Diversity Toolkit for Clinic Directors

The following resources may be useful for clinic directors, clinical supervisors, University/college professors/instructors, and other professionals providing training and education to psychology students and trainees in terms of: 1) equipping trainees with skills and knowledge to be culturally-competent in practice, and 2) delivering training to trainees from diverse backgrounds. Resources providing practical recommendations for increasing the diversity of students and faculty at higher-education institutions are also included.

Online Resources:

AAC&U Resources

- http://www.aacu.org/resources/diversity/index.cfm
- Association of American Colleges and Universities’ diversity resource page.

AFFIRM: Readings on Lesbian, Gay, and Bisexual Issues

- http://www.stonybrook.edu/commcms/affirm/
- Developed to address the concern that graduate students are not receiving sufficient coverage of lesbian, gay, and bisexual (LGB) issues in clinical psychology graduate training, AFFIRM: Psychologists Affirming Their LGBT Family compiled a list of readings, drawing on input from outside sources, including Division 44 of the American Psychological Association.

Anti-Bias/Anti-Racism/Multicultural Education

- A collection of Web links to a variety of diversity topics and resources. Other special topics include bilingual language and literacy.

APA Division 45 -- Society for the Psychological Study of Ethnic Minority Issues

- This is the official Web site of Division 45 of the American Psychological Association, the Society for the Psychological Study of Ethnic Minority Issues.

APA Division 17 -- Counseling Psychology, Section on Ethnicity, Race, and Diversity

- http://www.div17.org/
- This is the official Web site of the Section on Ethnicity, Race, and Diversity of Division 17 of the American Psychological Association, the Division on Counseling Psychology.


This extensive collection of resources includes classroom exercises, course syllabi, fiction, information on SES-related social policy legislation, popular media (film, TV, music, etc.), scholarly books and articles, and websites. An appendix lists volumes of the *Journal of Social Issues* that focus on social class and socioeconomic status.


This factsheet includes information on development of sexual orientation, critiques of reparative therapy and transformational ministries, relevant legal principles, and resources for educators. It has received broad endorsement from medical, psychological, educational, health, religious, and social work organizations.

APA Division 36: Psychology of Religion

- Division statement: “Division 36 of the American Psychological Association, the Society for the Psychology of Religion and Spirituality, brings together psychologists who recognize the significance of religion both in the lives of people and in the discipline of psychology. The division is nonsectarian. Membership and division activities are open to members of all faiths as well as to those who are not religiously affiliated or do not profess a particular personal faith commitment. “

APA Office of Lesbian, Gay, and Bisexual Concerns

- In Spring 2005, the APA Office of Lesbian, Gay, and Bisexual Concerns conducted research to find programs which provide emphasis in lesbian, gay, and bisexual issues. APA gathered information on faculty interests through surveying chairpersons of graduate programs. This article includes different programs that are available, a list of members of the National Council of Schools and Programs of Professional Psychology, and other departments which strongly relate to psychology. The survey includes 750 programs in Canada and the United States, 487 doctoral programs and 263 master’s programs. The survey is split into four main sections: research; courses; professional training; and climate indicators.


- Currently, all along the educational pipeline, students are being lost in the fields of science, mathematics and engineering. Moreover, the participation and persistence rates of women and minorities in these fields are dramatically lower than those of the general student population. This article examines factors affecting interests in science, challenges in retaining students and new efforts at retaining underrepresented students.
Committee of Students Concerned With Ethnic Issues (March, 1998). *Psychology education and careers #3: Guidebook for college students of color applying to graduate and professional programs.*

- Describes the process for applying to graduate/professional education in psychology and provides great tips!


McGraw Hill Education Resources: Methods for Multicultural Classrooms

- [http://www.mhhe.com/socscience/education/methods/resources.html#methods](http://www.mhhe.com/socscience/education/methods/resources.html#methods)
- This Web resource offers teaching methods from McGraw Hill including “Methods for Multicultural Classrooms” and “Multicultural Curriculum Development.” Each topic is linked to other resources including issues related to language diversity.


