Doctoral Internship Policy & Procedures

Diversity Representative Policy

Revised 02-07-17

1. **Overview**: Each committee, work group, or task force of the internship shall have designated Diversity Representatives.
   a. There will be at least two Diversity Representatives per group and no limit to the number of individuals that can serve in this role within in each group.
   b. The designation of Diversity Representatives will be periodically reviewed and updated.

2. **Responsibilities of Diversity Representatives**:
   a. Highlight issues related to diversity and inclusion in the deliberations and actions of each group.
   b. Advocate for equity, access, opportunity, and inclusion in the activities, actions, and work products of each group.
   c. Promote a focus on diversity and inclusion in efforts to recruit and retain fellows, faculty advisors, supervisors, and seminar presenters if the focus of the group bears on these activities.

3. **Selection and Appointment**:
   a. The Executive Training Committee will ensure that at least two of its members are designated as Diversity Representatives for this committee.
   b. All members of the Committee on Diversity and Inclusion will be automatically be deemed to be Diversity Representatives for that committee given its focus.
   c. The Director of Clinical Training for the internship will request volunteers and ensure the selection of Diversity Representatives for all other internship committees, work groups, and task forces.