

# Diversity: From ABPP

## Statement Affirming ABPP's Commitment to Diversity

by The Diversity Task Force Sub-committee on Standards

William Parham, Ph.D., Chair

This statement was developed: (a) in recognition of an ever-changing population demographic of the United States that reflects increased multiculturalism and (b) as an affirmation that the American Board of Professional Psychology will define and promote specialty practice that adheres to the philosophical premises within which multiculturalism is rooted.

Multi-culturally competent ABPP specialty practitioners understand that the practice of psychology is based traditionally on Western, Eurocentric assumptions and perspectives and is therefore limited in its ability to construct an accurate picture of multicultural communities that reflect their day to day realities. ABPP further acknowledges that psychology practiced traditionally promotes biases against members of diverse communities that, at times, is harmful and hurtful to their affective, behavioral, and cognitive development.

ABPP specialty practitioners will implement assessment, counseling process, and evaluation means and methods respectfully, sensitively, and in ways that challenge the conceptual underpinnings upon which traditional psychology was predicated. In other words, ABPP specialty practitioners will respond to populations to which they provide professional services in a manner that conveys the importance of valuing individual difference and multicultural richness. Specifically, the multiculturally competent

ABPP specialty practitioner will adhere to the tenets of multiculturalism that include:

- (a) Practitioners recognize that individuals operate within an environmental context (social, political, economic, etc.) that influences day to day living and working habits of multicultural populations.
- (b) Practitioners, therefore, need to know how these contextual parameters shape the attitudes, beliefs, values, and customary day to day living and working habits of multicultural populations.
- (c) Practitioners also recognize how ethnic and racial group socialization fuses together with other facets of identity, such as age gender, sexual orientation, and physically challenged status, and SES.
- (d) Practitioners are aware of their personal biases, assumptions, and prejudices against persons who are different than they on dimensions of race, ethnicity, age, gender, sexual orientation, social economic status. Furthermore,

said practitioners seek to correct their biases, assumptions, and prejudices on an on-going basis through education, consultation, and self-assessments so that they do not contaminate their work with multicultural clients with whom they interact.

- (e) Practitioners are aware of the limitations of assessment, counseling process, and outcome evaluation procedures that purport to measure multicultural phenomena. Furthermore, they seek to find pre-, during-, and post-intervention that are sensitive to multicultural nuances.

