

UWM Diversity Committee-Sponsored Prospective Applicant Resource Sheet

Clinical Psychology Program Diversity Committee Community Agreement

Collective engagement in action-oriented discussions and initiatives about anti-racism and cultural humility are vital to our growth as individuals as well as in our roles as psychologists and psychologists-in-training. To broach these difficult, yet necessary conversations, it is imperative that we each employ compassion and take a moment to reflect before responding to others' thoughts, perspectives, experiences, and opinions. Particularly, as the racial/ethnic composition of the Psychology Department is predominantly White, we are all encouraged to be mindful of the longstanding minority stress that individuals of minoritized backgrounds experience on a regular basis. While we are excited to learn from one another through our continued conversations surrounding anti-racism, diversity and inclusion, please keep in mind that people of minoritized backgrounds, including, but not limited to Black, Indigenous, and people of color (BIPOC), or identities relating to sexual orientation, gender identity, disability status, socioeconomic status, nationality, immigration status, religion, and spirituality often have first-hand lived experiences that are very different from second-hand reading and learning about such experiences. We are all encouraged to challenge both our own and others' thoughts, ideas, and beliefs, rather than challenging people, to facilitate a psychologically safe discussion that encourages active listening, learning, and changing. Mistakes, misspeaks, and potential offenses are expected to occur, which can serve as learning opportunities for all. To provide a seat at the table for everyone to have a voice, we all must be respectful of the time, space, power, and positionality we each occupy to allow for inclusive and rich discussions. Moreover, we are all responsible for upholding this community agreement. We are thankful for each other's commitment to promote and actively work toward inclusivity, equity, anti-racism, and cultural humility, as we embark on this powerful journey together.

Clinical Psychology Program Diversity Committee Mission Statement

The University of Wisconsin-Milwaukee (UWM) Clinical Psychology Program Diversity Committee (CPPDC) is a self-selected collection of graduate students, faculty, and staff working in concert to cultivate an inclusive, just, anti-racist, and diverse environment within the Clinical Psychology Program, as well as the larger department, university, Milwaukee community, and field of psychology. Below are the CPPDC's current primary aims:

1. **Personal and program-wide commitment to actively uphold antiracist principles**, while working to **dismantle** instantiations of **systemic racism** within the program, department, university, Milwaukee community and field of Psychology.
2. Embrace the vital importance of **cultural consciousness, sensitivity, responsiveness, and humility** in all aspects of **personal and professional** development, training, and action.
3. Strive to **decolonize current infrastructures** (i.e., recognize historical injustices, center indigenous and marginalized knowledge, critique Western norms, and uphold social justice and advocacy) to **create and provide a culturally sensitive, responsive, and**

humble space for the development and implementation of action initiatives relating to systemic racism, oppression, and social injustices.

4. Maintain a **growth mindset** and remain **open to feedback** as there is **collective responsibility** for achieving this aim.
5. Foster a **mutually beneficial partnership** among researchers, clinicians, and community members to facilitate **culturally responsive** dissemination of information, ideas, and resources.

Working Group Mission Statements:

Effectively strive towards this mission through the contributions from subcommittees. Each subcommittee and their mission are detailed below:

Clinical: The Clinical Working Group seeks to foster an environment that esteems cultural humility, responsiveness and sensitivity across students, faculty and staff. Towards that end, we seek to promote inclusivity, provide culturally conscious care, and create a safer and more welcoming environment for people of all backgrounds.

Community Engagement: The Community Engagement Working Group seeks to increase awareness of and mutual engagement with community events and activities within the Milwaukee metropolitan area related to Diversity and Inclusion and thereby support the cultural humility and sensitivity of students, faculty, and staff.

Education: The Education Working Group seeks to advance program education in personal and professional development in multiculturalism and cultural sensitivity across all areas of training.

Research: The Research Working Group seeks to engender access and opportunity to pursue scientific endeavors with the ultimate goals of increasing representation in clinical science broadly and reduce health disparities in minoritized groups.

