



Diversity Information for Applicants
Clinical Psychology Training Programs at Brown:
A Consortium of the Providence VA Medical Center, Lifespan, and Care New England

To Prospective Applicants/Trainees:

The **Diversity, Equity, Inclusion, and Belonging (DEIB) Committee, which is part of the Clinical Psychology Training Programs at Brown**, hopes that you find this packet informative and useful in your internship search. Please see the last page for contact information if following your interviews you have further questions about any of these topics. We wish you the best of luck!

History

The DEIB Committee (initially the Diversity Committee) was formed in 2000 to assist Brown's Clinical Psychology Training Programs in recruiting trainees who are from diverse backgrounds as well as those who have an interest in diversity issues, whether they be in the area of research or in working with clinical patients. Over the past 22 years, this group's mission and initiatives have grown substantially. Below are descriptions of current subcommittees and their contributions.

Mission Statement

The Diversity, Equity, Inclusion, and Belonging (DEIB) Committee of the Clinical Psychology Training Programs at Brown works to promote diversity by working with administrators, faculty, trainees, and the admissions committee to ensure an open and inclusive nature in our community. The DEIB Committee serves as a resource for improving diversity in an objective, nondiscriminatory manner. It encourages everyone to have respect for diversity within the Brown community and affiliated hospitals. This committee participates in recruiting efforts for trainees, informs training activities, and sponsors events that foster diversity throughout the year. It maintains an open-door policy for every individual who is affiliated with the Clinical Psychology Training Programs at Brown.

DEIB co-chairs: Ernestine Jennings, PhD and Hayley Treloar Padovano, PhD

Contact Info: We hope that this packet, the presentation from a DEIB representative, and your interviews provide useful information for making your internship ranking decisions. However, we realize some people may still have important questions (e.g., what the Brown environment or Providence has been like for individuals of specific identities). Please feel free to email us at DPHB-DEIB@brown.edu with any of those inquiries, and we will do our best to connect you with someone who can provide that information.

Diversity Mentoring Program Subcommittee

Chairs: Athene Lee, PhD; Stephanie Parade, PhD

Members: Cara Murphy, PhD; Samantha Portis, PhD; David Lichtenstein, PhD; Jenna Blujus, PhD

The primary objectives of the Diversity Mentoring Subcommittee are to facilitate networking and career development among trainees and faculty of the DPHB and CAAS, as well as to offer trainees and faculty

opportunities to discuss clinical, research, and professional issues relevant to diversity in a supportive, confidential, and collegial environment.

Through informal meetings with faculty mentors, the Diversity Mentoring Program offers trainees and early career faculty from diverse backgrounds and/or with interest in working with diverse populations the chance to explore professional and personal issues. This program has been running for 13 years, and currently includes approximately 40 pairs of mentors/mentees.

In 2022, the Peer Mentoring Program was launched to provide peer-to-peer matching to support trainees of color. This program currently includes approximately 10 pairs of peer mentors for residents and postdoctoral fellows.

Across both programs, mentoring pairs use virtual and in-person approaches to connect regularly, at a mutually agreed on frequency. The programs also provide occasional meetings and outings to further foster conversations and support around issues related to diversity and professional development

Training Subcommittee

Chairs: Lindsay Huffhines, PhD; LG Ward, PhD

Members: Ernestine Jennings PhD, Anna Yeo PhD, Zach Kunicki PhD, Caroline Holman PhD, Tosca Braun PhD, Rebecca McLean PhD, Nauder Namaky PhD

The primary aim of the training subcommittee is to promote and facilitate diversity-focused training and education for members of DPHB and the broader community. For example, the training subcommittee has recently started to coordinate and facilitate process groups to build community and promote ongoing learning and in-depth understanding following diversity-focused trainings.

Core Seminars

Our goal is to integrate diversity-related topics in seminars throughout the DPHB. The committee collaborates with the DPHB Didactics committee to provide seminars specifically focused on diversity-related topics, increase diversity-related content across seminars of all topics, provide resources to do so to faculty presenters, and assess progress through seminar evaluations.

