

ACTIVITY 4.3

Policies and Processes Consultant

Directions: Facilitators should tell learners that they have been hired by a university to create and implement policies and processes for successfully preparing professional mental health practitioners to serve a diverse public. The university is contracting with you because in the past 4 years, they have had three different situations (two involving students and one with a university seminar supervisor) in which there were personal conflicts based on religious and/or moral beliefs that kept those involved from being able to counsel LGBTQ individuals. No policies or processes are currently in place regarding professional competence and personal conflict with a trainee or employee's beliefs about LGBTQ individuals. The university would like you to use

- the American Psychological Association Education Directorate flowchart (2013),
- relevant national association statements and recommendations, and
- journal articles to create and support your recommendations.

Be sure to also create a value statement after reviewing at least three to five other existing value statements. Write a four- to five-page report to the university's or center's trustees or board of directors clearly stating and justifying your recommendations. Include your recommended value statement.
