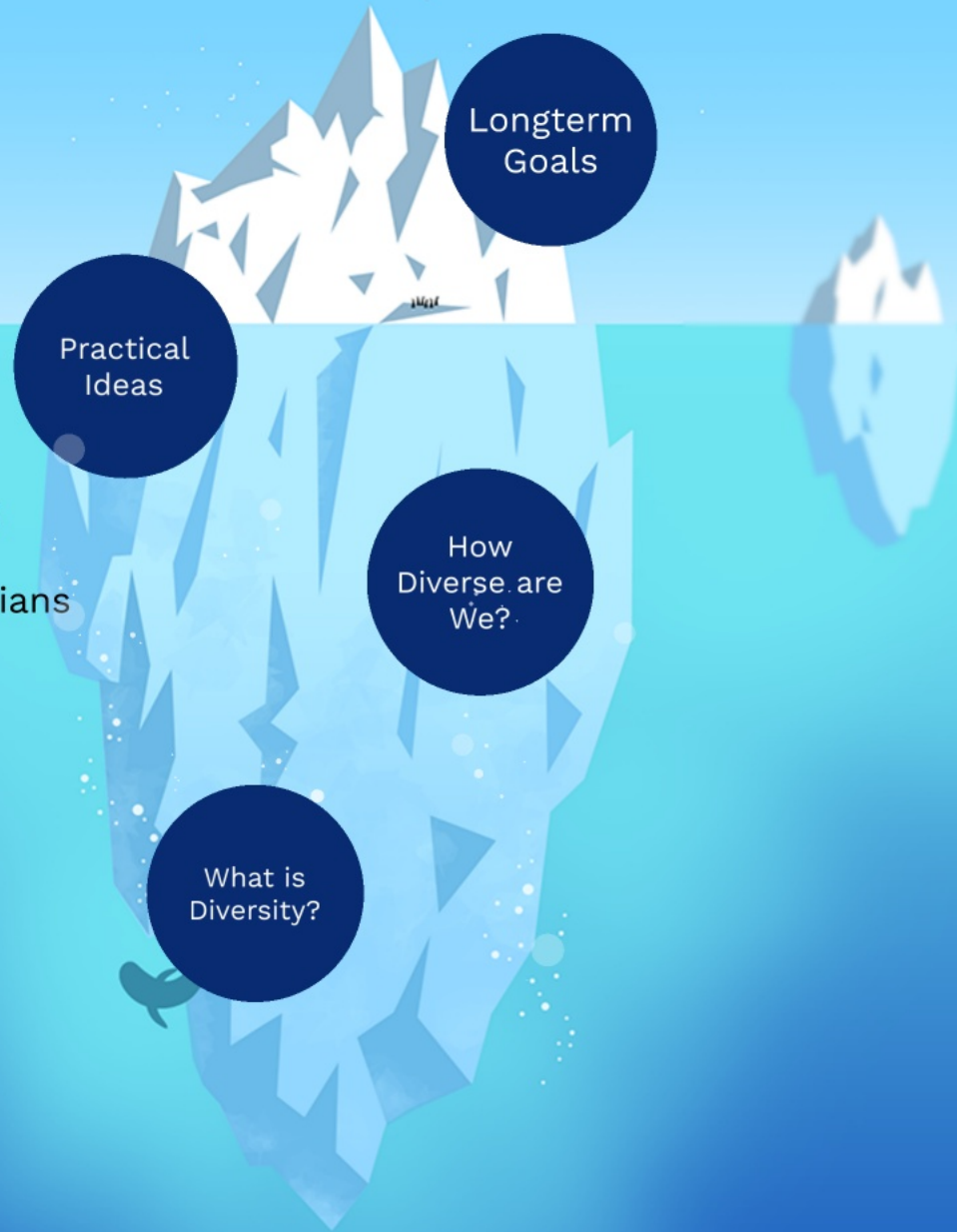


# EMDRIA Conference 2023: Trainer Day

Lisa Hayes, MSW, LISW-S  
Co-Founder, Trauma and Wellness Institute, LLC  
Institute for Creative Mindfulness  
Director, EMDR Therapy Training for BIPOC Clinicians