Recruitment Subcommittee

Chairs: Jess Peters, PhD; Ernestine Jennings, PhD

Members: Athene Lee, PhD, Emily Panza, PhD, LG Ward, PhD

The goal of this subcommittee is to foster continual improvement of recruitment of trainees for the Clinical Psychology Training Programs at Brown, with the aim of increasing representation from historically underrepresented groups, including recruiting trainees with clinical and research interests in diversity-related issues. This subcommittee is responsible for creating/updating this packet, attending each interview day's overview session to describe the work of the committee, the Department's initiatives related to diversity and consultation with tracks about best practices. Additionally, subcommittee members serve as a resource to track coordinators if interviewees have specific questions about experiences related to diversity during the process.

Events Subcommittee

Chair: Trisha Arnold, PhD

Members: Trisha Arnold, PhD, Hayley Treloar Padovano, PhD, Hwamee Oh, PhD, Ariana Albanese, PhD

The Events Subcommittee coordinates DEIB committee events. This includes planning events to create a space for diverse faculty to connect and build relationships. Additionally, this committee seeks to share culturally relevant events happening in the community with the larger committee.

Recent events: Potluck at Diamond Hill Vineyards, Cumberland, Rhode Island; Seasonal Holiday Video [complied photos and videos shared by DEIB committee member to demonstrate the diverse ways holidays are celebrated]

Newsletter Subcommittee

Chair: Hayley Treloar Padovano, PhD

Members: Sharon Lee, PhD, Cara Murphy, PhD, Trisha Arnold, PhD, Hwamee Oh, PhD, Linda Guzman, MA

The Newsletter Subcommittee produces the *Diversity Speaks!* newsletter on diversity-related topics to the Brown Clinical Psychology community (including DPHB and CAAS). This typically includes spotlight features on individuals, recommendations for media, recipes, upcoming diversity-related events, and more.

Awards Subcommittee

Chair: Ernestine Jennings, PhD

Members: Stephanie Parade, PhD, Laura Stroud, PhD, Mascha van 't Wout-Frank, PhD

This committee oversees the process for the following DEIB Award:

Diversity Early Career Faculty Development Award

Enhancing the representativeness of our faculty serves a crucial role in the quality of the training process for our training programs, enhances perspectives and range of input, and increases the expertise among faculty, thus enhancing our research and teaching capacity. Starting in 2016, this annual award provides financial support to assist in the provision of research support for early career faculty who have considerable promise and potential as Independent Investigators. This annual award provides financial support for pilot research that will inform a larger research project or for training activities (e.g., attendance at a workshop) that will provide skills central to the person's research activities.

Data Subcommittee

Chair: Chrys Vagara-Lopez, PhD

Members: Micheline Anderson, PhD, Gabriela López, PhD, Emily Panza, PhD, Jessica Peters, PhD, Michelle Pievsky, PhD

The Data Subcommittee (DS) operates under the auspice of the Diversity Equity Inclusion and Belonging (DEIB) Committee, part of the Clinical Psychology Training Programs at Brown University and jointly sponsored by the Department of Psychiatry and Human Behavior (DPHB), and the Center for Alcohol and Addiction Studies (CAAS). A main aim of the overall (DEIB) Diversity Committee is to assist in the recruitment and retention of underrepresented trainees and faculty broadly defined to include age, sex, gender, race/ethnicity, sexual orientation, disabilities, and socio-economic background.

The DS was formed in 2021 by volunteer trainees and faculty passionate about increasing the visibility and transparency both internally and externally of our recruitment and retention of underrepresented trainees and faculty efforts. Our aim is to curate and disseminate data related to recruitment and retention of underrepresented trainees and faculty who join the Brown community via the Clinical Psychology Training Programs. Additionally, we are collaborating with the Clinical Psychology Training Programs to build upon and improve our demographic related measures and collection processes.

