

Department of Psychological Science and Counseling

Diversity, Equity, & Inclusion Statement

Psychology is, at its heart, a human, behavior-centered discipline. Given this human focus, the Department of Psychological Science and Counseling is intentionally committed to promoting an inclusive community in which all individuals can experience respect and value and preparing students to work well and effect change in a diverse society. We believe that diversity enriches our department, our university, our community, and our profession and we actively promote awareness of, sensitivity to, and representation of diversity including but not limited to differences of age, sex, gender identity, race, ethnicity, national and regional origin, sexual orientation, religion and spirituality, disabilities, military affiliation, and socioeconomic status among students, faculty, administrators, and staff. Furthermore, we are committed to not only promoting diversity, but also actively supporting an anti-racist agenda.

In accordance with the codes of ethical conduct for the American Psychological Association (APA) and the American Counseling Association (ACA), the Department of Psychological Science and Counseling strives to advance social equality; value diverse questions, viewpoints, approaches, and populations; inspire exploration and appreciation of unique attributes and life experiences in self and in others; promote critical-thinking skills; challenge stereotypes and biases; and enrich the experiences of those in the academic community. Our efforts are guided by our Diversity, Inclusion, and Equity (DEI) committee, a group of faculty members who coordinate and oversee continuing efforts to build our community.

Specific steps we are taking to reach our goals related to diversity include:

- Recruiting, selecting, and retaining diverse faculty, students, and staff.
 - Developing professional development opportunities for students to help with retention within the major, continuation to graduate programs, and success within the field of psychological science.
 - Developing professional development opportunities for faculty to help with retention, job satisfaction, and success within the department, university, and profession.
 - Earmarking resources to facilitate student development and access within the discipline (e.g. student travel funds for relevant conferences, graduate program applications and exams, funds to support student research, and other high impact practices).
- Including diversity as a central component in our academic curriculum at all levels of instruction.
 - Development of a diversity-related course requirement for the Psychological Science major for implementation in Fall 2021.

- Intentional inclusion of diversity-related courses within all program-levels offered within the department.
- Intentional inclusion of diverse authors of, and content related to diversity, such as readings, applications, and discussions across classes.
- Ensuring awareness of and active participation with university-wide diversity efforts in order to promote inclusion and achieve diversity at all levels.
 - Dedicating time to serve on university committees related to DEI and to provide our expertise in the field of DEI/human behavior to these endeavors.
 - Developing new ways of disseminating information regarding university-wide diversity efforts and resources to students.
- Nurturing a department culture that embraces the diversity of our students, faculty, and staff and advocates on their behalf.
 - Initiating a student advisory board to provide voice to all levels of students (in process Fall 2020).
 - Providing space and opportunity for student inclusion and voice.
 - Adding student members to the Diversity, Equity, and Inclusion committee (in process Fall 2020).
- Promoting research, scholarship, and applied work that recognizes and highlights the role of diversity in understanding human behavior and may offer insights into approaches that may proactively address diversity issues.
 - Earmarking resources to facilitate student development and access within the discipline (e.g. student travel funds for relevant conferences, graduate program applications and exams, funds to support student research and other high impact practices).
 - Intentional inclusion of diverse authors of, and content related to diversity, as readings, applications, and discussions across classes.
 - Highlighting and disseminating diversity-related scholarship happening within our department.
 - Highlighting and disseminating diversity-related service happening within our department.
- Developing and strengthening relationships with diverse community partners.
 - Creation of a community clinic, benefitting students in the field as well as members of the local community who may otherwise not seek or have access to such resources.
 - Disseminating research and expertise to community partners to use in their own organizations.
 - Applying for resources (e.g., grants) that directly, and positively impact vulnerable populations in our community.

Resources

Ethical Codes, Competencies, and Guidelines:

- American Psychological Association (APA) Code of Ethics: <https://www.apa.org/ethics/code/>
- APA Race and Ethnicity Guidelines: <https://www.apa.org/about/policy/summary-guidelines-race-ethnicity>
- American Counseling Association (ACA) Code of Ethics: <https://www.counseling.org/resources/aca-code-of-ethics.pdf>
- Multicultural and Social Justice Counseling Competencies: https://www.counseling.org/docs/default-source/competencies/multicultural-and-social-justice-counseling-competencies.pdf?sfvrsn=8573422c_20CACREP

Anti-racist Resources:

<https://www.apsu.edu/diversity/resources/antiracismresources/index.php>

Austin Peay State University Resources:

- Group Counseling opportunities: <https://www.apsu.edu/health-and-counseling/counseling/servicesoffered/groupcounseling.php>
- Educational Opportunity Center: <https://www.apsu.edu/eoc/>
- Hispanic Cultural Center: <https://www.apsu.edu/student-life/hcc/>
- Wilber N. Daniel African American Cultural Center: <https://www.apsu.edu/aacc/>
- Related Clubs and Groups:
 - Advocates for Autism: <https://apsu.campuslabs.com/engage/organization/advocatesforautism>
 - African Caribbean Association: <https://apsu.campuslabs.com/engage/organization/african-caribbean-association>
 - Asian Studies: Club: <https://apsu.campuslabs.com/engage/organization/asianstudiesclub>
 - Child Welfare Club: <https://apsu.campuslabs.com/engage/organization/child-welfare-club>
 - Feminist Majority Leadership Alliance: <https://apsu.campuslabs.com/engage/organization/feminist-majority-leadership-alliance>
 - India Club: <https://apsu.campuslabs.com/engage/organization/indiaclub>
 - Latin America Student Association: <https://apsu.campuslabs.com/engage/organization/lasa>
 - NAACP: <https://apsu.campuslabs.com/engage/organization/naacp>
 - Purpose on Purpose: <https://apsu.campuslabs.com/engage/organization/pop>
 - The Black Student Union: <https://apsu.campuslabs.com/engage/organization/bsu>

Local Resources:

- Black Clarksville Facebook: https://www.facebook.com/BlackClarkvillecom/about/?ref=page_internal
- Black Mothers Support Group: <https://www.facebook.com/stephaniebryantanderson/posts/10101615132658638>
- Clarksville Hispanic Business Network Group: 1860 Wilma Rudolph Blvd., Suite 110-D, Clarksville, TN 37040; (931) 614-0333
- Clarksville-Montgomery County Adult Literacy Council: <https://www.adultliteracycouncil.org/>
- Gay, Lesbian, Transgender Support Community: <https://www.psychologytoday.com/us/groups/gay/tn/clarksville/145806?sid=5f62a2fb40c1f&zipdist=30&ref=1&tr=ResultsRow>
- Hispanic Organization for Progress and Education (HOPE): <https://www.facebook.com/HOPE.TN/>
- Islamic Center of Clarksville: <https://prayersconnect.com/mosques/62583-islamic-center-of-clarksville-clarksville-tennessee/show>
- Progressive Directions, Inc.: <http://www.progressivedirections.com/about-pdi/>
- Sunrise Community of Tennessee, Inc.: <https://www.facebook.com/sunriseclarksville>
- W.I.C. Office – Women/Infant/Children: <https://mcgtn.org/health>; (931) 551-8777