# What is Diversity?

- Refers to who/what is represented in any space.
- Aspects of diversity can include:
  - Racial diversity
  - Ethnic diversity
  - Gender diversity
  - Physical ability and neurodiversity
  - Age diversity
  - Language diversity
  - Geographical diversity
  - Education/training diversity
  - Sexual orientation diversity

Diversity  
vs.  
Equity

Presence of  
differences



**DIVERSITY**

Fair access,  
opportunity, and  
support



**EQUITY**

Genuine sense of  
belonging and value



**INCLUSION**

 **WordStream**  
by LOCALAD

Tokenism

## Tokenism:

- Diversity without equity and inclusion.
- Performative and symbolic (diversity clout)
- Inauthentic and harmful
- Creates false safety signals for diverse audience without any honest evaluation of what might be dangerous for a diverse community
- No invitation/pathway for feedback
- Maintaining existing hierarchies and power differentials

## Diversity Clout:

- Using diversity to improve the public perception of your work without long-term plans to address oppression and exclusion on societal/systemic levels

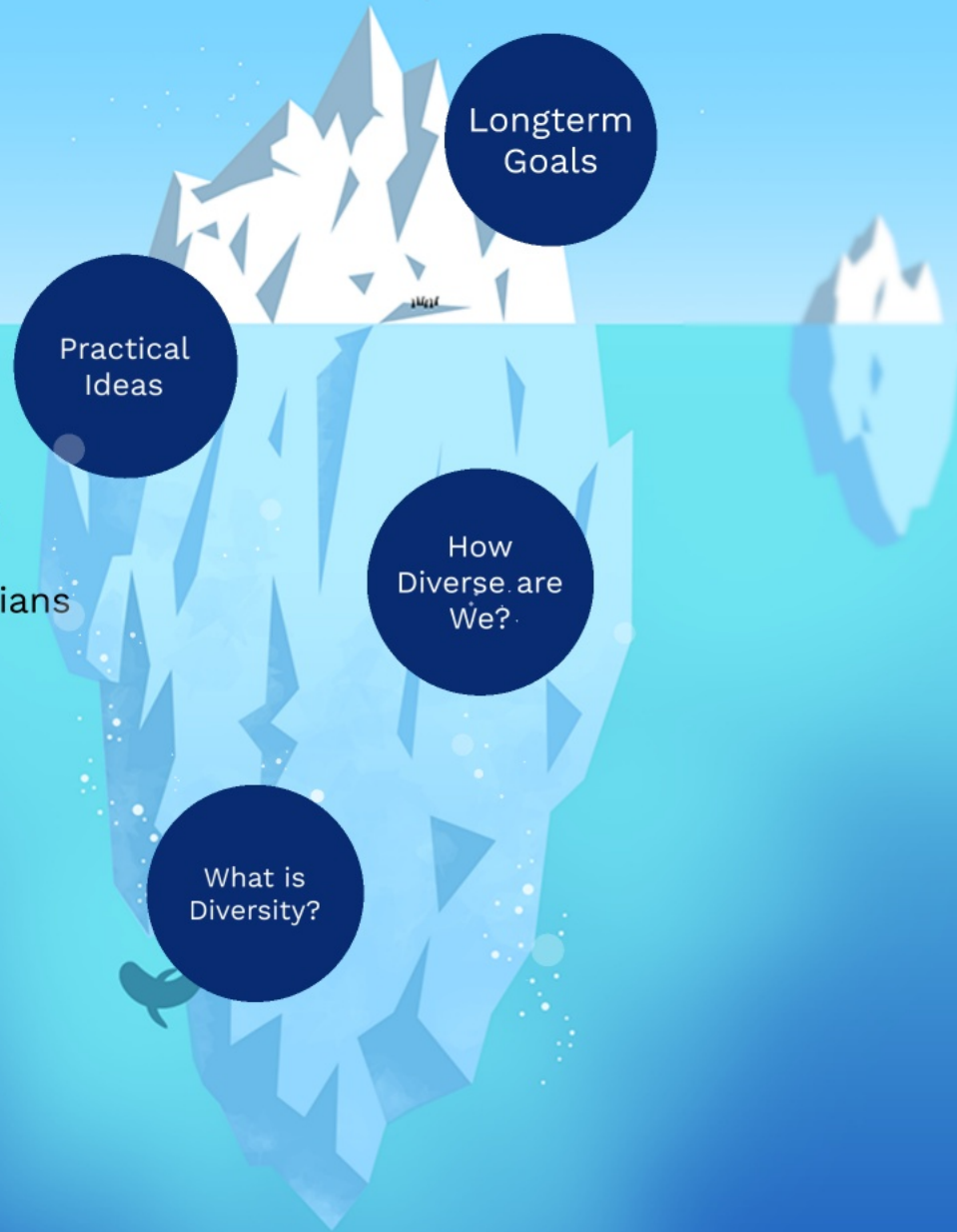


## Diversity Clout:

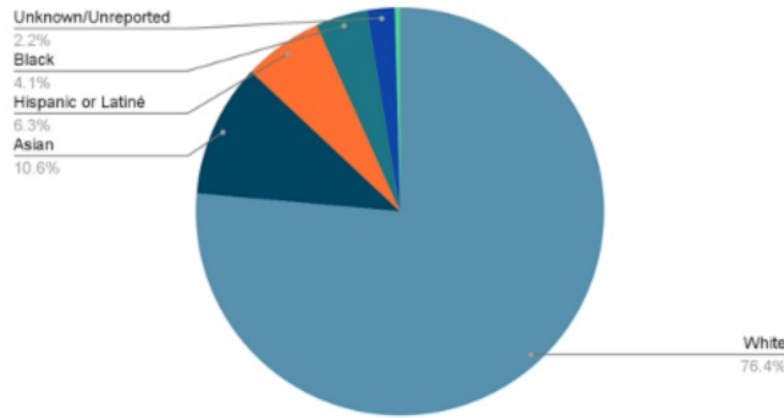
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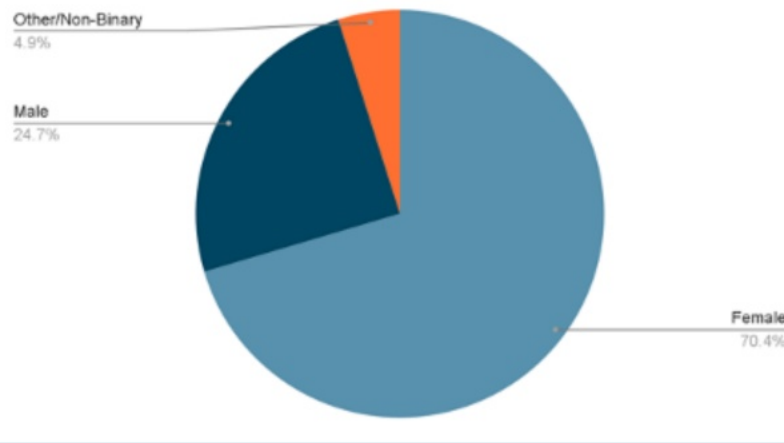
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Therapist Statistics by race



Therapist statistics by gender



(Schiller, 2023)