Data Curation Philosophy

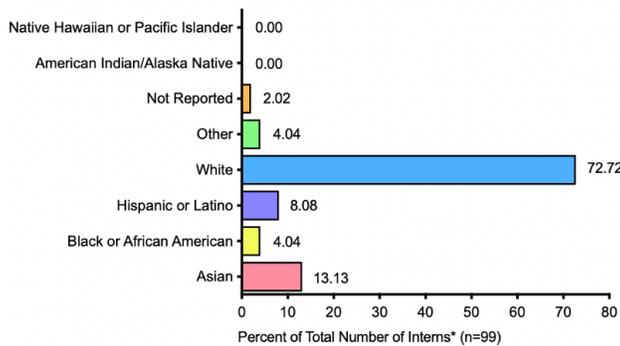
In our efforts to present data that capture the intersecting identities of our trainees, we acknowledge that the categories presented do not fully do so. While we make every effort to be accurate and transparent in our presentation and dissemination of the demographic data collected from program trainees, we have collapsed some categories to fulfill our promise of privacy and confidentiality. We recognize that this process is still an iterative one, and believe that as our diversity and inclusion efforts succeed, combining categories of certain aspects of identity that we have assessed (i.e., gender) will no longer be necessary.

Trainee data was collected annually from surveys provided to incoming clinical psychology residents and postdoctoral fellows. Given the small sample size per year, we have collapsed data over 3-year time periods. Faculty data came from a 2019 survey provided to all DPHB faculty, including Psychiatry/MDs; it does not include those with CAAS/School of Public Health-only appointments.

Race and Ethnicity Data

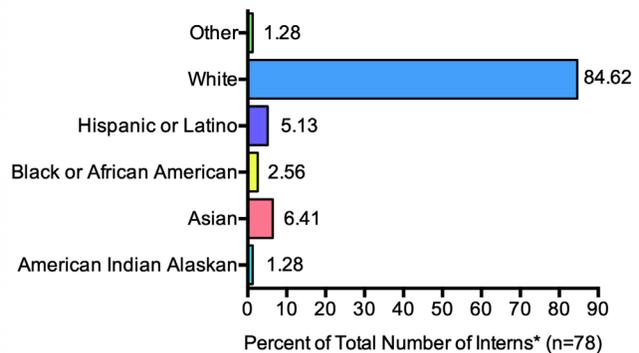
Clinical Psychology Residents/Internship

Intern Race and Ethnicity Demographics 2019-2023



*Responders could select more than one category

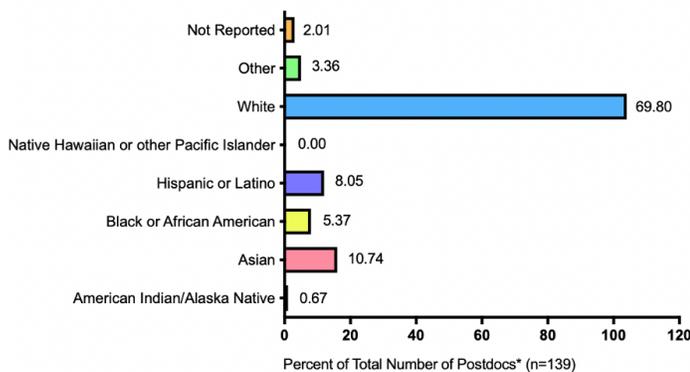
Intern Race and Ethnicity Demographics 2015-2018



