



Episode 6: Bringing it Home - Panel Question & Answer

Dr. Brodt is an Assistant Professor in the Counseling and Counseling Psychology department at Oklahoma State University. She received her MS and PhD from University of Massachusetts Boston. As a clinician, she uses Rogerian and feminist approaches and incorporates CBT techniques as needed. She has developed clinical expertise in trauma, diverse populations, and group therapy. Her research interests include social justice (broadly defined) and she has a particular passion for disability, gender, LGBTQIA+, and racial justice issues. She also has a passion for sexual and interpersonal violence, particularly the intersections of culture and trauma. She created the concept of gendered violence stress and is continuing work in this area. She is currently working on three projects: understanding the negative experiences of racial and ethnic minority graduate students in psychology doctoral programs, interviews with disabled people about how they judge themselves by non-disabled standards, and a study to identify how psychologists conceptualize disability in their work with clients. Her teaching and pedagogy interests include liberatory education, ethics, and multicultural counseling.

Dr. Leticia Flores is an Associate Professor in the Department of Psychology and the Director for the University of Texas Psychological Clinic. Dr. Flores received her doctorate in Clinical Psychology at UT Southwestern Medical Center at Dallas and she completed a 2-year post-doctoral fellowship at the University of Washington in Seattle. Dr. Flores has taught courses in psychoanalytic psychotherapy, ethics, and multicultural issues in psychology, and has supervised graduate students in training clinics for over 15 years. She specializes in working with late adolescents and adults regarding sexual orientation and gender identity issues. Dr. Flores is the current President of the Association of Psychology Training Clinics (APTC), and a member of the American Psychological Association's Society for the Psychology of Sexual Orientation and Gender Diversity (Div 44), the World Professional Association for Transgender Health (WPATH), the National Register for Health Service Providers in Psychology, and Knoxville's Appalachian Psychoanalytic Society. She consistently engages in outreach, education, and advocacy in the Knoxville community on behalf of marginalized communities. She is a current member of Knoxville's Police Advisory and Review Committee (PARC), a volunteer for the Tennessee Equality Project - a 501c4 serving the state's LGBTQ+ community - and a volunteer with the East TN Civil Rights Working Group.

Dr. Hollingsworth is a licensed clinical psychologist at a VA Medical Center in Alabama. He received his PhD in clinical psychology from Oklahoma State University and completed his pre-doctoral residency at the University of Mississippi Medical Center-Department of Veterans Affairs Medical Center Consortium.

Dr. Varela is a Professor of Psychology and Director of Clinical Training for the Ph.D. program in Clinical Psychology at Sam Houston State University. He teaches doctoral practicum and multicultural psychology courses as well as undergraduate courses in abnormal psychology and psychology and the law. His research interests include forensic psychology, especially forensic assessment, and multicultural psychology. He serves on the Board of the Council of University Directors of Clinical Programs and is co-chair of the BRIDGE committee of the American Psychology-Law Society. Prior to his appointment to the faculty at Sam Houston State in 2008, he served in the U.S. Air Force for nine years.

Dr. Wingate is a Professor of Psychology and Africana Studies affiliate faculty at Oklahoma State University. Dr. Wingate is dedicated to Black centered mental health research. She is particularly interested in those strengths thought to serve as protective factors for African Americans and other marginalized groups. She examines risk and protective factors that may be particularly salient to Black suicide and mental health, including the impact of acculturation, racial microaggressions, historical trauma, racial/ethnic discrimination, and intersectionality. Dr. Wingate has published more than 75 scholarly writings that have appeared in high quality academic journals.

Before You Listen: *Self-reflect and/or journal about the following*

- What does your program, department, or field currently do to support diversity efforts? Where does it have room for improvement?
- What are your personal skills and/or arenas within your department where you might be able to enact change?

Episode Summary

- Drs. Wingate, Hollingsworth, Varela, Flores, and Brodt reflect on the topics discussed in previous episodes. They highlight ways in which their respective programs may implement some of the techniques discussed and provide listeners with additional steps that have been applied at their home institutions. Panelists emphasize goals their programs are working towards to improve DEI.

After You Listen: *Discuss the following with an accountability group and/or partner*

- After listening to/reviewing the previous episode material:
 - What stood out the most to you and how does that apply to cultural humility or multiculturalism in your program/field?
 - In what ways could your program or department implement some of the techniques and training discussed by our podcast guests?
 - What things previously discussed are you already doing (e.g., what are your strengths)?
- What steps have been made to promote cultural humility and a multicultural framework in therapy and/or research thus far in your program/department?
- In what areas do you believe we as practicing psychologists require the most growth?
- What are current goals you and/or your program/department are working towards to improve DEI in your program and services?
- Are there barriers that prevent us from “diving deeper” as a program/field? How can these barriers be addressed?

After You Listen: *Action Items*

- Look into your program, field, or department’s diversity practices. What could be improved?
- Given the personal strengths and areas of involvement in your department you self-reflected on earlier, what actions might you be able to take in the areas you’re already working to promote DEI in your program and services?
- The DiSSECT (Dismantling Systemic Shortcomings in Education and Clinical Training) [Graduate Program Evaluation Tool for Racially Marginalized Students Applying to](#)

[Graduate School](#) may also be utilized to further evaluate how your department/program or individual lab can be more supportive of graduate students/trainees of color.

Additional Resources and Further Reading

- [Social Responsiveness Toolkit](#)

Host Bios

Déjà Clement, M.S., is a cisgender heterosexual Caribbean American/Black woman, originally from NY. She is a 4th year Clinical Psychology doctoral student whose research takes an interdisciplinary approach by combining public health and clinical psychology to examine risk and resilience factors for mental health outcomes and health behaviors for Black women. Outside of grad school, she loves food and taking pictures of food and spending time with her people. You can follow her Twitter [@ClementDeja](#).

Gina Erato, M.S., is a cisgender heterosexual white American woman of Sicilian descent. She is a first-generation college student and 4th year Clinical Psychology doctoral student passionate about women's sexual and reproductive life events. During her free time, she likes to make Italian dinners at home, spend time with her dog, and watch the Great British Baking Show.

Kristin Fields, B.S., is a cisgender heterosexual white American woman, originally from Tennessee. She is a 2nd year Clinical Psychology doctoral student whose research focuses on maternal-infant mental health, adverse childhood experiences, and the intergenerational transmission of trauma. In her free time, she enjoys cooking new recipes, watching Love Island, and cuddling with her dog, Elmer.

Harley Layman, M.S., is a cisgender heterosexual white American woman of Polish descent, originally from MI. She is a first-generation college student from a low-income background. She is a 3rd year Clinical Psychology doctoral student whose research focuses on body image ideals and associated psychological, cognitive, and physiological outcomes. She enjoys exercise and walking her Goldendoodle, Winston, in her spare time. You can find her on Twitter [@laymanharley](#).