- The APA Commission on Ethnic Minority Recruitment, Retention, and Training in Psychology. Provides a quick guide to action in support of increased student minority recruitment and retention.


- This special section consists of all model strategies previously published in the *Communiqué* from 1995–1999. It also consists of the strategies of those three psychology departments that were the awardees of the inaugural 1999 APA Suinn Minority Achievement Award.

Office of Teaching Resources in Psychology

- The Office of Teaching Resources in Psychology (OTRP) Online is a Web page that contains numerous resources for teaching, including syllabi for a variety of courses (Project Syllabus) and assorted other teaching resources such as databases, annotated bibliographies, a compendium of textbooks, and other teaching-related documents. New materials are added regularly. Contents include bibliographies and other resources: An Annotated Bibliography on Diversity in Psychology; International Psychology: Annotated Bibliography; Informational Resources for
Teaching Cross-Cultural Issues; and Activities and Videos for Teaching Cross-Cultural Issues in Psychology.

Paul Kivel’s Web Site

- [http://www.paulkivel.com](http://www.paulkivel.com)
- This is the website of Paul Kivel, a nationally known trainer in the area of anti-racism education.

Psychology of Religion

- These Psychology of Religion Pages by Michael Nielsen, PhD, include recommended readings, films, journal, organizations, Web sites, as well as sample syllabi and Listserv information.

Race, racism, and white privilege

- [http://uts.cc.utexas.edu/~rjensen/articles_race.html](http://uts.cc.utexas.edu/~rjensen/articles_race.html)
- This is list of essays on race, racism, and white privilege is maintained by Robert Jensen, an associate professor in the School of Journalism at the University of Texas at Austin.

What’s Race Got to Do With It?

- The “privilege walk” is such a commonly used exercise that it is difficult to know who deserves credit for its development. The general form of this exercise is to line students up and ask them to take a step forward each time a statement indicating privilege applies to them. Students see a visual representation of the cumulative effects of privilege. The set of statements can reflect privilege based on social class, ethnicity, sexual orientation, or gender. Regardless of which set is chosen, we find students want to discuss other groups that are privileged.

Teaching Diverse Learners

- [http://www.alliance.brown.edu/tdl/](http://www.alliance.brown.edu/tdl/)
- This online diversity kit offers research-based resources to help teachers address the needs of all their students in the classroom. The kit is divided into three sections: Development, Culture, and Language, and each can be downloaded from the site.

Teaching Styles Online: Teaching in Multilingual Contexts

- [http://www.teachingstylesonline.com/multilingual.html](http://www.teachingstylesonline.com/multilingual.html)
- This is a website with information and resources for teachers teaching in multilingual classrooms. There is information specific to teaching in India, but there is also general advice, resources, and suggestions.

The Pipeline

• The Pipeline is published through the American Psychological Association (APA)/National Institute of General Medical Sciences (NIGMS) Project. The Pipeline provides information on the progress of the APA/NIGMS project on Developing Minority Biomedical Talent in Psychology and facilitates communication among the participants in the project.

**Training Exercises from the Society for Teaching of Psychology (Div 2 APA) Diversity committee:**

• This repository includes a comprehensive list of exercises that teachers of psychology can utilize to integrate issues of diversity, inclusion, and multiculturalism into their curricula:
• **Link:** [http://teachpsych.org/Teaching_Repository](http://teachpsych.org/Teaching_Repository)

**Understanding Prejudice**

• [http://www.understandingprejudice.org](http://www.understandingprejudice.org)
• A Web site for students, teachers, and others interested in the causes and consequences of prejudice. Includes more than 2,000 links to prejudice-related resources, as well as searchable databases with hundreds of prejudice researchers and social justice organizations.
Books and Chapters:


- This book is a comprehensive introduction to multilingual schools, workplaces, and institutions. Broad theoretical questions are addressed and practical solutions for everyday problems are given.


