

Abstract: 2020 Diversity, Equity and Inclusion Showcase

Inclusive Excellence Program Development in the Section of Psychology

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The Inclusive Excellence (IE) Program in the Section of Psychology recognizes that the success of the Section is grounded on how well we value, engage, and include the rich diversity of our patients, families, trainees, staff, administrators, and faculty. The mission of the IE Program is to implement programmatic changes and create initiatives that propel and sustain a fundamental transformation within the Section and its four mission areas, clinical service, education, research, and community. Together as the Section of Psychology, we accomplish IE when we intentionally incorporate, communicate, represent, and include diverse perspectives from everyone within the Section. We create a space for generating and sharing new knowledge through collaborative evidence-based clinical care, scholarship, quality improvement, community outreach, and education. We recruit faculty, trainees, and staff from varied backgrounds who contribute unique viewpoints to the Section. We value diversity along many dimensions, such as culture, race, ethnicity, gender identity, disability, and language. The strategic plan focuses on representation, communication, and partnership. The following statements reflect the projects and initiatives we are currently working on for 2020: 1) Establishing a Committee of Diversity and Inclusion & Collaborative on Racial Equity and Inclusion for Black Youth, 2) Collaborating with Training Directors to facilitate educational and professional development opportunities focused on the delivery of culturally informed, evidenced-based services, 3) Developing quality improvement projects for inclusive language services, and 4) Partnering with multiple programs across TCH and BCM to foster synergy in increasing healthcare equity within the organization.