

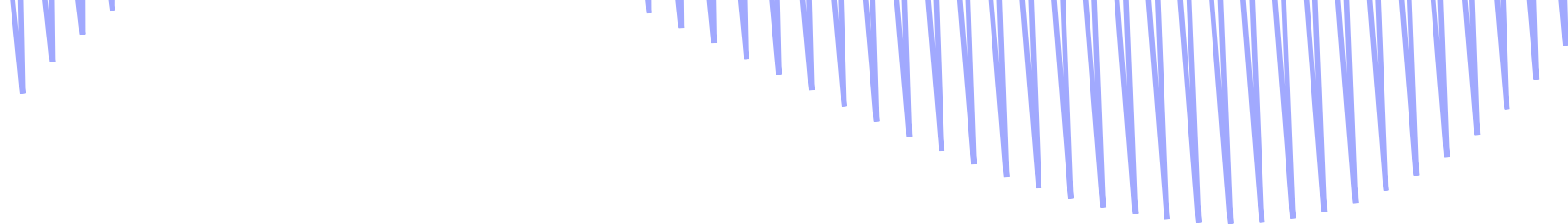
## DIVERSITY, EQUITY, INCLUSION, & SOCIAL JUSTICE TRACK (DEISJ)

In 2022, the Society for Personality Assessment Diversity & Social Justice Committee developed an Equity, Inclusion, and Social justice (EISJ) track for convention submissions in response to the call for action from our membership to foster equity, inclusion, and social justice in our work as assessment psychologists. Our goal was to encourage our members to address gaps in our field, which excludes and/or overlooks members of marginalized and oppressed groups thus contributing to inequities in our profession and in service delivery. At that time, the track was “opt-in,” asking our members to select into the track and explain how their submission fit with the track. We also failed to provide enough guidance and centering of our international members in the initial development of this track and like all DEISJ work, we intend to continue to improve our efforts.

The goal of this effort is to thread DEISJ throughout content that is offered by SPA and its presenters in keeping our organizational values and professional and institutional commitments to the American Psychological Association’s [“Standards and Criteria for Approval of Sponsors of Continuing Education for Psychologists \(2015\).”](#) [Criterion B.5](#) which establish that “Sponsors must both select instructors and develop program content that respect cultural, individual, and role differences, including those based on age, gender, gender identity, race, ethnicity, culture, national origin, religion, sexual orientation, language, and socioeconomic status” (p. 5). SPA understands that inclusive research and practice is a component of better science, alongside other best practices, including open science practices, multimethod assessment and research design, use of representative samples, and research with implications for theory, research, and practice.

The DEISJ track also aligns with various sections of the American Psychological Association [“Code of Ethics and Conduct \(2010, 2017\),”](#) particularly the following subsections which we encourage you to review:

- 2.01 Boundaries of Competence
- 3.01 Unfair Discrimination
- 3.04 Avoiding Harm
- 9.02 Use of Assessments
- 9.03 Informed Consent in Assessments
- 9.05 Test Construction
- 9.06 Interpreting Assessment Results
- 9.08 Obsolete Tests and Outdated Test Results
- 9.09 Test Scoring and Interpretation Services



The track also aligns with the APA “[Multicultural Guidelines: An Ecological Approach to Context, Identity, and Intersectionality \(2017\)](#).” We encourage you to review this document and the 10 guidelines crafted to foster our awareness of social context, power and privilege, language and communication, examining the assumptions of our profession from domestic and international contexts, engaging in culturally adaptive research and intervention, and taking a strengths based approach to reduce harm in our contexts. These guidelines help us to consider factors that influence the utility of our work.

## **INTERNATIONAL CONSIDERATIONS**

We recognize that SPA encompasses professionals across the globe and our members may have different responsibilities within their ethics codes separate from SPA’s APA CE responsibilities and refining of values. This is not an exhaustive list but we encourage all our members to familiarize themselves with the ways diversity is addressed in these various codes from our current member pool. Some key related terms that appear in these codes that you can search for are “diversity,” “respect,” “culture,” “values,” “discriminate/ion,” and “self-study.” Because this is a working document, you will see additional codes appear here over time as the DEISJ Committee continues to add to this list.

- [Associazione Italiana di Psicologia - Codice Etico per la Ricerca in Psicologia \(2022\)](#)
- [Code of Ethics for Psychologists, 2015, Nederlands Instituut van Psychologen](#)
- [Code of Ethics For Psychologists Working in Aotearoa/New Zealand \(2012\)](#)
- [International Union of Psychological Science - Universal Declaration of Ethical Principles for Psychologists](#)
- [The Japanese Psychological Association Ethical Principles of Psychologists](#)

A paper by Leach and Harbin (1997) through the International Union of Psychological Sciences discussed the importance of familiarizing ourselves with different psychological ethics codes. The authors note, “Variations in psychological ethical codes informs us about the consistency of values important to psychologists in various countries, and suggests greater understanding of the way these psychologists organize information in their world,” (p. 181). They discuss issues of relativism, absolutism, and universalism that appear in ethics codes, all of which have potential implications for not only how we practice, but how we organize our professional societies and their values and exercise that in our content and influence. The Diversity & Social Justice committee for SPA recognizes all that must be held in mind for each context that our members practice in and we will continue to evolve our work as an exercise in learning in public, how to best support our members and the people we serve.