Reflection

## Therapist Statistics by race

Unknown/Unreported

2.2%

Black

4.1%

Hispanic or Latiné

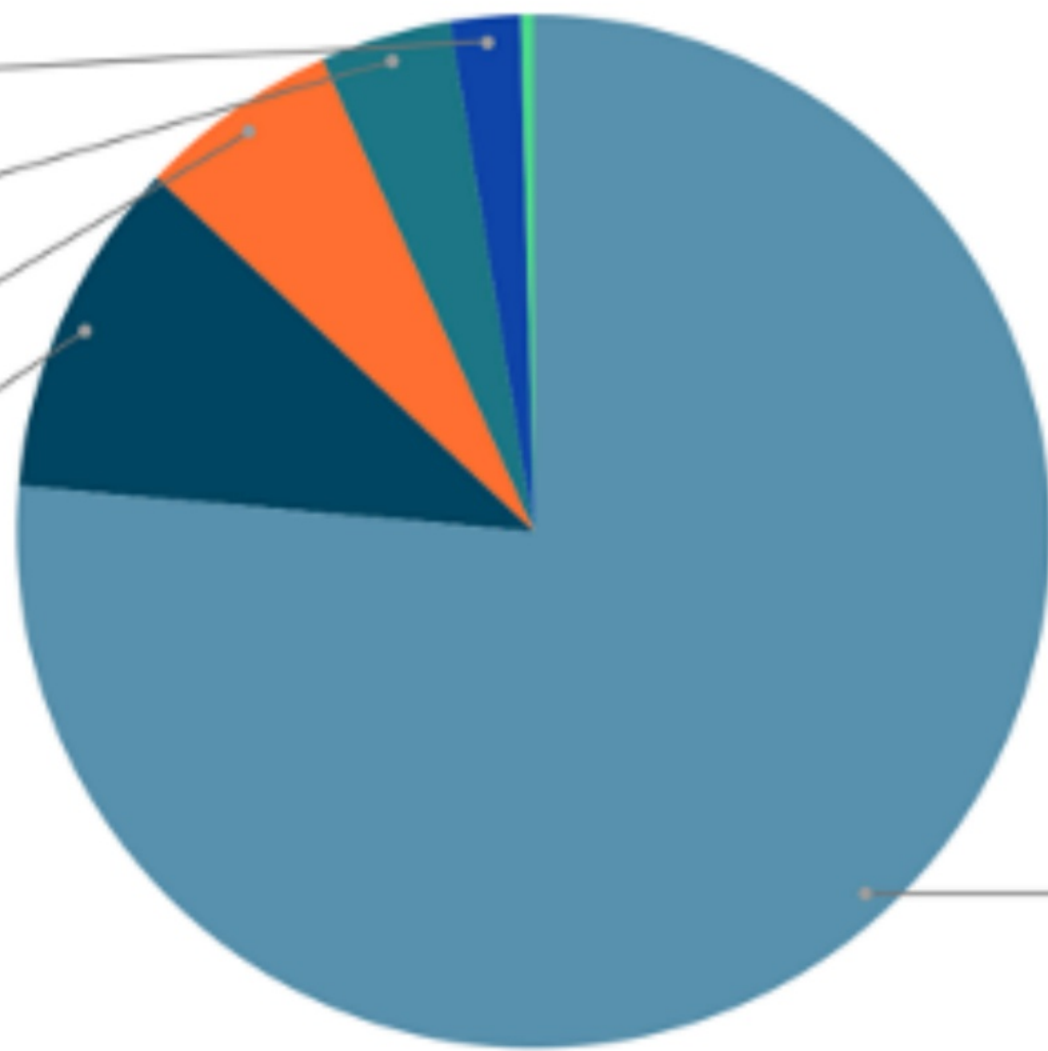
6.3%

Asian

10.6%

White

76.4%





## Therapist statistics by gender

Other/Non-Binary

