

# A Time for Transformation: Exploring Diversity and Inclusion Initiatives in the Pennsylvania Psychological Association

Jade Logan, PhD, ABPP  
PPA – Officer of Diversity & Inclusion  
Director, Chestnut Hill College Internship Consortium  
Pronouns: She/Her/Hers



1

## Goals For Today

- Define Diversity/Inclusion, Equity, & Antiracism
- Describe the current state of affairs of DEI work in psychology (APA)
- Describe DEI Framework Model
- Discuss PPA's antiracism efforts and needs assessment
- Describe ways PPA will begin to actively incorporate antiracist practices into the organization



2

# What are we dealing with?

Oppression + Privilege



3

## Oppression Results in

- Disadvantage for Targeted Groups (chronic & cumulative)
- Privilege for Advantaged Groups (chronic & cumulative)

**SYSTEMIC OPPRESSION**

### *Psychological Impact*

#### Internalized Dominance

Advantaged      To Self



#### Internalized Subordination

Targeted      To Self



Lecture Adapted from Hardiman, Jackson, & Griffin (2007)

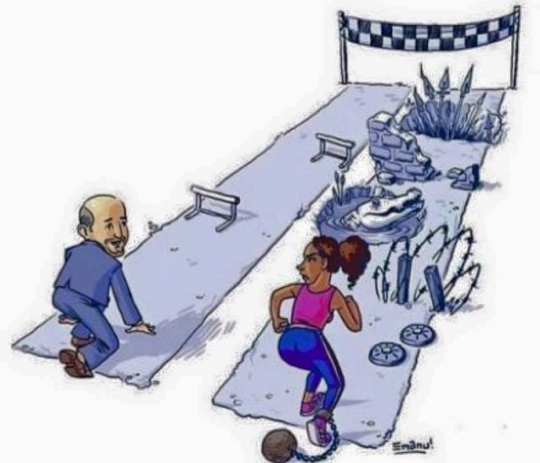
4

## Oppression & Privilege



PENNSYLVANIA  
PSYCHOLOGICAL  
ASSOCIATION

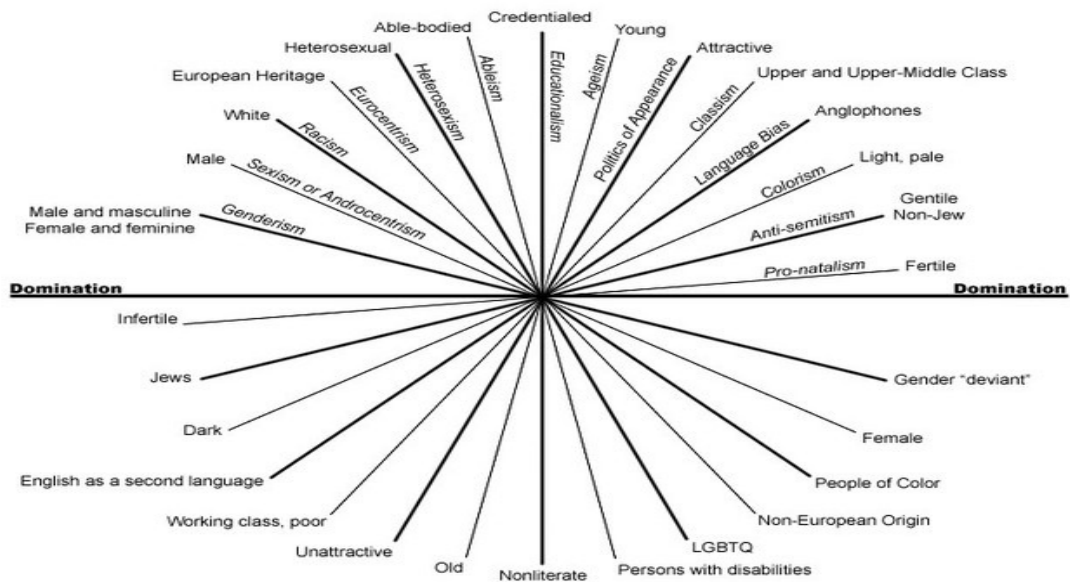
"Quit whining. It's the same distance."



5

### Intersecting Axes of Privilege, Domination, and Oppression

Adapted from Kathryn Pauly Morgan, "Describing the Emperor's New Clothes: Three Myths of Educational (In)Equality,"  
The Gender Question in Education: Theory, Pedagogy & Politics, Ann Diller et al., Boulder, CO: Westview, 1996.



