PSYCHOLOGY SERVICE DIVERSITY COMMITTEE

CHARTER

I. Mission Statement: The purpose of the Psychology Service Diversity Committee is to develop procedures and recommendations to recruit and promote cultural and individual differences and diversity within Psychology Service of the Louis Stokes Cleveland Veterans Affairs Medical Center (LSCVAMC) and in the training of psychology trainees. To provide our psychology staff/trainees the necessary skills to provide culturally competent care to all our Veterans.

Vision Statement
To have a positive impact on the overall cultural diversity and inclusivity of the Psychology Department and ultimately provide culturally competent psychological care to our diverse Veteran population.

Key Value Statements
• Delivery of services that are respectful of and responsive to the health beliefs, practices, and cultural/linguistic needs of a diverse Veteran population.
• Recruitment, enhancement and retention of diverse staff.
• Attracting and supporting the development of diverse professional psychology trainees.
• Creation of meaningful experiences that enhance Psychology staff and trainees multicultural competence and awareness.
• Improvement of the educational awareness of the needs of our diverse Veteran population.

II. Type of Committee: The Diversity Committee is a standing committee reporting directly to the Chief, Psychology Service.

III. Tasks: The Diversity Committee will establish the means for increasing interaction with the community, recruiting and retaining of diverse staff, and enhancing the multicultural competency of psychology staff and trainees. Specifically, the Committee will:

   a. Identify external community resources and means of increasing interaction with the community by trainees and staff.
   b. Develop recommendations for the recruitment and retention of diverse staff.
   c. Develop recommendations that guide didactic and experiential training and evaluation of multicultural competency amongst psychology trainees and staff.
   d. Develop recommendations for the Psychology Training Committee’s recruitment of diverse trainees.
   e. Develop plan for the implementation of training of Psychology Service Staff in Multicultural Competence.

IV. Scope of Work:

   a. The committee shall contribute to the establishing recommendations and guidance regarding the provision of diversity-sensitive and culturally-competent training and supervision, as well as the evaluation and remediation of said competence.
b. The Committee will provide input or information related to diversity issues as needed including, but not limited to, interview panels, strategies for recruitment and retention of diverse staff, and multicultural competence issues and incidents.

c. The Committee will promote the recruitment and retention of diverse staff,

d. The Committee will identify opportunities for increasing community interaction and utilization of community resources.

e. The Committee shall establish means of detailing these efforts and the performance of staff to this end.

f. The Committee will provide a representative for each of the Predoctoral and Postdoctoral Training Committees with specific input into the recruitment and selection of applicants.

g. The Committee may provide one representative to participate in the Medical Center EEO committee.

h. The Committee will act in a consultative role surrounding diversity issues. Any diversity issues presented to a single Committee member may be brought anonymously to the full Committee for discussion with the consent of the consulting party.

V. Membership: The committee shall consist of LSCVAMC Psychology Department staff and trainees who voluntarily apply to the Committee, applications are screened by the Committee and are recommended to the Chief for Psychology Service for appointment. The Psychology Service Director of Training will act as a consultant to the Committee. Due to the need for the input of members of diverse groups, committee membership service will not be time limited. The Committee shall report to the Chief of Psychology Service through the Chair. The Chair shall be appointed by the chief of Psychology Service and will be a person of a diversity or underrepresented population (LGBTQIA, Disability, Ethnic Minority).

VI. Timeline: The Diversity Committee shall be established as a permanent entity within the Psychology Department. The role and scope of the committee shall be altered as needed based on consensus of the committee members and the Chief of the Psychology Department.

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Josephine Ridley, Ph.D.       Julie Aronoff, Ph.D.
Chair, Diversity Committee     Chief, Psychology Service

Annual Review Dates: January 2020