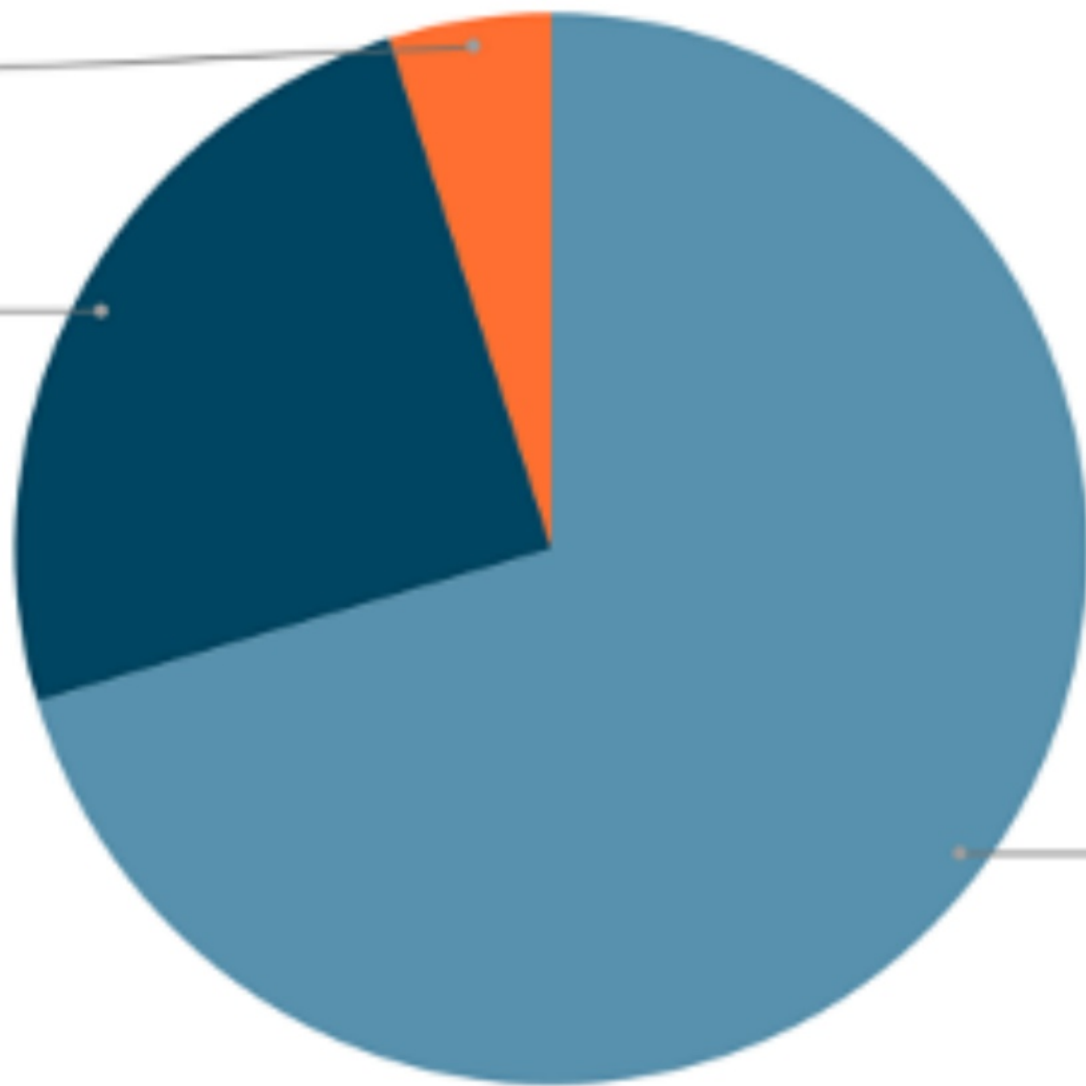
4.9%

Male

24.7%

Female

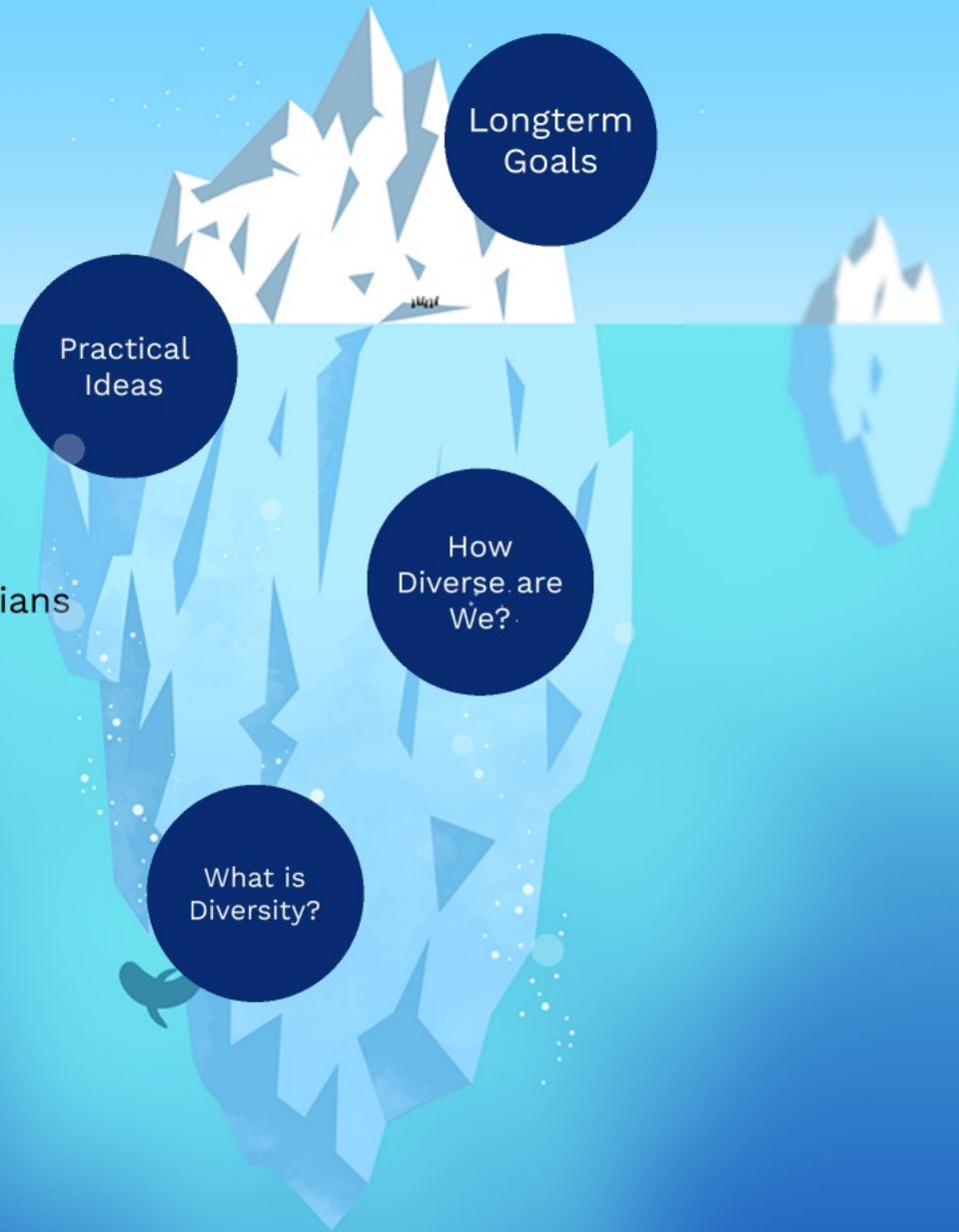
70.4%



- How diverse was your graduate/doctoral program?
- How diverse have your places of employment been?
- How diverse was your EMDR Therapy Training?
- How diverse is your current clinical practice?
- How diverse are the professional organizations you belong to? How diverse is the "top" of the organization?
- How diverse is your primary social group?

