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 <u>all that apply</u>).
☐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
\square No

Lecture Group discussion theoretical reflections literature Case Role Supervision Cultural Meaningful engagement with diverse individuals		of the follo	wing modalitie /).	es have you	experience	d during y	our gra	aduate-level	diversity tr	aining?	
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	Lecture		empirical or theoretical		Journaling			Supervision		engagement with	
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											
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 app	proaches:									
Group discussion Reading empirical or theoretical literature Self-reflections Journaling Case scenarios Role plays Supervision Cultural immersion Meaningful engagement with diverse individuals Service learning	5. Rank	the modaliti	es you have ex	perienced f	rom most h	elpful to l	east he	lpful, with a	rank of 1 b	eing the most helpf	ul.
Reading empirical or theoretical literature Self-reflections Journaling Case scenarios Role plays Supervision Cultural immersion Meaningful engagement with diverse individuals Service learning	Lect	ure									
Self-reflections Journaling Case scenarios Role plays Supervision Cultural immersion Meaningful engagement with diverse individuals Service learning	Grou	p discussion									
JournalingCase scenariosRole playsSupervisionCultural immersionMeaningful engagement with diverse individualsService learning	Read	ling empirica	l or theoretical	literature							
Case scenarios Role plays Supervision Cultural immersion Meaningful engagement with diverse individuals Service learning	Self-	reflections									
Role plays Supervision Cultural immersion Meaningful engagement with diverse individuals Service learning	Journ	naling									
Supervision Cultural immersion Meaningful engagement with diverse individuals Service learning	Case	scenarios									
Cultural immersion Meaningful engagement with diverse individuals Service learning	Role	plays									
Meaningful engagement with diverse individuals Service learning	Supe	ervision									
Service learning	Cult	ural immersio	on								
	Mea	ningful engag	gement with div	verse individ	uals						
Other:	Serv	ice learning									
	Othe	er:									

6. The following table lists <u>dimensions of human identities</u>, <u>backgrounds and experiences</u> that you may encounter in your work as a psychologist. This list is by no means all-inclusive of every dimension of diversity.

Please <u>check all boxes</u> that align with your relevant experiences with people from each identity category.

	Read empirical or theoretical literature	Attended a seminar, lecture, or semester course	Treated at least one client	Completed at least one assessment	Provided supervision/ consultation on a case	Conducted research	Presented or taught about	Participated in social justice* activity
Black/African American								
Hispanic/Latino/a								
Asian/Pacific Islander								
Native/Indigenous								
Women								
Sexual orientation minority								
Gender identity minority								
Older adults								
Veterans/service members								
Christianity								
Judaism								
Islam								
Buddhism								
Hinduism								
Cognitive impairment								
Physical disability								

	Read empirical or theoretical literature	Attended a seminar, lecture, or semester course	Treated at least one client	Completed at least one assessment	Provided supervision/ consultation on a case	Conducted research	Presented or taught about	Participated in social justice* activity
Chronic pain/chronic health conditions								
Developmental disability								
Deaf/Hard of Hearing								
Visual impairment								
Low socioeconomic status								
Illiteracy								
Rural/Frontier								
Housing insecurity								
Immigrant/Refugee								
Non-fluent English speakers								
Nontraditional relationships								
Other:								
Other:								

7. The following table lists <u>various diversity-related topics</u> that you may encounter in your work as a psychologist. Please <u>check all boxes</u> that align with your relevant experience with each topic.

	Read empirical or theoretical literature	Attended a seminar, lecture, or semester course	Treated at least one client	Completed at least one assessment	Provided supervision	Conducted research	Presented or taught	Participated in social justice* activity
Racism								
Sexism								
Homophobia								
Transphobia								
Islamophobia								
Xenophobia								
Other forms of bigotry								
White privilege								
Male privilege								
Other forms of privilege								
White guilt								
Masculinity								
Internalized misogyny								
Microaggressions								
Implicit/unconscious bias								
Discrimination								
Acculturation								

Collectivism								
Intersectionality								
	Read empirical or theoretical literature	Attended a seminar, lecture, or semester course	Treated at least one client	Completed at least one assessment	Provided supervision	Conducted research	Presented or taught	Participated in social justice* activity
Allyship								
Social justice* theory								
Professional advocacy								
Bias in assessment								
Cultural formulation interview								
Health disparities/social determinants of health								
Economic disparities								
Educational disparities								
Stigma								
Self-stigma								
Adapting ESTs to individual cultural needs								
Culture-informed case conceptualization								
Culture-specific diagnoses								
Power imbalance in mental health care								
Participatory research Other:								
Other:		П		П	П	П		П

8. Please list <u>up to three</u> diversity-related topics for which you have the <u>most confidence</u> 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 <u>up to three</u> diversity-related topics for which you have the <u>least confidence</u> 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 <u>professional experiences</u> in contexts where you represent a <u>minority</u> 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 <u>professional experiences</u> in contexts where you represent a <u>majority</u> 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 <u>personal experiences</u> in contexts where you represent a <u>majority</u> 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.