



YALE SCHOOL OF MEDICINE

Department of Psychiatry / Psychology Section

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.