016); Remaker et al. (2021)

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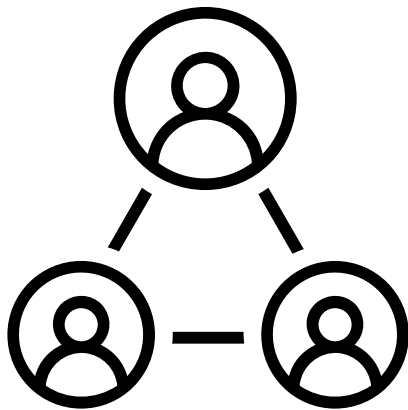


Facilitating Personal and Professional Development

Grus et al. (2018); Kaslow, Bangasser, et al. (2018); Kaslow, Grus, et al. (2018); Kois et al., (2016); Remaker et al. (2021); Tibbetts & Park Smith (2023)

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Peer Mentorship

Brown & Sheerin (2018); Kois et al., (2016)

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Provide Supervision Consistent with Best Practices

- Clear expectations for faculty and supervisors who train students.
- Engage in continuing education.

Grus & Kaslow (2014); Grus et al., (2018); Kaslow, Bangasser, et al. (2018); Singh et al (2023)

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APA Resources

- Mentorship: [Mentorship \(apa.org\)](https://www.apa.org/mentorship)
- Advocacy: [Advocacy \(apaservices.org\)](https://www.apaservices.org/advocacy)
- APAGS: [American Psychological Association of Graduate Students \(apa.org\)](https://www.apa.org/graduate-students)
- BEA: [Board of Educational Affairs \(apa.org\)](https://www.apa.org/board-educational-affairs)

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Reaching for the Future

what will you take forward into your life and work from today?



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