*Responders could select more than one category

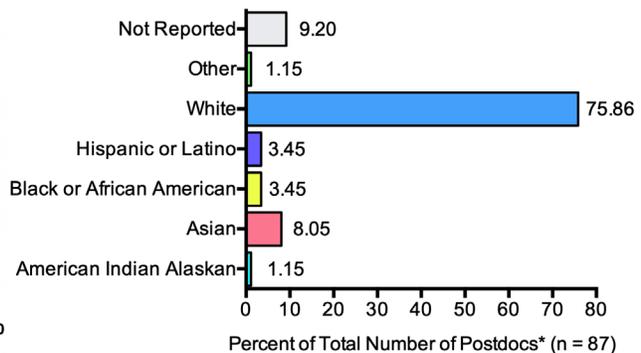
Postdoctoral Fellows

Postdoc Race and Ethnicity Demographics 2019-2023



*Responders could select more than one category

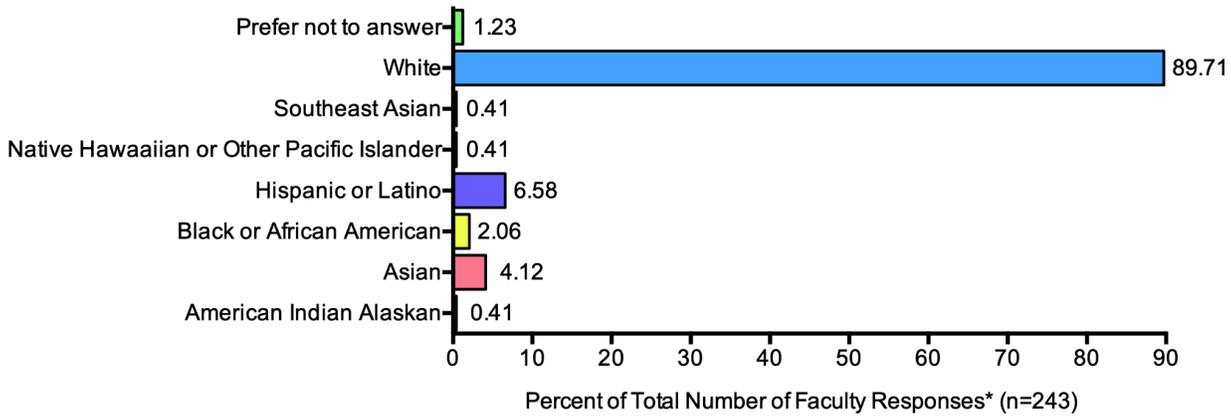
Postdoc Race and Ethnicity Demographics 2015-2018



*Responders could select more than one category

Faculty

Faculty Race and Ethnicity Demographics 2019



*Responders could select more than one category

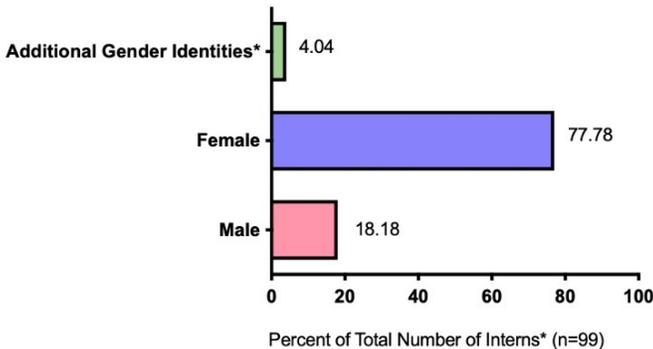
Gender Identity Data

Assessing trainee gender has been an evolving process. Gender was assessed for trainees beginning in 2019, and the following gender labels were provided for interns to choose from: "Male," "Female," "Trans Male/Trans Man," "Trans Female/Trans Woman," "Gender Queer/Gender Non-Conforming," "Different Identity (please specify)," and "Prefer not to answer." On review of these options, several issues were identified including the conflation of sex and gender, the implication that cisgender is a default, and missing important identities. Approved in 2022 for implementation for the 2023/2024 training year, the survey will now use the following options (check all that apply): "Man", "Woman", "Transgender", "Cisgender", "Non-binary", "Gender Queer/Gender Non-Conforming", "Gender identity not listed above (please specify)", "I identify as a person from a minoritized group due to my gender identity, but do not wish to specify".

From 2019 until the present, given the small number of trainees identifying as categories other than male or female and that we do not have information about people's degree of outness, we collapsed all individuals who identified with labels other than Male and Female into a category called "Additional Gender Identities." Our intention is not to suggest that additional identities are equivalent or not important, but to protect trainee's privacy, especially given our initiative to share this data is new. Trainees are now being offered the above option to be counted as a gender minority but avoid specifying details if preferred, and we are now including in our demographic surveys information about this initiative.

Clinical Psychology Residents/Internship

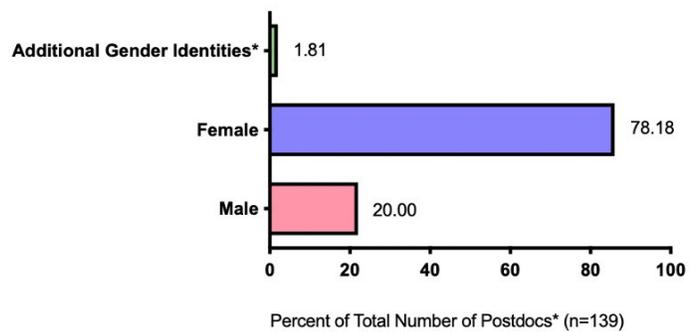
Intern Gender Identities 2019-2023



* Additional genders including non-disclosure collapsed for privacy

Postdoctoral Fellows

Postdoc Gender Identities 2019-2023



* Additional genders including non-disclosure collapsed for privacy

Track Level Initiatives and Information

Below is initial information about some of the track-level content relating to diversity. We are still in the process of collecting and standardizing this data across tracks (e.g., to create research sections for all them), but we are sharing what we have at present:

