



## 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-PIP 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-PIP interns are drawn from a highly diverse applicant pool and several specific strategies are utilized to ensure the recruitment of diverse interns, as described above. This strategy promotes access to staff that are representative of the diversity that is sought in the intern recruitment process.