**Diversity, Equity, and Inclusion Fluency for Supervisors - A Resource List**

**Anne Ruble, MD, MPH; Alyson Nakamura, MD**

**Cultural Competence in Supervision - Books and Articles**

Day-Vines, N.L. et al. The Multidimensional Model of Broaching Behavior. Journal of Counseling and Development, (2020). 98: 107-118.

Falender, C.A., Shafranske, E.P., and Falicov, C.J. (eds). 2014. Multiculturalism and Diversity in Clinical Supervision: A Competency Based Approach. APA.

Hayes, P.A. 2016, 3rd ed. Addressing Cultural Complexities in Practice: Assessment, Diagnosis, and Therapy. APA.

Iwamasa, G.Y. & Hayes, P.A. (eds). 2019, 2nd ed. Culturally Responsive Cognitive Behavior Therapy: Practice and Supervision. APA.

Pena et al. Teaching cultural competence to psychiatry residents: Seven core concepts and their implications for therapeutic technique. Academic Psychiatry (2016): 40:328-336.

Pendry, N. Race, racism, and systemic supervision. Journal of Family Therapy, (2012) 34:403-418.

Tao, K.W., et al. A meta-analysis of multicultural competencies and psychotherapy process and outcome. Journal of Counseling Psychology (2015) 62(3): 337-350.

Tummala-Narra, P. (2016). Psychoanalytic Theory and Cultural Competence in Psychotherapy. APA.

Watson, et al. Teaching Not-Knowing: Strategies for Cultural Competence in Psychotherapy Supervision. Academic Psychiatry (2017). 41:55-16.

**Diversity and Inclusion in Therapy Articles**

Comas-Diaz, L. & Jacobsen, F.M. Ethnocultural transference and countertransference in the therapeutic dyad. American Journal of Orthopsychiatry (1991) 6(3): 392-402.

Comas-Diaz, L. & Jacobsen, F.M. The therapist of color and the white patient dyad: Contrainidications and recognitions. Cultural diversity and mental health (1995) 1(2): 93-106.

Pendry, N. Race, racism, and systemic supervision. Journal of Family Therapy, (2012) 34:403-418.

Taneja, et al. To Dodge or Disclose: a Faculty Development Workshop to Promote Discussion of Racial/Ethnic Minority Trainee Cultural Identity. Academic Psychiatry (2019). 42(2):239-43.

**Black Psychoanalysts Speak:**

“The analysts featured in this documentary contend that psychoanalysis has a long history as a progressive movement devoted to the common good. Psychoanalysis asks us to examine the processes of self deception that perpetuate both individual unhappiness and social structures that are inequitable and oppressive. Yet psychoanalytic education has for the most part focused on training and treating the relatively privileged. The Black psychoanalysts here examine this dilemma and engage in a vibrant and thought provoking discussion about race, culture, class and the unrealized promise of psychoanalysis.”

Clip: <https://youtu.be/MHPz698AgGU>

Full documentary: <https://youtu.be/N8-VIi7tb44>

**Diversity and Inclusion in Supervision Articles**

Ryde, J. Supervising across difference. International Journal of Psychotherapy (2000). 5(1):37-48.

Tohidan, N.B. & Quek, K.M. Processes that inform multicultural supervision: A qualitative meta-analyis. Journal of Marital and Family Therapy. (2017) 43(4): 573-590.

Schen CR and Greenlee A. Race in Supervision: Let’s talk about it. Psychodynamic Psychiatry (2018). 46(1):1-21.

Watkins, et al. Multicultural Orientation in Psychotherapy Supervision: Cultural humility, cultural comfort, and cultural opportunities. American Journal of Psychotherapy (2019). 72(2): 38-46.

**For use to evaluate supervisors’ implicit bias and combat racism**

NPR’s The Hidden Brain. Exploration of the development of the Implicit Association Test and real-life consequences of implicit bias: <https://www.npr.org/2018/03/09/591895426/the-mind-of-the-village-understanding-our-implicit-biases>

Implicit Association Test. Online test via Harvard’s Project Implicit.

<https://implicit.harvard.edu/implicit/takeatest.html>

King, R. Mindful of Race: Transforming Racism from the Inside Out. 2018. Sounds True.

Saad, L. Me and White Supremacy: Combat Racism, Change the World, and Become a Good Ancestor. 2020. Sourcebooks, 1st Edition.

**LGBTQ Resources**

Chen et. al. Advancing the practice of pediatric psychology with transgender youth: State of the science, ongoing controversy, and future directions. Clinical practice in pediatric psychology (2018) 6(1): 73-83.

PMID: 29808159

Gender Unicorn: <http://transstudent.org/what-we-do/graphics/gender-unicorn/>

Kimberly, L.L., et al. Ethical issues in gender-affirming care for youth. Pediatrics (2018) 142(6) 1-9.

PMID: 30401789

Korpaisarn, S. & Safer, J.D. Gaps in transgender medical education among heathcare providers: A major barrier to care for transgender persons. Reviews in Endocrine and Metabolic Disorders. (2018) 19: 271-275.

PMID: 29922962

Providing Inclusive Care and Services for LGTB People: A guide for Health Care Staff

National LGBT Health Education Center

<https://www.lgbthealtheducation.org/wp-content/uploads/Providing-Inclusive-Services-and-Care-for-LGBT-People.pdf>