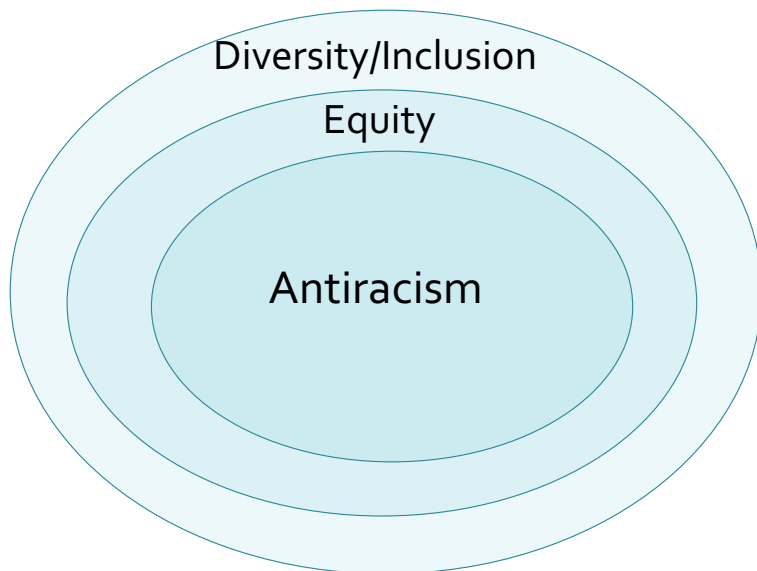
6

# A Shared Language

A few terms

7

## Terminology



*Figure adapted from Dr. Amanda Sullivan at Decolonizing Psychology Training Conference, 2021*

8

## What is antiracism work in psychology?

"An anti-racist approach is not merely a political or racialized stance but an epistemological grounding that recognizes that the structures, systems and processes of society at every level are established on a belief that non-whites are inferior. Anti-racism work battles the 500-year appropriation of every intellectual strategy, political ideology, artistic expression, spiritual tenet, and philosophical treatise molded to form a reality that often goes unquestioned and violently punishes those that do question it...Anti-racist question the very fabric of knowledge and knowledge production and challenges the very givens of the known world." (Yearwood, 2021)

<https://www.anthropology.pitt.edu/anthropology-and-anti-racism>

## Antiracism work involves changes to the foundation

*Quote reference from Dr. Amanda Sullivan at Decolonizing Psychology Training Conference*

9

## APA Efforts

10

## APA Efforts

- Development of various practice guidelines (Sexual Orientation, Transgender, Elderly, Children, Disabilities, etc.)
- Multicultural Guidelines & Layered Ecological Model (2017)
- APA Resolutions (2021)
- EDI Framework



11

## APA's Resolutions

Released in February 2021



12

## Gender Identity Change Efforts (2021)



- Refers to the range of techniques used by mental health professionals and non-professionals with the goal of changing gender identity, gender expression, or associated components of these to be in alignment with sex assigned at birth (SAMHSA, 2015)
- ...Evidence supports psychologists in their professional roles to use affirming and culturally relevant approaches with individuals of diverse gender expressions and identities.



PENNSYLVANIA  
PSYCHOLOGICAL  
ASSOCIATION

13

## Harnessing Psychology to Combat Racism: Adopting a Uniform Definition and Understanding

- ...[P]sychologists should consider the following four levels of racism in designing and implementing antiracist research, education, training, policy, and clinical applications through the lens of intersectionality.

- Structural racism
- Institutional racism
- Interpersonal racism
- Internalized racism



PENNSYLVANIA  
PSYCHOLOGICAL  
ASSOCIATION

14

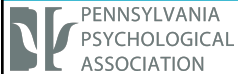
## APA, Psychology, and Human Rights



- Five Connection Framework

1. Psychologist possess human rights by virtue of being human as well as specific rights essential to their professional and discipline
2. Psychologist apply their knowledge and methods to the greater realization of human rights
3. Psychologist respect human rights and oppose the misuse of psychological science, practice, and applications and their negative impact on human rights
4. Psychologist advance equal access to the benefits of psychological science and practice
5. Psychologist advocate for human rights.

