



Guam-PIC Policy 1.1: Diversity and Non-Discrimination Policy

The Guam Psychology Internship Consortium (Guam-PIC) is committed to respecting cultural practices, heritage, spiritual beliefs, and values of the diversity of individuals with whom we interact and serve. We strive to understand and be respectful of the cultures of the individuals we serve in providing equitable and individually focused services.

Guam-PIC strongly values diversity and believes in creating an equitable, hospitable, appreciative, safe, and inclusive learning environment for its interns. Diversity among interns and supervisors enriches the educational experience, promotes personal growth, contributes to the overall quality of the program, and strengthens communities and the workplace. Every effort is made by Guam-PIC to create a climate in which all staff and interns feel respected, comfortable, and in which success is possible and obtainable. Guam-PIC fosters an understanding of cultural and individual diversity as it relates to professional psychology. Guam-PIC strives to provide individually focused services and makes every effort to dispel ignorance or anxiety associated with multicultural experiences.

Guam-PIC's training program includes an expected competency in diversity training, and multiple experiences are provided to be sure that interns are both personally supported and well-trained in this area. Guam-PIC avoids any actions that would restrict program access or completion on grounds that are irrelevant to success in the training program or the profession.

Guam-PIC welcomes applicants from diverse backgrounds and underrepresented communities. Guam-PIC provides equal opportunity to all prospective interns and does not discriminate because of a person's race, ethnicity, color, religion, sex and gender, national origin, age, disability, or any other factor that is irrelevant to success as a psychology intern. Applicants are individually evaluated in terms of quality of previous training, practicum experiences, and fit with the internship.

Guam-PIC places a high value on the representation of diversity within the staff of its training sites. Guam-PIC creates employment opportunities for its past interns, as positions are available and appropriate. Guam-PIC interns are drawn from a highly diverse applicant pool and several specific strategies are utilized to ensure the recruitment of diverse interns, as described below. These strategies promote access to staff that are representative of the diversity that is sought in the intern recruitment process.

Guam-PIC recognizes a need for recruiting and retaining a diverse group of psychologists, students, and trainees. Several steps are taken to accomplish this goal including, but not limited to:

- Maintain up to date marketing materials about Guam-PIC, emphasizing its goal to recruit and retain diverse individuals, emphasizing its highly unique location, highly unique training program, and significant training in and exposure to individual and cultural diversity.
- Recruit graduate students from APA, non-APA, and CPA accredited universities, drawing from their diverse student populations, by emailing Directors of Clinical Training Guam-PIC's marketing materials just prior to application season
- Send Guam-PIC marketing materials to various listservs that reach diverse student populations
- Request funding from the sponsoring agencies to send a Guam-PIC program representative to various local and national professional conferences (e.g., APA, American Psychology and the Law, Guam Psychological Association) and in attending will disseminate Guam-PIC's marketing materials
- Guam-PIC includes information about its focus on recruiting and retaining diverse individuals, individual and cultural diversity training, and Policy 1.1: Diversity and Non-Discrimination Policy on its public website
- Guam-PIC maintains the required competency in individual and cultural diversity in its training curriculum, and multiple experiences are provided to ensure interns are personally supported and well-trained in this area. These experiences include (but are not limited to): an emphasis on diversity training during orientation, provision of treatment to diverse populations, didactic seminars on diversity-related topics, and quarterly cultural retreats. Guam-PIC evaluates competence in this area through ongoing supervision as well as informal and formal evaluations.
- Guam-PIC discusses its efforts of recruiting diverse interns at regular intervals and assesses the effectiveness of these efforts based on responsiveness to recruitment emails, diversity as represented in internship applications, the presence of diversity among applicants in the final rank list for Match, and the diversity represented in matched interns.