

Understanding and addressing Diversity



Quality continuing education must ensure content development and instructor selection respects factors related to diversity.

What does that mean and how can your organization achieve this?

Top Tip

Describe HOW (rather than stating aspirations or affirmations 'that') you meet this Standard

Articulate your systematic process based on 3 main components:

Gather Information

What is the role of your Program Planning committee in this process?



Are materials collected by one or more persons? What is your deadline for receipt of materials?

Review Content and Instructors

Are materials developed and/or reviewed by one or more persons?

What is the role of your Program Planning committee and the responsibility of the instructor in this process?

Is there sufficient time for back-n-forth iterations based on feedback to instructors during the review process?



Engage in a feedback loop

The instructor responses included:

- Dr. Calyx provided additional clarifying text and empirical references in her slides to sufficiently address aspects of diversity related to application of the Filament Approach for different populations
- Dr. Peduncle submitted action steps that he took to address his previously low ratings for his proposed program to Lily Flora, including changes to his presentation, resources, and questions used for his breakout groups.

Evaluate your Process



Have you ensured that your evaluation forms include sufficient questions to obtain feedback about meeting diversity needs?

When you receive feedback, what is an example of what you have or would do to make improvements in your process?

Evaluate your process

Drs. Tepal and Anther will review feedback for these (and all) programs, and continue their dialogue to ensure diversity needs of participants and [Criterion B.5](#) of the [APA Standards & Criteria](#) are both being met.

An example:

Organization Lily Flora continually reviews its program planning processes related to diversity.

Gather information

Dr. Tepal and Dr. Anther are the two psychologists who comprise Organization Lily Flora's program planning committee. Program proposals are submitted to them by a designated date on a monthly basis, to allow them adequate time to discuss in each of their monthly meetings the extent to which diversity is sufficiently addressed. Currently, they have two separate program proposals from Dr. Calyx and Dr. Peduncle. Both instructors have submitted their CVs and relevant materials for review, including their previous experience of addressing diversity and their plan for doing so in regard to the submitted proposals.

Review content and instructors

Drs. Tepal and Anther review these materials and provide feedback to the instructors. Dr. Calyx was asked to revise and resubmit her materials to include more examples related to applying the Filament Approach to the range of populations for whom the approach may be helpful (e.g., Altari youth) or harmful (e.g., Brindisi adults). Also, further clarification was sought related to Dr. Peduncle's previously low participant ratings for addressing aspects of diversity in two of his similar programs.

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