...[W]hile human rights are guaranteed to all in theory, the degree to which they are actualized is dependent upon power and privilege, often denied to those with marginalized identities...



15

## Sexual Orientation Change Efforts



- ...Psychologists are aware of and respect cultural, individual, and role differences, including those based on gender, gender identity, sexual orientation and other individual differences.
- ...APA encourages psychologist to use an affirming, multicultural, and evidence-based approach with individuals of all sexual orientations and identities, and to be aware of multiple and intersecting cultural factors, such as those associated with ability, age, class, education, ethnicity, race, and spirituality in conceptualization, treatment, research, and teaching about sexual minorities who are questioning their sexual orientation or experience conflict related to sexual orientation.



16

# Equity, Diversity, & Inclusion Framework

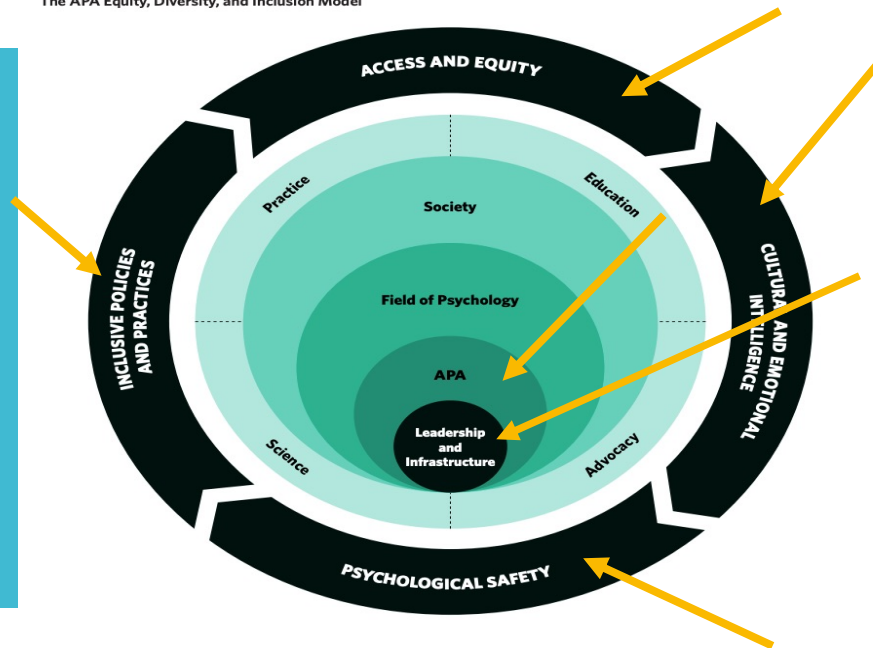
American Psychological Association Change Efforts

Dr. Maysa Akbar & APA's Equity, Diversity, and Inclusion Office



17

FIGURE 1.  
The APA Equity, Diversity, and Inclusion Model



EDI  
Framework  
(Akbar &  
Parker, 2021)



AMERICAN PSYCHOLOGICAL ASSOCIATION EQUITY, DIVERSITY, AND INCLUSION FRAMEWORK 9

18

# How can we bring these efforts to PPA?

Adapted from APA's Equity, Diversity, and Inclusion Framework

## EDI Pyramid (adapted from APA EDI framework)



## Leadership & Infrastructure



PENNSYLVANIA  
PSYCHOLOGICAL  
ASSOCIATION

- **Definition:** Maintenance, further creation, and implementation within PPA of structures (e.g., offices, committees), job positions, policies, procedures, and practices that support leadership for EDI and build and support an infrastructure for EDI influence
- **Plan:**
  - Leadership (executive committee, board, committee chairs, general assembly) training and accountability
  - Development of mission statement to include diversity/inclusion initiatives
  - Support of initiatives around diversity/inclusion

21

## Cultural and Emotional Intelligence



PENNSYLVANIA  
PSYCHOLOGICAL  
ASSOCIATION

- **Definition:** Education and training of all members, volunteer leaders, and staff to enhance their knowledge, skills, and capability to adapt in diverse environments with confidence, and to make informed judgements based on observations and evidence as opposed to stereotypes and biases. Focuses on centering the values, beliefs, and attitudes of people from different cultures, while responding with informed empathy and real understanding.
- **Plan:**
  - "We don't know what we don't know"
  - Focused work on self-reflection and self-awareness
  - Development of common language around diversity and inclusion