Multicultural Consultation Team

The Clinical Psychology Program developed a Multicultural Peer Consultation Team (MCT) in the Fall 2021 semester as an adjunct to clinical training. The goal of the MCT is to provide a space for students and faculty to consult with one another about multicultural topics as they pertain to either assessment or therapy cases. The structure of the MCT is horizontal such that there is shared ownership (as opposed to vertical, as is the case in Vertical Teams that have an assigned faculty supervisor), thus the group is not “led” by anyone. Rather, peer facilitators organize materials for the meeting, take attendance, and take notes. The team is attended by students, faculty, and sometimes clinical research staff. The MCT meets biweekly on Fridays from 1:00-2:00PM and occurs on weeks opposite to the Multicultural Seminar. All trainees are invited to attend the MCT to receive case consultation.

Multicultural Seminar in Clinical Psychology

This is a doctoral-level, three-semester seminar class was designed for clinical psychology doctoral students enrolled in their first three years of study. This course was designed to promote the development of cultural humility and cultural competency for clinical psychologists in training. It was designed within the context of engaging in integrative multicultural training across multiple courses, didactics, and clinical training in the UWM Clinical Psychology program. The course is meant to be interactive, reflective and experiential; it includes both in person classes (lectures, guest lectures, presentations,

small and large group discussions) supplemented by asynchronous and/or online exercises or experiences and engagement in a small group social justice/professional advocacy project. Consistent with APA Multicultural Guidelines, the course will attend to all dimensions of identity and human diversity, including but not limited to race, ethnicity, age, sex, gender identity, sexual orientation, socioeconomic status, marital status, national origin, immigration status, disability status, and how these identities and others may intersect across the lifespan. Topics will rotate across the seminar's offering and will include lectures, guest speakers (scientists, educators, advocates, community members), discussions, and advocacy engagement across multiple professional domains (i.e., promoting culturally appropriate clinical care, research, teaching, consultation, supervision and mentoring).

Multicultural Research Occurring within Research Labs

Some faculty-directed labs are deliberately focused on addressing multicultural and health equity research questions. Examples include culturally and linguistically adaptation interventions to new populations, developing and testing interventions to increase access to mental health care among minoritized populations, understanding the mental health impacts of social drivers of health (e.g., discrimination, stress) on minoritized populations, and testing multicultural education methods. Further, several research labs approach their work leveraging community-engaged methods. Lastly, more recently, multiple labs have expanded their scope to deliberately include implementation science frameworks, models, theories, and approaches, with a particular eye toward equitable implementation.

Implementation Science for Equity Journal Club

The monthly Implementation Science for Equity Journal Club convenes monthly to engage in robust discussions centered around articles at the intersection of implementation science and health equity. This dynamic forum serves as a vital platform for students, faculty, and staff to critically examine and disseminate evidence-based strategies aimed at reducing disparities in mental healthcare delivery. Through rigorous analysis and collaborative dialogue, our members strive to drive meaningful change and foster the implementation of equitable healthcare practices.

Additional Program Resources

[From Pitfalls to Progress: Insights from Recent Diversity, Equity, and Inclusion Initiatives at the University of Wisconsin-Milwaukee](#)

[Clinical Psychology Ph.D. Program Training Model, Values & Goals](#)

Campus Resources

Multicultural Student Centers

The Multicultural Student Centers support the mission and core values of the University of Wisconsin-Milwaukee by engaging in collaborative relationships with campus and community partners to improve recruitment, retention and graduation of students from multicultural backgrounds. We contribute to student success by 1) providing holistic advising and coaching that complement and support the academic advising that students receive from Pathway Advising and the schools and colleges where students are completing their degree; 2) carrying out sociocultural programs and activities that foster a welcoming and inclusive campus community; 3) creating partnerships internally to strengthen collaborations among students and student-faculty relationships; and 4) serving as a resource and clearinghouse for materials that speak to the

experiences of diverse groups in higher education.

