CAPS Diversity Statement

Respect for diversity is a central value of both the University of San Francisco and CAPS and is consistent with the profession of psychology as outlined by the American Psychological Association’s Ethical Principles and Code of Conduct (2002) and discussed in the Guidelines and Principles of Programs in Professional Psychology (APA, 2005).

CAPS is committed to the values of respect for diversity, inclusion, equity, and self-examination in a training environment of mutual respect. CAPS licensed staff and trainees are encouraged to examine their attitudes, assumptions, behaviors, and values, and to develop understanding of and sensitivity to individual and cultural diversity, while integrating such understanding into all forms of service delivery. CAPS staff members have a commitment to ongoing learning that continues to enhance our work with “cultural, individual, and role differences including those based on age, gender, gender identity, race, ethnicity, culture, national origin, religion, sexual orientation, disability, language, and socioeconomic status” (APA Ethics Code, 2002, Principle E, p. 1063).

Training staff will engage trainees in a manner respectful of their multiple cultural identities and provide equal access, opportunity, and encouragement inclusive of these identities. Training staff will examine their own biases and prejudices in the course of their interactions with trainees so as to model and facilitate this process.

In summary, CAPS training staff and trainees are committed to a training process that facilitates the development of professionally relevant knowledge and skills focused on working effectively with all individuals inclusive of demographics, beliefs, attitudes, and values. Consistent with the University’s Mission, we welcome, expect, and encourage the pursuit of “a more inclusive community, which celebrates diversity and works toward justice”.

*Adapted from the* ***Counseling Psychology Model Training Values Statement Addressing Diversity****,* Mintz, L. B., & Bieschke, K. J. (2009). Counseling psychology model training values statement addressing diversity. *The Counseling Psychologist*, *37*, 634-640; *endorsed by the Association of Counseling Center Training Agencies (ACCTA), the Council of Counseling Psychology Training Programs (CCPTP), and the Society for Counseling Psychology (SCP) in August of 2006.*