The UNCW Psychology Department and PhD General Clinical Program defines diversity:

**Diversity includes, but is not limited to race, sex, age, national origin (including ethnicity), language, religion, disability, sexual orientation, gender, veteran’s status, socio-economic status, and history of overcoming adversity.**

The Program has engaged in the following efforts over the past two years to recruit and retain a diverse student body and faculty, and engender a climate of inclusiveness, mutual respect, acceptance and open-mindedness among students, faculty, staff, and the broader community.

**Students**

**Efforts to reach prospective PhD General Clinical students before the application stage:**

1. Program faculty attend diversity events held annually at large national meetings, such as APA, ABCT, and CUDCP.
   a. We are personally available to speak individually with potential applicants at these events
   b. We provide brochures and program materials available to those attending these events
2. We use Department funds to allow the DCT or other faculty member to travel to regional programs that have greater diversity at the undergraduate level, to present to the undergraduate population. For example the NC Psychological Association Undergraduate Conference is typically held at a Historically Black College or University (e.g., North Carolina Central University) and highlights graduate programs and career paths for student attendees. This has allowed us to reach over 80 potential students each year.
3. We include information on a wide variety of topics on the program’s website about diversity, especially the program’s commitment to diversity, [https://uncw.edu/psy/phd/genclin/genclin-diversity.html](https://uncw.edu/psy/phd/genclin/genclin-diversity.html) the program’s plan for recruitment and retention of diverse faculty and students, [https://uncw.edu/psy/phd/genclin/documents/uncw-psy-phd-genclin-diversity-plan.pdf](https://uncw.edu/psy/phd/genclin/documents/uncw-psy-phd-genclin-diversity-plan.pdf) a report on efforts made to enhance program diversity, [https://uncw.edu/psy/phd/genclin/documents/uncw-psy-phd-genclin-diversity-report-june-2019.pdf](https://uncw.edu/psy/phd/genclin/documents/uncw-psy-phd-genclin-diversity-report-june-2019.pdf) and the availability of financial aid. [https://uncw.edu/psy/phd/genclin/genclin-faq.html](https://uncw.edu/psy/phd/genclin/genclin-faq.html)
4. We include a webpage that highlights diversity-related research, to convey to prospective and current students an inclusive environment. 
https://uncw.edu/psy/diversity/research.html

**Efforts to recruit a diverse student cohort during the application and interview stages:**

1. We employ a holistic review of application materials such that GRE scores are not given weight over other criteria, such as educational and research experiences and achievements.

2. The entire admissions committee comprised of Core Faculty members reads each application, to ensure that all applications receive adequate consideration.

3. In interviews, applicants are asked to indicate how they would contribute to the diversity efforts of the program/department.

4. We offer housing and transportation to applicants visiting campus during Interview Weekend, to offset costs.

5. At Interview Weekend, a member of the Department Diversity Committee presents the activities, plans and efforts made by the committee in the past year and invites applicants to consider joining if they are admitted/accept offers of admission.

**Efforts to retain a diverse student body:**

1. We welcome discussions of diversity at all levels, and have accessible a standing diversity committee composed of students and faculty.
   a. this committee serves as a means of promoting the teaching and understanding of diversity.
   b. allows for the promotion of diversity-relevant research.
   c. provides a system of support for underrepresented students and faculty in the department.
   d. plans and publicizes activities on and off campus to enhance awareness and appreciation of diverse people.

2. We hold student-only “Town Halls” at least once per year to provide a place for the discussion of diversity issues. A student representative provides de-identified feedback to the DCT.

3. We ask current students to anonymously assess Program climate at least one per year. This includes a question about their perceptions of program support for students’ diverse identities.

4. We require two stand-alone courses in diversity issues (*PSY 552 Ethics, Laws & Cultural Issues; PSY 671 Psychology of Diversity*). These provide education on the importance of culture/ethnicity, gender, socioeconomic factors, sexual orientation, age in
psychological research, assessment, and treatment.

5. We integrate diversity into required curriculum
   a. We include diversity-relevant material in courses on psychopathology, assessment, research methods, and Discipline Specific Knowledge.
   b. We cover issues of diversity in the context of clinical supervision.
   c. We require that the doctoral qualifying exam address issues of diversity.

6. Students are required to attend a monthly “Coffee Talk” presentation on diversity-related topics, sponsored by the program.

7. We encourage faculty and graduate student research that focuses on or includes diverse populations to highlight projects on the Department website
   a. We have faculty who are committed to mentoring students in this research.

8. We ensure that students obtain clinical training experiences in the assessment and treatment of clients from underrepresented groups at the UNCW training clinic and in external sites
   • Uninsured and under-insured individuals
   • People with substance use disorders
   • Prison inmates
   • People who are homeless

9. We strive to create an atmosphere in which student members of diverse groups are encouraged to and feel comfortable about speaking to faculty members if they experience racism/sexism/harassment from peers or faculty members
   a. by offering multiple avenues for input, including anonymous written comments,
   b. a Student Town Hall at which no faculty are present but de-identified student comments are passed on to the Director of Clinical Training,
   c. Assuring that all students can locate grievance/harassment policies and procedures in the PhD clinical student Handbook (linked to Department webpage)
   d. Offering multiple “go-to” people, including the Chair, Graduate Coordinator or Director of Clinical Training. These avenues are all included in the Handbook.

10. Provide information about diversity and inclusion resources on campus
    Students are encouraged to join the Department Diversity Committee. Committee members have contacts in the university and community that may be supportive connections for students to engage with (e.g. Centro Hispano, LGBTQIA Center, Upperman African American Cultural Center, Black Faculty & Staff Association that welcomes graduate students).

**Faculty**

_Efforts to recruit diverse faculty_
A faculty search in 2017-2018 for a tenured assistant professor in the clinical area was successful. The faculty member contributes to the program’s mission in that he engages in research and clinical work related to diverse populations including veterans and people with co-occurring substance use and mental health disorders. The department engaged in the following efforts to recruit a diverse faculty member:

1. An HR recruitment specialist attended the initial faculty search committee meeting to provide training in the latest recruitment strategies to attract diverse applicants.

2. A member of the Diversity Committee served on the search committee.

3. The position was advertised in publications that reach diverse audiences: All postings were placed in the APA Monitor and in APA PsycCareers online.

4. Search committee members and other core faculty members posted openings on professional listserves and contacted colleagues in their sub-disciplines to distribute information about the program and faculty vacancies.

**Efforts to Retain Diverse Faculty**

1. The DCT met with the Office of Institutional Diversity & Inclusion to monitor results of the UNC-System’s Staff Engagement and Inclusion & Campus Climate surveys in an effort to improve retention of diverse faculty.

2. During the annual review, the Chair asks individual faculty members about satisfaction with their jobs, the department climate, and the role they play in our program.

These efforts are evaluated according to the Diversity Plan, available on the Program website [https://uncw.edu/psy/phd/genclin/genclin-diversity.html](https://uncw.edu/psy/phd/genclin/genclin-diversity.html). The plan includes a number of important diversity-related initiatives the Program will take in the coming years.