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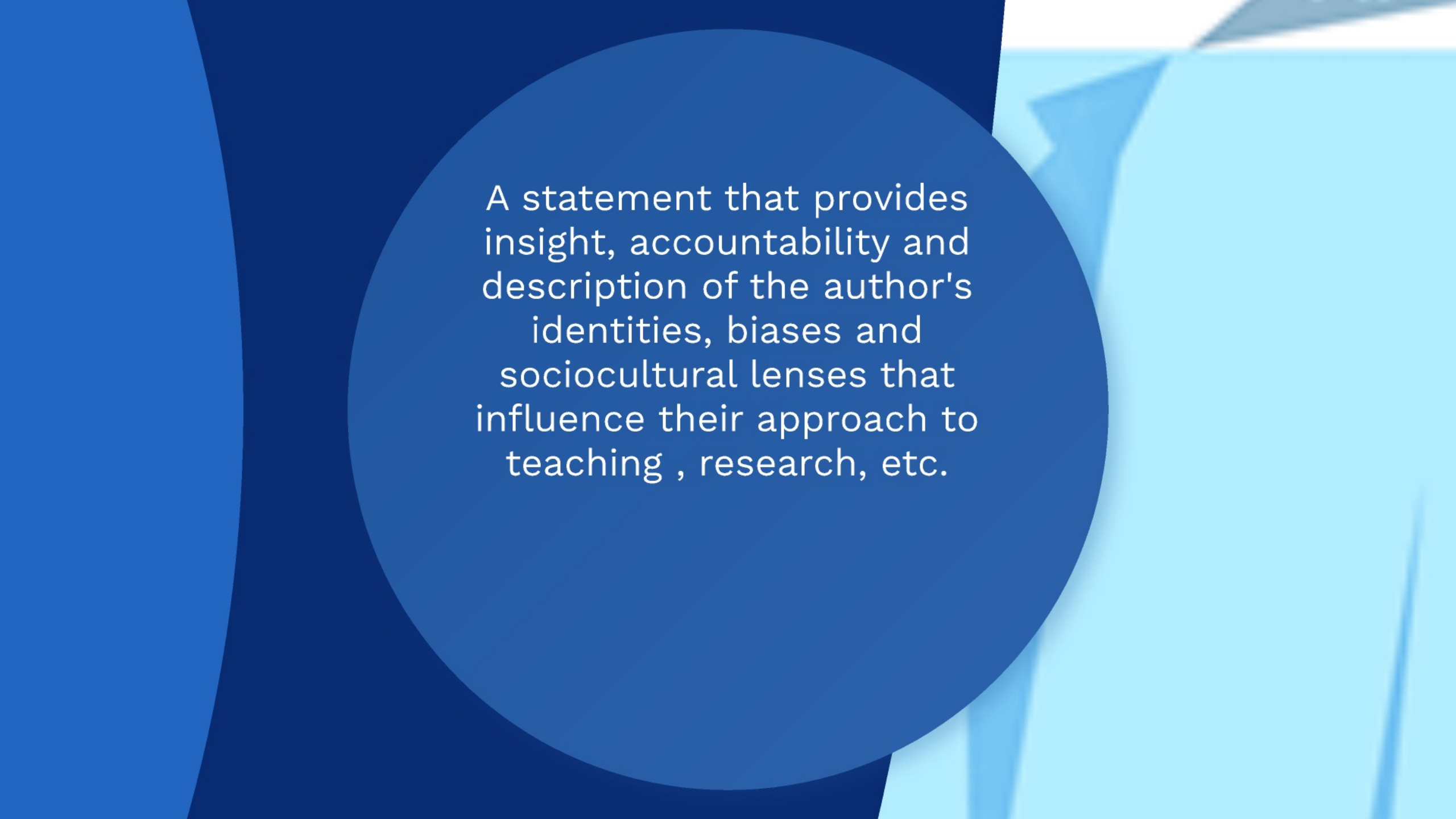


## Your role as an EMDR Therapy Trainer

### **Practical Ideas:**

1. Statements of positionality, land acknowledgements, accommodation availability, etc.
2. Diverse review and feedback of training manual
3. Consultation cohorts with flexible fees and accessible pathways for clinical growth
4. Increased representation in any media shared as a part of training

Statement  
of  
Positionality

The background features a large, dark blue circle on the left side, which overlaps with a lighter blue circle on the right. The rest of the background is white with some faint, light blue geometric shapes.

A statement that provides insight, accountability and description of the author's identities, biases and sociocultural lenses that influence their approach to teaching , research, etc.

## Your role as a community member

### **Practical Ideas:**

1. Continuous evaluation and challenging of personal biases, prejudices and privileges
2. Critical evaluation of community/social diversity
3. Supporting businesses that share values and support the local community

Diversity is about  
building safe community!

