

# Addressing Diversity in IPCE

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Joint Accreditation Leadership Summit

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# Outline

- Introduction
- Value of addressing diversity
- What IS and IS NOT sufficient
- Challenges
- Sharing good practice
- Discussion: Breakout groups
- Conclusion and next steps
- Resources



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# Introduction

- Brief bio
- Objective/goal for this presentation
- Pre-work for this summit:
  - APA's [Standards and Criteria for Approval of Sponsors of Continuing Education for Psychologists](#)
  - Also, [ACCME's Advancing Social Justice](#) webinar

# Quick poll

From the list of possible options, please share which of these most closely represents the challenge that you primarily face with respect to addressing diversity in IPCE:

1. Unclear about what diversity \*really\* means
2. Lack of institutional support &/or resources
3. Unsure how to address diversity based on our programs



# Value of addressing diversity

- First, we need to understand what is meant by diversity:  
“It is, within the realm of psychology...most often associated with a recognition of a range of identities and personal attributes, across the population of individuals inhabiting a particular setting or environment...” ([APA Multicultural Guidelines](#), 2017)
- Appreciation for, understanding of, and willingness to learn *about* and *from* those from other contexts, populations, communities
- This ethos is at the heart of IPCE – by the team, for the team



# What IS and IS NOT sufficient

- What is NOT sufficient for addressing and incorporating diversity
  - Tickbox exercises
  - Anti-discrimination policies
  - Templated or copy-paste responses
  - Affirmations \*that\* diversity is being met
  - Statements of importance and strivings/aspirations
- What IS
  - Higher-level, thoughtful consideration
  - Systematic processes of \*how\* to address and incorporate diversity
  - Integrated procedures that include program planning committee



# Challenges to addressing diversity



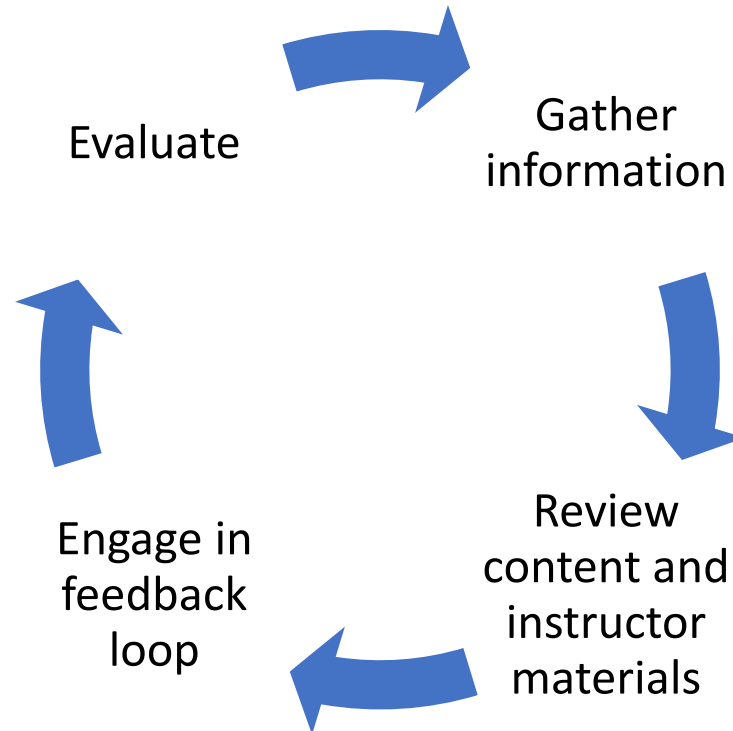
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- Level and type of motivation
- Adaptability / conduciveness of material
- Systems and structures
- Resources



# Sharing good practice

- Understanding and addressing diversity – [an example](#)





# Discussion: Breakout groups

Use provided prompts and share ideas/strategies based on the scenario that you identified at the start of this session:

1. Unclear about what diversity \*really\* means
2. Lack of institutional support &/or resources
3. Unsure how to address diversity based on our programs
4. Other



# Report out from groups



# Conclusion: Key Components of Your Action Plan

- We covered a lot of ground – relevant for IPCE and programming more broadly
- Your charge: Take action and create your plan
- Key components for sufficiently addressing diversity:
  - May require a leap of faith
  - Team approach
  - Systematic processes
  - Evaluation
  - Feedback loop
  - Rinse and repeat – no resting on laurels!



# Resources

- APA's Strategic Plan (<https://www.apa.org/about/apa/strategic-plan>)
- APA Guidelines & Policy Statements > Multicultural Guidelines<sup>1</sup>  
(<https://www.apa.org/pi/guidelines>)
- Resources are developed to support sponsors in the adherence of the [Standards and Criteria](#)
- Main APA CESA Resources page  
(<https://www.apa.org/ed/sponsor/resources>)
- Application Support Materials > Standard B: Program Management > [Toolkit: Understanding and Addressing Diversity](#)

<sup>1</sup>Also see summary/overview [here](#)



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Thank you!

Any Questions?

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