Adult/MIDAS

Admissions:

- Diversity review of all components of application review, interview, and ranking process
- Goals of recruiting trainees from diverse backgrounds and with training and research interests in health disparities
- Goal to increase awareness of potential sources of bias and to continually revise procedures to reduce bias

Clinical:

- Rotations span the Providence VAMC, Butler Hospital partial hospital and intensive outpatient programs and the emergency department, Rhode Island Hospital inpatient, outpatient, and partial hospital programs, and the Women and Infants Hospital perinatal partial hospital program.
 - Populations accordingly include a broad range of identities, including age, race/ethnicity, SES, sexuality, gender identity, and disability.
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Behavioral Medicine

Initiatives:

- Continue efforts to increase recruitment and retention of diverse individuals to the program.
 - The Behavioral Medicine Track/Health Psychology Track faculty span across multiple training sites
 - Examine policy changes within the training system including serving on the Lifespan Anti-Racism and Health Equity Advisory committee
-

Child

Training and Education:

- Formation of subcommittee on social justice, anti-racism and inclusion (see next slide for details)
- Piloting of a faculty anti-racism reading group
- Creating a monthly “professional reflections” series focused on social justice, anti-racism, and diversity themes

Examples of Diversity-Focused Funded Research:

- A culturally centered CBT protocol for suicidal ideation and suicide attempts among Latinx youth (R01MD013907; Duarte-Velez, PI)
- Examining disparities in sleep, asthma, and the sleep context in urban children (R01HL142058; Koinis-Mitchell & Carskadon, MPIs)
- Reducing the duration of untreated illness among youth in the juvenile justice system with psychosis-spectrum disorders (R34MH115457; Spirito, PI)

- Screening and brief intervention for suicidality and nonsuicidal self-injury among youth in the juvenile justice system (R34 MH114307; Spirito & Kemp, PIs)
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Neuropsychology

Justice, Equity, Diversity and Inclusion (JEDI) Council:

Council Objectives:

- Promote an environment of cultural humility among faculty and trainees.
- Foster a culturally competent training environment through didactics, clinical supervision, and scholarly research.
- Recruit and retain trainees and faculty whose diverse backgrounds enrich the science and practice of neuropsychology

Initiatives:

- Developing a guideline to enhance coverage of diversity in neuropsychology didactics
 - Reviewing the admission process to promote recruitment of trainees from diverse backgrounds
 - Exploring the opportunities for trainees and supervisors to provide clinical neuropsychology services to the underinsured in local communities
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Additional DPHB Diversity-Related Groups and Initiatives

Grand Rounds speakers: DPHB Leadership formed a Department Grand Rounds Committee comprised of faculty and trainee representatives to review our current policies of selecting Grand Rounds Speaker. They worked to operationalize recommendations for Departmental Grand Rounds regarding anti-racism, diversity, equity, inclusion and belonging, and diverse presenters. In the 2021-2022 academic year, four of nine presenters were from historically minoritized backgrounds, and three of the four were from historically underrepresented groups.

- Ruth Shim, MD, MPH: "Social (In)Justice and Mental Health"; June 2022
- Tracey M. Guthrie, MD: "Racism in Academic Psychiatry: Hiding Beneath the Cloak of Our Benevolence"; September 2021
- Helena Hansen, PhD: "Whiteout: How Racial Capitalism Changed the Color of Heroin in America": June 2021
- Aga Janicka and Jason Rafferty, PhD: "Psychosocial Issues that Arise in Caring for Gender-Diverse Youth": May 2021
- Jennifer Richeson, PhD: "The Mythology of Racial Progress"; February 2021
- Maureen Allwood, PhD: "Psychological and Developmental Impact of Trauma, Violence, and Racism: From Research to Service and Advocacy"; December 2020
- Georita Maria Frierson, PhD: "Diversity: Working with communities, participants and faculty/academicians through the ADDRESSING Framework": January 2020
- Monica Rivera Mindt, PhD: "Brain & Cognitive Health in a Sociocultural Framework"; March 2019

Anti-Racism Steering Committee: In 2020, DPHB faculty and trainees joined to form the **ARSC**, which guides departmental leaders in developing and continuously improving anti-racist policies, practices, and climates across clinical care, research, and education. The ARSC oversees five working groups on the topics

of Community Outreach, Education Programming, Recruitment and Retention, Faculty Policies, and Communications.

