Addressing Diversity in IPCE

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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
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](https://www.apa.org)
  • Also, [ACCME’s Advancing Social Justice](https://www.accme.org) 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

• Level and type of motivation
• Adaptability / conduciveness of material
• Systems and structures
• Resources
Sharing good practice

• Understanding and addressing diversity – an example

Evaluate → Gather information

Gather information → Review content and instructor materials

Review content and instructor materials → Engage in feedback loop

Engage in feedback loop → Evaluate
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)


• 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

¹Also see summary/overview here
Thank you!

Any Questions?

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