Designing and Implementing a Diversity, Equity, & Inclusion Committee

Dr. Danielle Lespinasse
Licensed Clinical Psychologist
Co-lead Behavioral Health Diversity Team
Chair Diversity & Inclusion Executive Committee
Michael J. Crescenz (Philadelphia) VA
Diversity, Equity, & Inclusion at the Michael J. Crescenz VAMC

- Training and Education for Psychology Trainees
- Hiring more diverse staff for Psychology Department
- Behavioral Health Diversity Team
- Diversity & Inclusion Executive Committee
DEI Committee Roadmap

• Take inventory
  • Education, Consultation, Workforce shifts or support
• Find your engines
• Align with initiatives that are important for your service/facility
• Partner with key stakeholders
• Notice opportunities as they evolve
Potential Roadblocks

• Change takes consistent effort
• Lack of knowledge/understanding
• Feeling unsafe to be vulnerable
• Intrinsically challenging a systemic way of thinking
• Lack of time
• This work is tiring, especially when it feels like progress isn’t being made
Thank You