- This book serves as a complete reference on multicultural education around the world. It provides key concepts as well as case studies to better explain those concepts. Topics covered include theoretical and empirical reviews of curriculum restructuring, diversity of students, and immigration.


- This student-friendly text uses real and fictional cases to explore theoretical perspectives on, and manifestations of, social class in a campus setting. The author addresses the role of social class in various contexts (such as occupation, education, culture, and identity) as well as the interaction between social class, gender, and ethnicity.


- The authors discuss strategies for presenting issues of oppression to (primarily White, middle class) students, including the intersection of gender, race, and class.


- This article presents strategies for dispelling students’ misconceptions about affirmative action and providing them with skills needed to critically analyze affirmative action programs. Methods for assessing student knowledge are also suggested.


- The 25 chapters each address a unique topic relevant to teaching about diversity. Some chapters cover specific courses, others specific underrepresented groups, and others general topics such as difficult classroom dialogues, graduate clinical training, and continuing education.

• A modified version of Monopoly is the basis of this classroom activity, designed to teach about and generate discussion on the process of social stratification.


• This book is the first to consciously emphasize the formal multicultural guidelines passed by the American Psychological Association in 2003. Thus, the chapters focus on the major areas of teaching, clinical training, research, and organizational change.


• This text provides information on language diversity and education. Chapters review correlations of language, power, and social justice, as well as changes in language diversity and education practices. Bilingual and English as a Second Language education are also addressed.


• This chapter describes a feminist pedagogy approach to de-centering the classroom, promoting collaborative learning, recognizing the role of privilege in the construction of knowledge, encouraging personal and cultural transformation, and creating awareness of multiple intersecting dimensions of social identity.


• The author categorizes more than 1,500 White individuals he has encountered over the years from those blatantly racist to those whom he feels are activists against racism. The categories he uses are Affective–Impulsive Disposition, Rational Disposition, Liberal Disposition, Principled Disposition, and Principled Activistic Disposition. He also discusses intervention strategies with each of these dispositions in order to encourage growth to the next level or support in the final level.


• From the prestigious California School of Professional Psychology comes a definitive and indispensable resource. Drawing on the most current research and practice in the field, The Handbook of Multicultural Education, Research, Intervention, and Training is a comprehensive volume that addresses critical issues such as culturally responsive education, culturally infused clinical training, culturally competent faculty, qualitative research in multicultural studies, working with culture in psychotherapy, racial-identity attitudes, conceptualizing wellness in multicultural populations, and many other key topics in the on-going effort to create educational, social service, and mental health systems which truly reflect our society.

- This detailed article describes and evaluates specific strategies for assessing social class, as indexed by socioeconomic status (SES; both prestige-based and resource-based) and subjective social status (SSS). See also video abstract: [http://www.youtube.com/watch?v=JD8f_b6Zo3o&feature=youtu.be](http://www.youtube.com/watch?v=JD8f_b6Zo3o&feature=youtu.be)


- This chapter is not about self-identification per se, demography, or how to categorize people; it concerns how to help psychology faculty introduce college students to the complexities and subtleties of psychological life in a multicultural society, one in which race and ethnicity are but two ways that culture manifests itself.


- This book gives a complete overview of language contact within an educational setting. Topics such as attitudes about languages and dialects and the implications of the assumptions underlying multilingual education are discussed.


- This edited volume includes 11 chapters on defining multicultural feminism and integrating this approach into classroom teaching and professional practice.


- The text addresses such topics as refugee mental health, cross-cultural perspectives on disorders and trauma, and race and racism in mental health care.


- Designed to inform school psychologists and other school professionals of the empirical findings that undergird what is known about the nature of disproportionate problems experienced by immigrant and American-born minority students in schools, as well as the research-based and experience-tested practices that lead to effective interventions.

