

## **Medical Psychology Postdoctoral Fellowship Commitment to Diversity, Equity, and Inclusion**

### **Goodness of Fit**

- Our fellows typically pursue positions in academic medical centers. Competitive applicants are those who are interested in receiving advanced training in a variety of activities including clinical work, research, education, and administration.
- The structure and content of our fellowship programs emphasize interdisciplinary science and practice. Successful fellows are individuals who are collaborative, conscientious, and self-directed.

### **Review Process**

We aim to ensure a fair review of applications. To minimize bias, applications are reviewed independently by a panel of faculty and fellows. Favorable ratings are given to applicants who demonstrate a strong clinical training background, interest in a scientist-practitioner training program, and the skills to engage in, and produce, scholarly research. This process involves the systematic and comprehensive review of all application materials, with attention paid to applicants' intersectional identities and the ways in which lived experiences and systemic barriers may influence academic trajectories. Of note, assumptions are not made about individuals based on membership within a historically underrepresented group.

### **Fostering diversity in our Fellowship and at Mayo Clinic**

We strongly encourage diverse applicants to apply to our program; including those who have historically been excluded from the field of psychology due to race/ethnicity, socioeconomic background, gender identity and expression, sexual orientation, and disability status.

Our faculty includes individuals from diverse cultural and clinical training backgrounds. Our program values facilitating personally and professionally supportive and affirming relationships between fellows and faculty. Many of our faculty members welcome the opportunity to provide professional mentorship to minority fellows, residents, and junior colleagues. Many of our faculty and fellows are active members in professional national organizations that champion issues of diversity, inclusion, and health equity.

### **International applicants**

The Mayo Clinic values diverse backgrounds and experience, and is highly supportive of international applicants, including those on student/work visas. Testament to this is our longstanding record of successfully recruiting international applicants across our multiple fellowship tracks. Our Legal Team assists our fellows in obtaining the necessary documentation to work at Mayo Clinic, and is available throughout the fellowship for consultation. For further information, refer to the Mayo Clinic page on details for international applicants at <https://college.mayo.edu/academics/residencies-and-fellowships/admissions-and-benefits/>.

## Resources

As an institution, Mayo Clinic is committed to diversity, equity and inclusion. There is no tolerance for the harassment or discrimination of trainees, clinicians, or staff. Additional information and resources on diversity initiatives and minority community groups at Mayo Clinic are available.

- Department of Psychiatry & Psychology Diversity & Inclusion committee
  - Membership is open to all staff and trainees
- Office of Diversity & Inclusion <https://www.mayoclinic.org/about-mayo-clinic/office-diversity-inclusion>
  - “EverybodyIN” weekly newsletter and virtual discussions
- Mayo Clinic’s commitment to address systemic racism (e.g. \$100 million dollar investment)
  - <https://newsnetwork.mayoclinic.org/discussion/mayo-clinic-invests-100-million-in-destination-medical-center-in-the-southeast/>
- Mayo Employee Resource Groups (MERGs)
  - Open to all Mayo Clinic employees and trainees, Mayo Employee Resource Groups (MERGs) celebrate, support and encourage diversity among employees and trainees. Mayo Clinic provides financial and administrative support and resources to ensure each group’s success. Every MERG also has an executive sponsor, who serves as a mentor and advocate for the group’s programs and activities.
  - <https://www.mayoclinic.org/about-mayo-clinic/office-diversity-inclusion/our-employees/mayo-employee-resource-groups-mergs>
- Mayo’s OUTList
  - The Mayo Clinic OUTList is an internal recruitment and retention resource that promotes community, visibility, and mentoring among Mayo’s faculty, staff, alumni, and trainees. The OUTList is a roster of individuals within the Mayo Clinic community who identify as lesbian, gay, bisexual, transgender or intersex and have agreed to serve as an informal resource for staff, trainees, and faculty.

## Diversity training

Cultural competency is a foundational professional competency for Health Service Psychologists (<https://www.cospp.org/copy-of-education-and-training-guid>). Cultural competency is integral to all training experiences throughout fellowship, as reflected in fellows’ formal evaluations (faculty-of-fellow and fellow self-evaluations). In addition to didactic seminars, formal training includes fellows’ completion of a course in cross-cultural communication to enhance training in implementing culturally appropriate communication strategies for assessment, intervention, consultation, and research. This course takes place in the simulation center, an educational setting rarely used for psychology training (Benjamin et al., 2019; <http://dx.doi.org/10.1037/tep0000300>). Fellows engage with patient-actors of diverse background, are observed in real-time, and receive immediate feedback from facilitators.

## **Fellow-led diversity initiatives**

Past fellows advocated for and developed a fellow-led diversity case conference. This initiative has been fully supported by faculty. This monthly meeting offers a space for thoughtful conversations about diversity related topics and issues relevant to clinical practice, research, teaching, and training. This meeting allows for supportive, non-judgmental, and inclusive conversations about challenging and thought-provoking cultural issues. It is also a space where fellows reflect upon and challenge individual and systemic biases. The goal of this conference is to discuss complex clinical situations, and incorporate new learnings into our clinical work, research, and teaching.

## **Research**

The Fellowship Program specifically, and the Department of Psychiatry & Psychology more broadly, are committed to diversity in research (e.g. inclusion of groups historically underrepresented in research, examination of factors impacting health equity, etc.). Please see individual faculty and fellow bios regarding publications and research interests.

## **COVID updates**

- Direct clinical care practices have resumed across all major and minor specialty areas
- Opportunities for telehealth remain in place to meet patient needs
- Ongoing financial support provided for virtual conference attendance
- Transition to virtual meetings to promote social distancing and maintain fellowship curriculum
- Provision of PPE (Personal Protective Equipment) to ensure the health and safety of fellows during clinical service
- Provision of technical equipment (e.g. laptops) to support telework capabilities and ongoing research productivity
- Protection of fellows' salary and vacation time

Prospective applicants are encouraged to speak with training directors, faculty, and fellows about diversity-related aspects of training, and the social climate within the department and the broader Rochester community.