Diversity Dialogues in Supervision
Panelists

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Objectives

• Explore strategies for initiating and negotiating conversations around diversity within supervision contexts

• Highlight behavioral approaches that promote and stymie effectiveness around cultural discussions

• Identify power dynamics within training contexts that impact willingness to discuss provocative topics
Setting the Stage for Diversity Dialogues

As a supervisor, how do you encourage discussions around identities in supervision? (client, supervisee, supervisor)

As a trainee, how might you introduce discussions of multiple identities when your supervisor doesn’t initiate it?
How do you create an environment that speaks to willingness to get critical feedback from trainees? With respect to cultural issues do the same approaches apply?

How do bring up something uncomfortable with a supervisor? What thought process would be involved in your approach in that situation?
How do you decide whether to bring up current events in supervision? Or with a client? In this context current events might include the breach of the capitol; racial justice protests; sociopolitical events that impact diverse populations.
“I think that went well”

From your perspective, how do you gauge whether discussion of a challenging topic has been effective?

From your perspective, what supports you feeling the discussion of a challenging topic has been helpful?
Culture of the Program

How do you help trainees to address systemic issues within an organization or within the cohort?

What aspects of a program’s culture have you observed that creates an environment that encourages trainees to support each other?
Next Steps

• General Resources
  • VA section webinars
  • Cultural competency training
  • VA section student section culture resources
  • Movies, books, podcasts

• Supervision Frameworks
  • Initiate-Invite Instill (Hook et al., 2018)
  • Assess-Build-Connect (Hook et al., 2018)
    • Supervision case examples
  • Detect-Articulate-Respond framework (Dunn et al., 2017)

• Program-Level recommendations
  • Protected time in meetings, supervision, and trainings (Dunn et al., 2017)
Detect- Articulate- Respond (DAR) supervision model for value conflicts
(Dunn, et al., 2017)

Step 1: Detection of value conflict (Detect)
- Establish and maintain an emotionally safe and collaborative supervisory atmosphere
- Proactively facilitate discussions about value conflicts in supervision

Step 2: Identification and articulation of value conflict (Articulate)
- Seek to understand supervisee’s reactions to help elicit personal context of supervisee’s values
- Emphatically approach rather than avoid value-related topics
- Normalize occurrence of value conflicts to supervisee
- Keep focus on client care and supervisee development
- Make scope, tensions and conflicts between values explicit
- Give power to supervisee to stop process if needed

Step 3: Determining appropriate recommendations for supervisors (Respond)
- Closely monitor client outcomes to analyze value conflict implications for services
- Determine if conflict is preemptive and nondiscriminatory (i.e., categorical and a priori) through honest and thorough examination of conflict
- Make appropriate referral for preemptive conflicts or if client welfare is endangered
References