- This multicultural counseling text is divided into sections with chapters addressing African American, Latino/a, Asian American and Pacific Islander, North American Indian and Alaska Native, and Middle Eastern American client populations. Intersectionality is addressed throughout with discussions of disability, sexual orientation, age, and gender.


- The rise in cultural, racial, and linguistic diversity in schools increases the challenge in educating students who do not speak the majority language. Focusing on specific research, the book explores problems of language use in such an environment. The author promotes both multilingual and explicit English-learning activities in the classroom as means to achieve language acquisition, identity, and social networking.


- This chapter examines the microaggressions at the recruitment, retention, and promotion phases that impact the participation of scholars of color in academia.


- *Promoting Equity in Schools* is written by a team of academic researchers who had a most unusual opportunity to work with a network of schools over three years, experimenting to find more effective ways of including hard to reach learners. Bringing together practitioner knowledge and ideas from research carried out from a variety of perspectives, the authors provide rich accounts of what happened when the schools attempted to become more inclusive and fairer. In so doing, they throw light on the challenges this presents for school leaders.


- Designed to help students and new counselors acquire multicultural counseling competence, this book includes self-development opportunities for fostering awareness, knowledge, and the skills necessary for understanding cultural makeup, understanding others of diverse identities and experiences, and engaging in facilitative counseling relationships.

Helms, J. E. (1992). *A race is a nice thing to have: A guide to being a white person or understanding the white persons in your life*. Topeka, KS: Content Communications.

- This book examines the importance of race. It was written particularly for White individuals to help them understand that the issue of race should not be ignored because it has important implications for both Whites and Blacks in this country.

- Defines culture as values, beliefs, language, rituals, traditions, etc., passed from one generation to the next within a social group.


- This volume provides educators with an understanding of challenges associated with equity and inclusion at higher education institutions globally and with evidence-based strategies for addressing the challenges associated with implementing equity and inclusion.


- This volume is the 163rd volume of the Jossey-Bass quarterly report series *New Directions for Higher Education.* Addressed to presidents, vice presidents, deans, and other higher education decision makers on all kinds of campuses, *New Directions for Higher Education* provides timely information and authoritative advice about major issues and administrative problems confronting every institution.


- This title goes a long way in heightening the awareness and understanding of mental health professionals concerning the many diverse sexual orientations of their clients.


- Allan Johnson’s book is a must-read for anyone who seeks to understand how privilege is built into our society, how it results in prejudice and discrimination, and what individuals and society can do to combat its effect. Writing in clear, engaging prose, Johnson explains the source of privilege and addresses why people deny its existence. The book concludes with an outstanding chapter, “What can we do?” that helps students understand that the negative effects of privilege can be overcome.


- The authors discuss types of reactions frequently seen in multicultural training and provide strategies for increasing students’ ability to benefit from training.

This chapter examines ethnic minority participation in psychology at all stages of the academic pipeline from high school to the doctoral program. The intention is to identify the major points of attrition along the educational system for these students.


This book presents an examination of the effectiveness of multicultural training in graduate programs. It presents a model for how graduate psychology programs can integrate multicultural issues throughout their curriculum.


Addresses the need to pay attention to cultural diversity among women and to integrate this diversity into teaching, theory building, research, and practice.


This book examines the social aspects of bilingualism from a variety of perspectives and uses situations from around the globe in its analysis. Topics covered in the book include ecology, standardization, research in bilingual education, linguistic rights, research methodology, urban dialects, and immigration.


This book is designed for those who teach multicultural psychology. It discusses historical resistances to multicultural psychology and offers suggestions on how to overcome some of these resistances.


Discusses a method of collaborative learning that uses hypothetical families (small groups of students who assume roles within pre-determined family constellations) and scenario-based exercises as a means of helping students understand social stratification and inequality.


The chapter discusses the need for colleges of education to invest in increasing diversity of teacher candidates and teacher educators through minority recruitment and careful mentorship.

- Through summaries of research and self-administered inventories, this book provides guidance to practitioners on strategies for considering multiple social identities and in assessing their own need for additional supervision, consultation, or diversity training.