- [American Indian Student Center](#)
 - American Indian Student Center's vision is to assist and support UWM American Indian students and to help make our communities stronger. The program provides potential and currently enrolled students with personalized support services which will help them realize their educational goals and make their UWM experience a fulfilling one.
- [Black Student Cultural Center](#)
 - The Black Student Cultural Center (BSCC) facilitates the recruitment, retention and growth of students of African descent by maintaining an environment that promotes academic excellence and personal achievements. The Black Student Cultural Center provides key programs and services to students that allow them to grow. Our events focus on students of African descent academically, socially, culturally and globally through programming and networking.
- [Roberto Hernández Center](#)
 - The Roberto Hernández Center is dedicated to serving UWM students and our Milwaukee community. The RHC primarily serves Latinx/a/o undergraduate students at UWM, however, all students are welcome!
- [Southeast Asian American Student Center \(SEAASC\)](#)
 - SEAASC continues to play an important role in the recruitment and retention of Southeast Asian American (Cambodian, Hmong, Laotian and Vietnamese) students at UWM. It works closely with faculty, staff, families, alumni, and Southeast Asian American community leaders to ensure student success. SEAASC's mission is to provide culturally sensitive supportive services that are essential for Southeast Asian American students at the University of Wisconsin-Milwaukee to achieve their educational goals.

Centers for Advocacy and Student Engagement (CASE)

A collective effort to educate, connect resources and develop programming that advocates for all students, ourselves, and each other in order to impact change at structural, institutional, and systemic levels. Each of these Centers serve students by creating spaces, programs and resources that support each student's journey through UWM. The members of CASE include the:

- [Inclusive Excellence Center \(IEC\)](#)
- [Lesbian, Gay, Bisexual, Transgender, Queer Plus Resource Center \(LGBTQ+RC\)](#)
 - The UWM LGBTQ+RC strives to create a welcoming campus community by providing social-justice-based education, resources, programming, and support for students across the spectrums of gender and sexuality, with an emphasis on intersectional experiences.
- [Military and Veteran's Resource Center \(MAVRC\)](#)

- Opened in November of 2012, the Military and Veterans Resource Center (MAVRC) works to address the challenges faced by current and former service members and their dependents. MAVRC is committed to assisting the military related students at UWM in completing successful transitions from the military, through their education and into the civilian workplace.
- Women's Resources Center (WRC)
 - The Women's Resource Center (WRC) is an open and safe space that focuses on **empowering womxn, ending gender violence,** and **establishing gender equity**. We use an intersectional lens to advocate for the education, empowerment and agency of womxn-identified students. Our vision is equality for **all** students.

Spiritual and Religious Communities at UWM

Spiritual and religious communities provide opportunities for students to be centered in a caring community, explore the connections between faith-traditions and real world complexities, make a difference in the lives of others through service work, and grow in a sense of their own abilities and self-awareness. Involvement activities for many different faith-traditions and philosophies can be found on campus and in the Greater Milwaukee Area. Members of the SRC have many things in common. Each participating religious group is affiliated with a religious organization; is staffed by ministry professionals; and exists for the express purpose of supporting UWM students, staff, and faculty. UWM recognizes the SRC as an important support system for students. Leaders from the SRC may serve on University-wide committees and are called upon by UWM administrators to assist in crisis intervention and student support. Each group represented in the SRC offers opportunities for students to grow spiritually, make friends, and develop leadership skills. You can contact members of the SRC individually by using the information below.

Accessibility Resource Center (ARC)

The Accessibility Resource Center at the University of Wisconsin Milwaukee is dedicated to providing equal access for students with disabilities to the University's academic, social, cultural and recreational programs. We provide comprehensive services and accommodations for students with disabilities as well as outreach and support to faculty and staff. The Accessibility Resource Center (ARC) is committed to creating an inclusive and accessible University experience for all students.