

## **2007 Activities of the Diversity Sub-Committee Diversity Plan for 2008**

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The Alaska Psychological Association (AK-PA) began its efforts to formally address diversity in 2005 with the selection of its first Diversity Delegate. Over 2007, AK-PA successfully engaged in a variety of activities to increase the visibility and importance of diversity in the association.

1. A cross-cultural conference was held on April 7, 2007. The following presentations were made by members of the AK-PA Diversity Subcommittee: Pamela Hays “Culturally Responsive Cognitive-Behavioral Therapy,” Denise Dillard “Assessment and Therapy with Alaska Native People”, and Karen Ferguson “Immigrant Social Services 101 for Counselors and Clinicians.” Christine Sam also moderated a panel discussion entitled “Challenges in Serving an Ethnically Diverse Alaskan Community.”
2. A survey was prepared to assess AK-PA membership about areas of needed training with diverse populations.
3. A proposal was submitted to Southcentral Foundation to use their telehealth capacity to make participation in training available across Alaska.
4. We created a definition of diversity which blends the definition of APA as well as the ADDRESSING acronym from Dr. Hays. This definition is as follows:  
By diversity, we mean differences among people to include race, ethnicity, culture, indigenous heritage, national origin, gender, gender identity, age and generation, religion and spiritual orientation, sexual orientation, developmental and acquired disability, language, and socioeconomic status (APA Ethics Code, 2002; Hays, 2001).
5. We coordinated with the Continuing Education Director to ensure all presentations, awards, sub-committees sponsored by AK-PA address diversity.
6. We continued to highlight the importance of diversity in AK-PA board meetings. The AK-PA board continues to be supportive and enthusiastic and Dave Wilson, the new president of AK-PA, has decided on “Diversity” as the theme for his first presidential year.
7. One goal of the Diversity initiative within APA is to increase the number of psychologists of diversity who become leaders within their state associations. I was nominated to run for president of AK-PA and am pleased to say that I am now AK-PAs President Elect.

Activities for the rest of 2007 and throughout 2008 will include the following:

1. The survey will be distributed to membership beginning in November of 2007. The survey will be used to determine the nature of one training activity to be delivered in 2008. The survey will also be used to garner interest of other professionals in joining the Diversity Sub-committee.

2. We will work with the Continuing Education Director to hold one training opportunity.
3. Southcentral Foundation did receive our proposal in March of 2007 but has not made a final decision as they are re-examining their educational goals as a corporation.  
Therefore, we will also explore the possibility of using distance learning technology available through the University of Alaska Anchorage.
4. We will formally ask the AK-PA Board to consider a proposal to the licensing board of Alaska for a CE requirement of at least one credit in a diversity-related topic as a requirement for licensure.
5. A Diversity subpage of AK-PA's webpage will be created. It will include information about how to join the subcommittee and how to get more information about the subcommittee's activities. It will also include our definition of diversity.
6. A new Diversity Delegate will need to be nominated given my status as President-Elect. We will query the Board about the appropriate process to choose a replacement.