- Now in its 6th Edition, this classic text integrates theory and practice to provide comprehensive coverage of bilingual and ESL education. The text covers the foundations of bilingual and ESL education and provides a strong focus on what the teacher needs to know in a bilingual classroom. Woven throughout the text are quotes from bilingual and ESL students and teachers that illuminate the bilingual/ESL learning and teaching experience. Bilingual and ESL Classrooms is written for both preservice and experienced educators serving grades pre-K through 12—mainstream, bilingual, ESL, and special education teachers, as well as administrators, school counselors, and educational policymakers.


- Provides simulations, exercises, and structured role-playing activities that help instructors demonstrate the relevance of cultural diversity in psychological topics and foster appreciation of multicultural perspectives.


- Courses on diversity abound in American universities today. But open classroom discussion of racial and gender differences can evoke discomfort as much as new understandings. Negotiating these courses takes a toll on both faculty and students as classrooms become filled with emotion. Based on student and teacher experience in a range of American colleges and universities, this book shows how to meet these challenges and create a truly open and beneficial environment.


- Student Engagement in Higher Education fills a longstanding void in the higher education and student affairs literature. In the fully revised and updated edition of this important volume, the editors and chapter contributors explore how diverse populations of students experience college differently and encounter group-specific barriers to success. Informed by relevant theories, each chapter focuses on engaging a different student population, including: low-income students, students of color, international students, students with disabilities, LGBT
students, religious minority students, student-athletes, homeless students, transfer students, commuter and part-time students, adult learners, student veterans, and graduate students.


- In this reflective yet practical book, the author challenges white helping professionals to recognize their own cultural identity and the impact it has when practising in a multicultural environment.

Solomon, P.R., Levine-Rasky, C. (2003). *Teaching for Equity and Diversity: Research to Practice*. Toronto, ON: Canadian Scholars Press

- Available at: https://www.canadianscholars.ca/books/teaching-for-equity-and-diversity


- In recent years, colleges have successfully increased the racial diversity of their student bodies. They have been less successful, however, in diversifying their faculties. This book identifies the ways in which minority students make occupational choices, what their attitudes are toward a career in academia, and why so few become college professors. They end with policy recommendations on how more minority students might be attracted to an academic career.


- Resistance to diversity is a significant issue in organizational settings. This book attempts to identify the complex interaction of psychological and organization factors that are thought to cause resistance to diversity.


- This classic book summarizes the research on individualism and collectivism up to the date of publication. One element that is often overlooked is the horizontal–vertical dimension crossed with individualism and collectivism.


- Guidelines written for teachers, textbook authors, and publishers about incorporating multicultural diversity into psychology teaching and research. Includes suggestions for aging, culture/ethnicity/race, disability, gender, and sexual orientation when teaching about 20 different psychology topics.

- The fundamental purpose of this chapter is to provide sufficient material for the enrichment of an introductory psychology course or even advanced course with material concerning the history and influence of the race and ethnicity constructs in psychology. The chapter’s purposes are threefold; (a) To provide an overview of a range of various definitions and perspectives on the definition of race and ethnicity in the social and behavioral sciences; (b) To provide classroom exercises and materials for the inclusion of race and ethnicity in the teaching of sections on the history of psychology, biopsychology, and measurement; and (c) To provide numerous reference citations for use in following up on the various treatises and arguments written about the two disputatious constructs.


- These authors examined Students of Color at seven different liberal arts colleges and universities. They examined how these students experienced their colleges, how they characterized these experiences, what the campus climates were, and how their respective racial identities interacted with their college experiences. Conclusions were based upon both quantitative and qualitative data.


- Comprehensive volume addressing culturally responsive education, culturally infused clinical training, culturally competent faculty, qualitative research in multicultural studies, working with culture in psychotherapy, racial-identity attitudes, conceptualizing wellness in multicultural populations, and many other key topics in creating educational, social service, and mental health systems reflecting society.