Faculty Diversity Education Initiative

The ARSC launched an initiative to ensure that DPHB faculty can receive additional opportunities to enhance their cultural competence with respect to teaching, supervision, and research responsibilities. As of 2022, attending 2 hours of diversity related workshops or trainings, at least 1 of which focuses specifically on race, per year is required for faculty reappointment and promotion. Recent offerings include:

- Toward a Culturally Responsive Supervision (2022) – Faculty
- Gender Affirming Mental Health Treatment Workshop (2022) – Faculty and Trainees
- Cross-Racial Dialogues (2022)- Faculty and Trainees
- Addressing Microaggressions and Acknowledging Intersectionality (2021)
- The Intersection of Diversity and Supervision (2019)
- Development and piloting of antiracism educational curriculum (5 reading groups to date)

Affinity groups: The DPHB now sponsors a Faculty of Color meeting group and a Trainees of Color group. Similarly structured LGBTQIA+ affinity groups are being developed.

Examples of Hospital, Medical School and University Diversity Related Groups and Initiatives

Office of Women in Medicine and Science (OWIMS): Dedicated to the advancement of women faculty, residents, students and trainees in the Division of Biology and Medicine at Brown University and The School of Public Health at Brown University, the Office of Women in Medicine and Science (OWIMS) serves to network women in medicine and science at all levels. Offerings include educational events, book clubs, networking events, advocacy and more: <https://owims.biomed.brown.edu/>

Office of Diversity and Multicultural Affairs (ODMA)

Established in 1976, the Office of Diversity and Multicultural Affairs (ODMA) is a dynamic resource offering academic, professional, and personal support programs to students, faculty and staff.

<https://diversity.med.brown.edu/>

Medical School Resources for Inclusive Teaching: <https://facultydev.med.brown.edu/resources/inclusive-teaching>

NIH Diversity Supplements

NIH Research Supplements to Promote Diversity in Health-Related Research. Diversity supplements are administrative supplements sponsored by the National Institutes of Health (NIH) that are intended to improve the diversity of the research workforce by recruiting and supporting training opportunities including postdoctoral fellowships!

How it works: Establish a mentorship relationship with a principal investigator of an awarded NIH grant and work with that mentor to submit a “grant within a grant”. This diversity supplement will support salary for postdoctoral training and a small budget (\$3000) for a research project housed within the infrastructure of the mentor’s parent grant. Faculty who have NIH grants with at least 18 months remaining and on any of the following grant mechanisms can mentor a diversity supplement:

Grant mechanisms/activity types eligible for a Diversity Supplement are: DP1, DP2, DP3, DP4, DP5, I01, I34, IP1, IU1, P01, P42, PM1, PN1, R00, R01, R03, R15, R21, R24, R29, R33, R34, R35, R36, R37, R42, R55, R56, R61, RC1, RC2, RC3, RC4, RF1, RL1, RL2, RM1, SC2, SI2, U01, U19, U1B, U34, UA5, UC2, UC3, UC4, UC7, UF1, UG1, UG3, UH2, UH3, UM1, UM2, UP5, P20, P30, P50, P60, PL1, U54, UC7, M01, UL1, P41, U41, P40, P51, U42, G12.

Who can receive Diversity Supplement support? Postbaccalaureates, graduate students, postdoctoral fellows, and independent investigators who are Black or African American, Hispanic or Latino, American Indian or Alaska Native, Asian, and Native Hawaiian and other Pacific Islander. Additionally, individuals with disabilities or those from disadvantaged backgrounds are also eligible. Definitions and additional information regarding eligibility can be found in [PA-21-071](#).

