

## Admissions Committee

May 1, 2023

### Minutes

Present: Michael Pauly, Robert Bergman, Janet Soeprono, Taryn Killeri-Beard, Liz Jordan, Ann De Lancey

#### Reflections on DEI Report:

- Experiences of black, indigenous, persons of color the way microaggressions come in were not captured, perhaps to protect. The amount people of color were experiencing was left out.
- Irresponsible to recruit without an idea of how we support persons of color.
- Need consultants who are steeped in those aspects
- Attention to the culture at SPSI and what are we doing to make it better.
- Perhaps thinking about how experience in listening group out left out, perhaps to protect you → One must be quiet to be safe and then not reflected. Imagines the frustration of that.
- The problematic of a group process experience leading to feeling wounded leading to staying out of the conversation.
- The experience of the report leading one with a sense of many fragments.
- The value of the listening circle experience. The large group which felt like a disaster whose value lay in revealing problems in the whole process.
- The report showing only the tip of iceberg and difficulty centering people of color.
- The worry about people leaving.

Four issues to take up: Committee makeup. How are we are communicating. How do we talk to people we are recruiting. How do we support.

Committee membership. We need candidates. We are going through the CAAO so that all are welcome. Candidates are important for the dinners and the open house about the lived experience of the education.

- Support and mentoring through the application process itself
- Help with writing the application
- Telephone numbers available for specified people, others not on the committee, or anyone who applicant feels connected to
- Help understanding what is being asked, expected etc. i.e., what is analyzability?
- Separate support for persons of color
- Babak Roshanaei-Moghaddam participation

#### Recruitment

- From organizations our SPSI people have connections within
- From other places
- From 2-year program

- Teaching in the two-year program so we get to know them

#### Applicant Experience of the Process

- How do we set the tone of the interview.
- Do we assess character?
- If we are not, what are we looking for within an interview?
- There could be more coordination and consciousness about talking about their work and their lives?
- Think more intentionally about our process

#### General

- Why are there not any scholarships?
- Could Collective Grant Committee be involved?
- DEI, Ethics, DC collaborate with outside Holmes Committee support
- Advisory system -one umbrella for CAMS and advisory system
- Problem of pursuing an ideal that we might drown ourselves in. Where is the line without people burning out?
- Should we reduce it to two interviews?

Notes: Ann

From the DV:

Our proposal for this committee meeting is as follows:

- Committee chairs will ask all committee members to read the DEI Listening Circles report prior to the meeting.
- During the committee meeting, we recommend that the first part of the meeting involve committee members together discussing aspects of the report that resonate with them, individually, and as a group. The Diversity Committee members present will encourage the group to be open to experiencing some emotional resonance with the words of our community members contained in the report, and to work towards understanding and sitting with the ways in which the consultants may have been telling us something hard but important for us to hear. We hope that the committee chair and DC members present can facilitate these discussions so that defensiveness is minimized, people self-monitor the space they are taking in the group, and a broad range of voices can be heard.
- We recommend that each committee begin to create actionable items regarding what their committee can do to move SPSI forward in the direction of racial justice (e.g. Admissions Committee focuses on ideas such as recruiting from more diverse groups of therapists).
- Each committee will present their ideas at a Faculty Meeting in the Spring for discussion.