22

## Multicultural Orientation Framework

(Hook, Davis, Owen, & DeBaere, 2017)

- Assumptions
  - Co-create cultural expressions
  - Way of being with clients vs. a way of doing therapy
  - Attention to cultural processes leads to connection
  - A strong multicultural orientation enhances knowledge of self and other
- Three Pillars
  - Cultural Humility
  - Cultural Opportunities
  - Cultural Comfort

23

## Inclusive Policies and Practices

- **Definition:** Maintenance, further creation, and implementation of inclusive policies, procedures, and practices within the organization.
- **Plan:**
  - Evaluation of mission statement
  - Following and adjusting the strategic plan

24

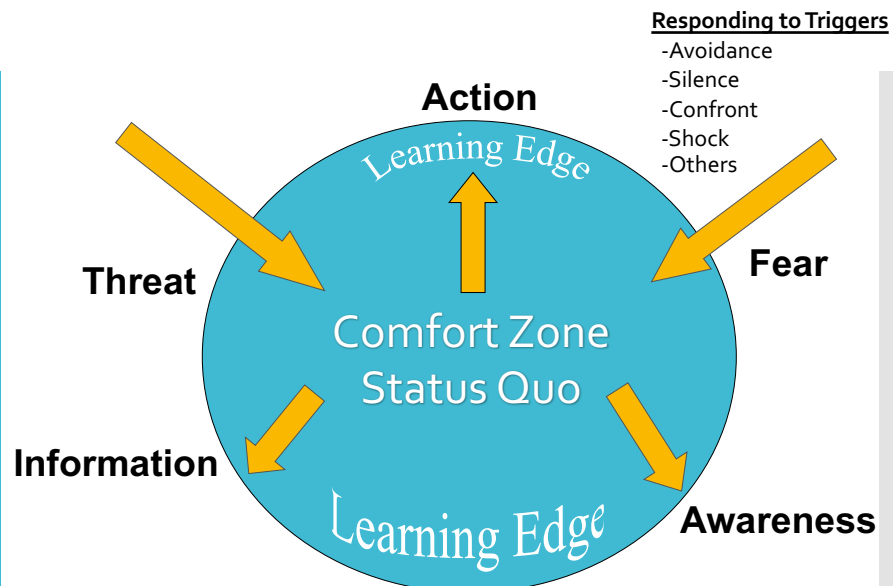
## Psychological Safety:

- **Definition:** A psychologically safe environment – among staff, members, volunteers, committees;; and at all gatherings (in-person or virtual), such as conventions, meetings, that foster the full inclusion and safe engagement of people of all social identities and social identity intersections, prioritizing those who are societally marginalized and/or underrepresented.
- **Plan:**
  - Delineating comfort vs. safety
  - Comfort zones, learning edges, triggers
  - Acknowledge and address metacommunications
  - Engage in and manage difficult conversations



25

## Psychological Safety: Understanding Our Reactions



26

# Psychological Safety: Example

Yesterday's ODI Taskforce Meet-up

I hold back because...



PENNSYLVANIA  
PSYCHOLOGICAL  
ASSOCIATION

27

## Access & Equity

- **Definition:** Continue to promote diversity, social justice, and equity within the organization. Prioritizes its commitment to fostering the engagement and participation in PPA of marginalized groups and groups that have been historically underrepresented in our society.
- **Plan:**
  - Inclusion and support of special interest groups
  - Advocacy and legislation
  - Membership dues and rates
  - Others?



PENNSYLVANIA  
PSYCHOLOGICAL  
ASSOCIATION

28

## Plan for Implementation

- Assessment Phase
  - What has PPA been doing?
  - Needs assessment with a focus on strengths, weaknesses, opportunities, & threats
- ODI Taskforce
- Individual accountability
- Workshops, trainings, & special interest groups



29

## Assessment Phase: Current PPA Efforts

- Creation of Diversity and Inclusion Officer position
- ODI appointed member on Nominations and Awards Committee
- Virtual meet-ups for BIPOC, LGBTQ
- Board of Directors reading "How to be an Antiracist" by Dr. Ibram Kendi
- PPAGS Diversity Series
- PA Psychologist focus on themes of antiracism
- Others?