## Your role as a licensed professional

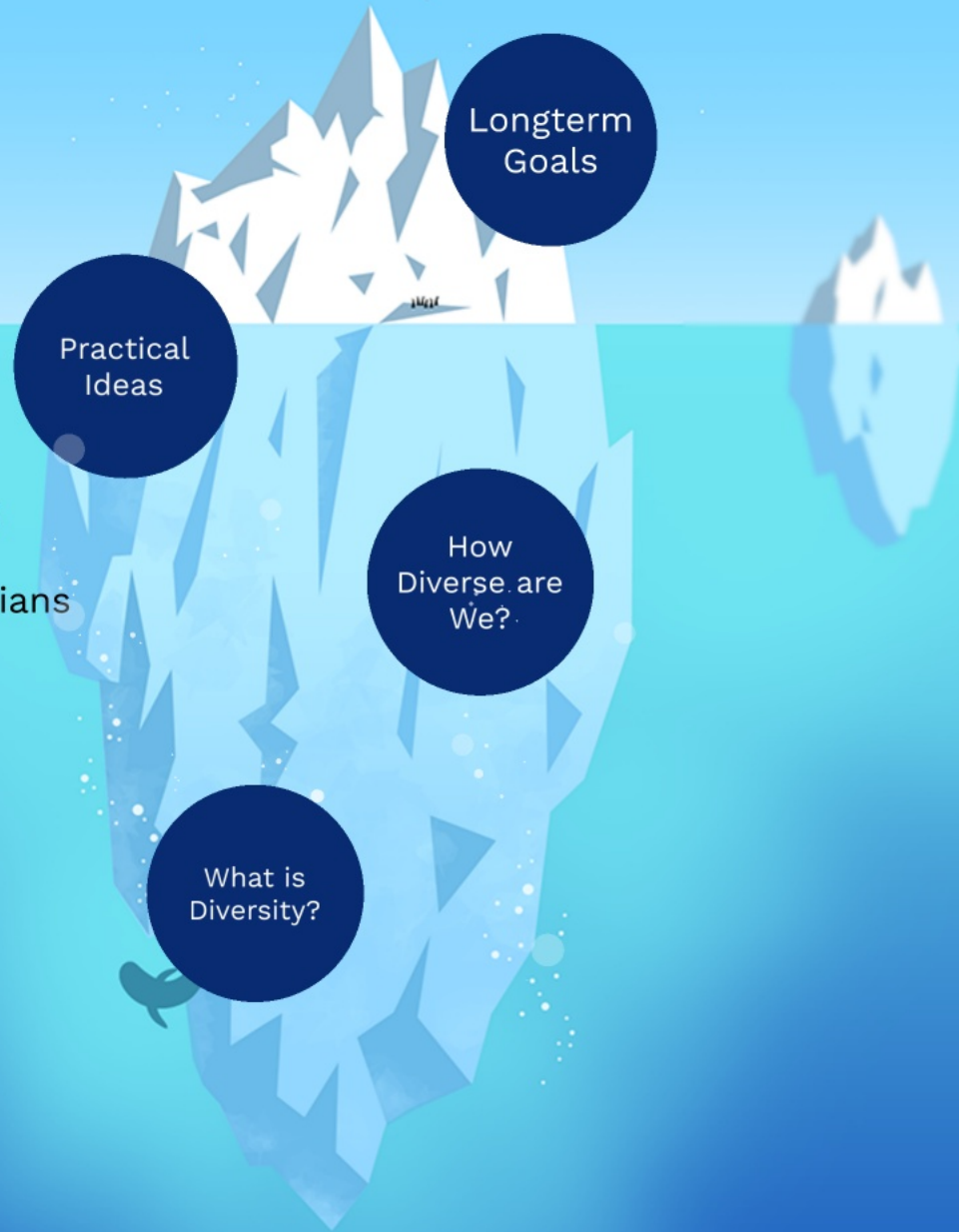
### **Practical Ideas:**

1. Involvement in diversity and inclusion efforts at your local colleges/universities, alumni associations, and professional associations to support recruitment diversity.
2. Supporting **paid** clinical internship
3. Creating and managing diverse hiring practices
4. Agency reviews of paperwork/policies, etc.
5. Continuing education
6. Direct confrontation of oppression in professional environments



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# **Teamwork Makes the Dream Work!**

- Pathways for feedback, restorative justice and accountability
- Road mapping for professional development, goals and mentorship
- Continuous evaluation of bidirectional value
- Community building

Equitable diversity requires an acknowledgement of oppression, long-term commitments, a plan for sustainability, and regular re-evaluation!

ork!

e

hip

panel

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