Trainees and early career faculty members from underrepresented groups are encouraged to consider working with existing investigators to apply for a diversity supplement. [Click here for more details!](#) Deadlines vary by institute, and timelines apply so do not delay, [Find your institute here!](#) The Diversity Committee can provide further details on these supplements and facilitate matching with eligible faculty/awards.

Rhode Island, Providence, and Hospital Population Demographics

The population of Rhode Island, especially the city of Providence, is ethnically and economically diverse, and this is reflected in the patient populations of the Brown-affiliated hospitals. Demographics about the population of Providence, the State of Rhode Island, and some of our affiliated hospitals appear below.

People Quick Facts	Providence	Rhode Island
Population, 2018 ^a estimate	179,335	1,057,315
Female population, 2018 ^a	51.8%	51.4%
Population under 18 years old, 2018 ^b	22.6%	19.4%
Population 65 years old and over, 2018 ^b	9.6%	17.2%
White population, 2018 ^a	52.9%	83.9%
Black or African American population, 2018 ^a	15.6%	8.4%
Asian, 2018 ^a	6.2%	3.6%
American Indian and Alaskan Native, 2018 ^a	1.3%	1.1%
Native Hawaiian and other Pacific Islander, 2018 ^a	0.2%	0.2%
Hispanic population, 2018 ^a	42.2%	15.9%
White non-Hispanic population, 2018 ^a	34.3%	72%
High school graduate or higher, persons 25 years and over, 2013-2017 ^b	77.8%	87.3%
Bachelor's degree or higher, persons 25 years and over, 2013-2017 ^b	30.1%	33.0%
Median household money income, 2013-2017 ^b	\$40,366	\$61,043
Persons below poverty level, 2013-2017 ^b	26.9%	11.6%
Speak a language other than English at home (population 5 yrs and over), 2017 ^b	49.5%	22.0%
Disability status (total civilian noninstitutionalized population), 2017 ^b	10.0%	9.5%
Veterans (2013-2017) ^b	4,162	59,535

^a Source: US Census Bureau statistics

^b Source: US Census Bureau, 2017, American Community Survey statistics, (V2017)

Hospital Demographics

We are in the process of curating demographic data for the rotation settings across the consortium, and will be updating this for additional sites in the future.

Ethnicity, race, and gender data from **Butler Hospital's Partial Hospital Programs** in 2022. Nonbinary/other gender options are now included as part of ongoing hospital initiatives toward provide gender-affirming care, but the numbers of patients recorded as nonbinary/other gender identity likely does not (yet) reflect the actual numbers (partial programs tend to have substantial numbers of LGBTQ+ patients, including gender diverse).

Gender	Ethnicity	Race	PHP
Female	Not Hispanic	American Indian or Alaskan Native	22
		Asian	130
		Black or African American	
		Native Hawaiian or Pacific Islander	35
		Two or more races	77
		Unknown	1,822
		White	
	Total	2,086	
	Hispanic	American Indian or Alaskan Native	1
		Asian	2
		Black or African American	10
		Native Hawaiian or Pacific Islander	
		Two or more races	106
Unknown		33	
White		78	
Total	230		
Unknown	Asian	4	
	Black or African American	7	
	Two or more races	19	
	Unknown	218	
	White	109	
Total	357		
Total Female		2,673	
Male	Not Hispanic	American Indian or Alaskan Native	3
		Asian	15
		Black or African American	63
		Native Hawaiian or Pacific Islander	
		Two or more races	23
		Unknown	40
		White	930
	Total	1,074	
	Hispanic	American Indian or Alaskan Native	1
		Asian	
		Black or African American	7
		Native Hawaiian or Pacific Islander	
		Two or more races	54
Unknown		13	
White	35		
Total	110		
Unknown	Asian	1	
	Black or African American	3	
	Native Hawaiian or Pacific Islander		
	Two or more races	9	
	Unknown	109	
White	67		
Total	189		
Total Male		1,373	
Non-Binary/Other	Not Hispanic	Black or African American	
		Two or more races	1
		Unknown	1
		White	6
	Total	8	
	Hispanic	Two or more races	
		White	
	Total		
Unknown	Unknown		
	White		
Total			
Total Non-Binary/Other		8	
Overall			4,054