30

## Needs Assessment

- Meetings w/committee chairs & board directors
  - Focus on strengths, weaknesses, opportunities & threats
- Strengths
  - Openness to change
  - Commitment to the process and journey
  - Current efforts in PPA
- Weaknesses
- Opportunities
- Threats



31

## Needs Assessment

- Meetings w/committee chairs & board directors
  - Focus on strengths, weaknesses, opportunities & threats
- Strengths
- Weaknesses
  - Struggles with representation
  - "We don't know what we don't know"
  - Meaning of allyship
- Opportunities
- Threats



32

## Needs Assessment

- Meetings w/committee chairs & board directors
  - Focus on strengths, weaknesses, opportunities & threats
- Strengths
- Weaknesses
- Opportunities
  - Increase in graduate student membership
  - Advocacy efforts
  - COVID-19 has opened the door to new policy and change
  - Racial injustices now have a spotlight
- Threats



33

## Needs Assessment

- Meetings w/committee chairs & board directors
  - Focus on strengths, weaknesses, opportunities & threats
- Strengths
- Weaknesses
- Opportunities
- Threats
  - Loss of momentum
  - Moving plan to action
  - Avoidance of difficult conversations



34

## ODI Taskforce

- Serves as a "Think Tank"
- Assists in implementation of proposed plan
- Serves as appointees on committees as needed
- Develop workshops and trainings for leadership



35

## Implicit Bias, Metacommunications, & Microaggressions

Individual Accountability: Knowing ourselves and self-reflection



36

## Implicit Bias

- Attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner
- Often used in negative manner but bias simply means an evaluation of a belief
- Our thoughts are operating outside of our conscious awareness



PENNSYLVANIA  
PSYCHOLOGICAL  
ASSOCIATION

37

## Dynamics of Communication

- Conscious communication
  - No guess work
  - Communications are happening within one's consciousness
- Metacommunication
  - Outside the level of awareness of the perpetrator
  - Must explicitly acknowledge metacommunication in order to begin to evoke change
- Example: "You are so well spoken?"
  - What is the conscious communication?
  - What is the metacommunication?



PENNSYLVANIA  
PSYCHOLOGICAL  
ASSOCIATION

38

## Manifestation of Implicit Bias: Microaggressions



PENNSYLVANIA  
PSYCHOLOGICAL  
ASSOCIATION

- Microassaults
  - Involve explicit and intentional acts of racism, prejudice, or discrimination
- Microinvalidations
  - Deny the experience of a cultural group
- Microinsults
  - Subtle, often unconscious messages that put down an individual's cultural group

39

## Thought Questions:



PENNSYLVANIA  
PSYCHOLOGICAL  
ASSOCIATION

- How many times have you when sitting with a colleague or client had one of these experiences where you found yourself automatically rationalizing the behavior of another?
  - What might be the impact on your colleague and/or client?
  - How might it impact your ability to work with your colleague and/or diagnose and conceptualize your client's concerns?
- How many have had these types of experiences and not felt heard when you tried to share them?

40

## Dynamic Interpersonal and Intrapersonal Process



PENNSYLVANIA  
PSYCHOLOGICAL  
ASSOCIATION

- Who are the players in these interactions?
- **Targeted Group**
  - Marginalized individuals who are objects of prejudice and discrimination expressed through the microaggression.
  - The individuals are often left to feel that they caused the problem.
  - They may also oscillate between internal (survival and self-care) and external (confronting the source) objectives in dealing with bias and discrimination.

Sue et al., 2019

41

## Impact of Microaggressions: Target



PENNSYLVANIA  
PSYCHOLOGICAL  
ASSOCIATION

- Feelings of isolation
- Depression
- Intrusive thoughts
- Anger and/or irritable behavior
- Hypervigilance
- Low self-esteem
- Avoidance
- Exaggerated negative beliefs about the world
- Exaggerated stress response (fight, flight, or freeze)
- Mistrust of systems

Sue et al., 2019

42

## Allies & Bystanders



PENNSYLVANIA  
PSYCHOLOGICAL  
ASSOCIATION

### Allies

- Individuals who belong to a dominant social group who actively work toward the eradication of prejudicial practices they witness in both their personal and professional lives.
- Involves internal and painful self-reckoning, and commitment to external action
- Understanding to ways systems reinforce oppression and privilege

### Bystander

- Anyone who is aware of and/or witnesses unjust behavior or practices that are worthy of comment or action.
- Superficially developed or a nebulous awareness of biased behaviors, and of institutional policies and practices
- Difficulty labeling a biased active and may provide a rationalization for the behavior

Sue et al., 2019

43

## Psychological Impact of Acknowledging Privilege



PENNSYLVANIA  
PSYCHOLOGICAL  
ASSOCIATION

- Anger
- Fear
- Guilt
- Shame
- Dissonance
- Silence
- Denial
- Others?



