

The San Diego Diversity and Social Justice Training Self-Assessment

1. Overall, how helpful have your graduate-level diversity training experiences been?

- Very helpful
- Somewhat helpful
- Somewhat unhelpful
- Very unhelpful

**2. What role(s) did diversity training fill during your graduate-level training?
(Mark all that apply).**

- Fulfilled accreditation requirements
- Fulfilled graduation requirements
- Helped me become a better clinician
- Helped me become a better researcher
- Helped me in other professional goals (e.g., to become an advocate)
- Helped me in personal goals (e.g., , ability to understand personal diversity issues)
- Was interesting to me
- Did not fulfill any role
- Other: _____

3. If you could 'opt-out' of diversity training during your postdoctoral fellowship, would you?

- Yes
- No

**4. Which of the following modalities have you experienced during your graduate-level diversity training?
(Mark all that apply).**

Lecture	Group discussion	Reading empirical or theoretical literature	Self-reflections	Journaling	Case scenarios	Role play	Supervision	Cultural immersion	Meaningful engagement with diverse individuals	Service learning
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Other approaches: _____

5. Rank the modalities you have experienced from most helpful to least helpful, with a rank of 1 being the most helpful.

- ___ Lecture
- ___ Group discussion
- ___ Reading empirical or theoretical literature
- ___ Self-reflections
- ___ Journaling
- ___ Case scenarios
- ___ Role plays
- ___ Supervision
- ___ Cultural immersion
- ___ Meaningful engagement with diverse individuals
- ___ Service learning
- ___ Other: _____

8. Please list up to three diversity-related topics for which you have the most confidence in your current competency. These should be topics you would be comfortable addressing independently in clinical, research, consultation, supervision, and teaching contexts. You may choose from the list above and/or add your own.

- 1.
- 2.
- 3.

9. Please list up to three diversity-related topics for which you have the least confidence in your current competency. These should be topics about which you would benefit from additional training during your fellowship. You may choose from the list above and/or add your own.

- 1.
- 2.
- 3.

10. What is your current comfort level with engaging with diversity topics by discussing your knowledge and perceptions?

- Very comfortable
- Somewhat comfortable
- Somewhat uncomfortable
- Very uncomfortable

11. What is your current comfort level with engaging with diversity topics by discussing your professional experiences in contexts where you represent a minority group?

- Very comfortable
- Somewhat comfortable
- Somewhat uncomfortable
- Very uncomfortable
- N/A: I do not identify as a member of a minority group

12. What is your current comfort level with engaging with diversity topics by discussing your professional experiences in contexts where you represent a majority group?

- Very comfortable
- Somewhat comfortable
- Somewhat uncomfortable
- Very uncomfortable
- N/A: I do not identify as a member of a majority group

13. What is your current comfort level with engaging with diversity topics by discussing your personal experiences in contexts where you represent a minority group?

- Very comfortable
- Somewhat comfortable
- Somewhat uncomfortable
- Very uncomfortable
- N/A: I do not identify as a member of a minority group

14. What is your current comfort level with engaging with diversity topics by discussing your personal experiences in contexts where you represent a majority group?

- Very comfortable
- Somewhat comfortable
- Somewhat uncomfortable
- Very uncomfortable
- N/A: I do not identify as a member of a majority group

15. If you marked “somewhat uncomfortable” or “very uncomfortable” as your response on one or more of questions 10-14, why did you feel uncomfortable? (Mark all that apply).

- There was a power imbalance between me and one or more people there
- I didn't want to represent my entire group
- I was worried about offending others
- I didn't want my comments to discourage others from speaking up
- I was worried that others would judge me
- I thought my viewpoint wouldn't be accepted
- I didn't want to disclose my minority status
- I didn't want to disclose personal experiences
- The topic caused too much emotional vulnerability
- I didn't have anything to add to the conversation
- I didn't feel like I knew enough about the topic
- N/A: I have always felt comfortable

16. Your level of comfort in diversity-related discussion and activity might vary based on context, the topic, and the people around you, among other factors. If you would like to share any context or additional details that have impacted your ability to engage in these discussions comfortably and successfully, please use the following space to elaborate.

17. According to the APA, social justice* advocacy is a part of a psychologist’s professional identity and responsibilities. How will social justice* advocacy fit into your career following fellowship?

* *Note:* In the context of psychology training, *social justice* includes the “scholarship and professional action designed to change societal values, structures, policies, and practices, such that disadvantaged or marginalized groups gain increased access to these tools of self-determination” (Goodman et al., 2004). Examples of social justice activities include: advocacy, consulting/advising, conducting participatory research, being a ‘change agent’ within an institution, program development, program implementation, administration, supervision, program evaluation, and public policy implementation, when these activities are intended to change organizational/institutional/political climate, culture, regulations, or policy to address an issue of recognized inequality or injustice.