44

## Thought Questions

- Where do you get your narratives?
- What stories were you told?
- What stories do you need to challenge?



PENNSYLVANIA  
PSYCHOLOGICAL  
ASSOCIATION

45

## Individual Accountability

Importance of knowing ourselves and self-reflection



PENNSYLVANIA  
PSYCHOLOGICAL  
ASSOCIATION

46

## Reflection Exercise: My Life Map

- A visual representation of your socialization process as it relates to your individual experiences.
- Use pictures, words, blurbs, or symptoms to create your map.
- Thinking about your life's journey in relationship to the social identities within the ADDRESSING (Hays, 2016) model.
- Growing up, what message(s) were you given about your social identities?
- How do these messages impact your perceptions and behavior today?
- How do these messages impact your clinical work?
- How do these messages impact your comfort/discomfort with difficult conversations?

47

## How do I intervene & hold myself accountable?

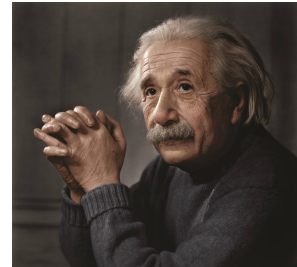
Engage in self-reflection and increase self-awareness

48

## Silence/Inaction is Collusion

"The world is a dangerous place to live, not because of the people who are evil, but because of the people who don't do anything about it"

~Albert Einstein



Sue, Alsaidi, Awad, Glaeser, Calle, & Mendez (2019)

49

## Strategies for Intervention

### Four Major Goals

- Make the "Invisible" Visible
- Disarm the Microaggression
- Educate the Perpetrator
- Seek External Reinforcement and Support



Sue, Alsaidi, Awad, Glaeser, Calle, & Mendez (2019)

50

## Make the “Invisible” Visible

- Develop mental perception and understanding
- Name the innuendo to disempower it
- Make the meta-communication explicit
- Challenge the stereotype
- Broaden the ascribed trait to a universal human behavior
- Ask for clarification
- Run your observations by allies who can relate



PENNSYLVANIA  
PSYCHOLOGICAL  
ASSOCIATION

Sue, Alsaidi, Awad, Glaeser, Calle, & Mendez (2019)

51

## Disarm the Microaggression

- Express disagreement
- State values and set limits
- Describe what is happening
- Use an exclamation
- Use non-verbal communication
- Interrupt and redirect



PENNSYLVANIA  
PSYCHOLOGICAL  
ASSOCIATION

Sue, Alsaidi, Awad, Glaeser, Calle, & Mendez (2019)

52

## Educate the Offender

- Point out the commonality
- Appeal to the offender's values and principles
- Differentiate between intent and impact
- Promote empathy
- Point to how they benefit



PENNSYLVANIA  
PSYCHOLOGICAL  
ASSOCIATION

Sue, Alsaidi, Awad, Glaeser, Calle, & Mendez (2019)

53

## Seek External Intervention

- Alert authorities
- Report the act
- Seek therapy/counseling
- Seek support through spirituality/religion/community
- Set up a buddy system
- Attend support groups



PENNSYLVANIA  
PSYCHOLOGICAL  
ASSOCIATION

Sue, Alsaidi, Awad, Glaeser, Calle, & Mendez (2019)

54

## Final Thoughts: Individual Accountability

- Spheres of influence
- Stay on top of your biases
- Using one's privilege
- Acknowledging intent vs. impact
- Speak up, even when you are uncomfortable
- Evaluate your beliefs, values, and morals
- What are you willing to give up?
- Who will you hold accountable? How?
- Leaders need to lead by example
- It takes a village



PENNSYLVANIA  
PSYCHOLOGICAL  
ASSOCIATION

55

## What's next?

- Continued assessment of needs
- Focused workshops on making the invisible visible
- Education of leadership
- Evaluating issues of access and equity
- Special interest groups (SIGS)



PENNSYLVANIA  
PSYCHOLOGICAL  
ASSOCIATION

56

Thank You

