

# Embracing and Promoting Diversity within ACBS: Challenges Ahead

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# ACBS Diversity Committee

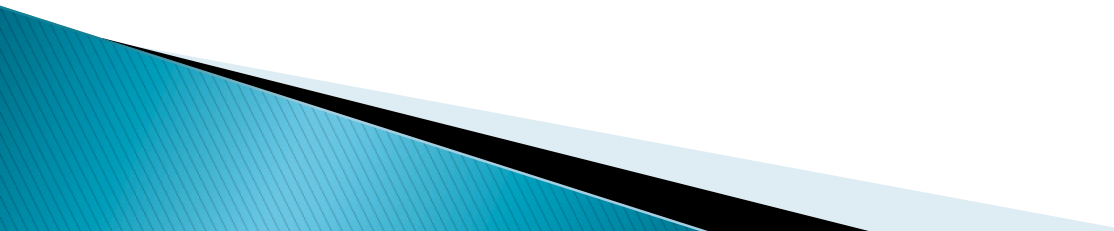
## ▶ Mission

- Creating a more inclusive ACBS
- A broad definition of diversity

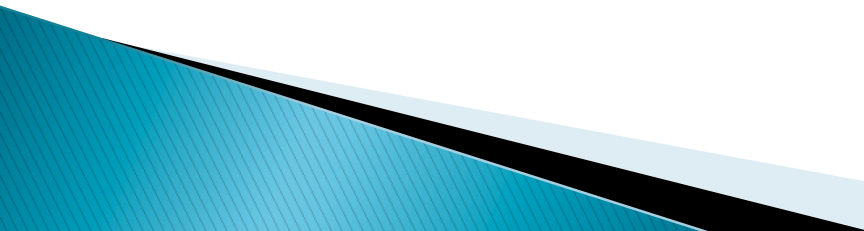
## ▶ Goals

- To provide programs and resources that enhance inclusion
- Encourage greater diversity within the membership and leadership of ACBS
- Build and support relationships with other ACBS committees

# Diversity Survey Goals

- ▶ Better understand the needs of growing ACBS membership
  - ▶ Understand some of the barriers and facilitators to active participation within ACBS
  - ▶ Get input on directions to enhance inclusion and encourage greater diversity
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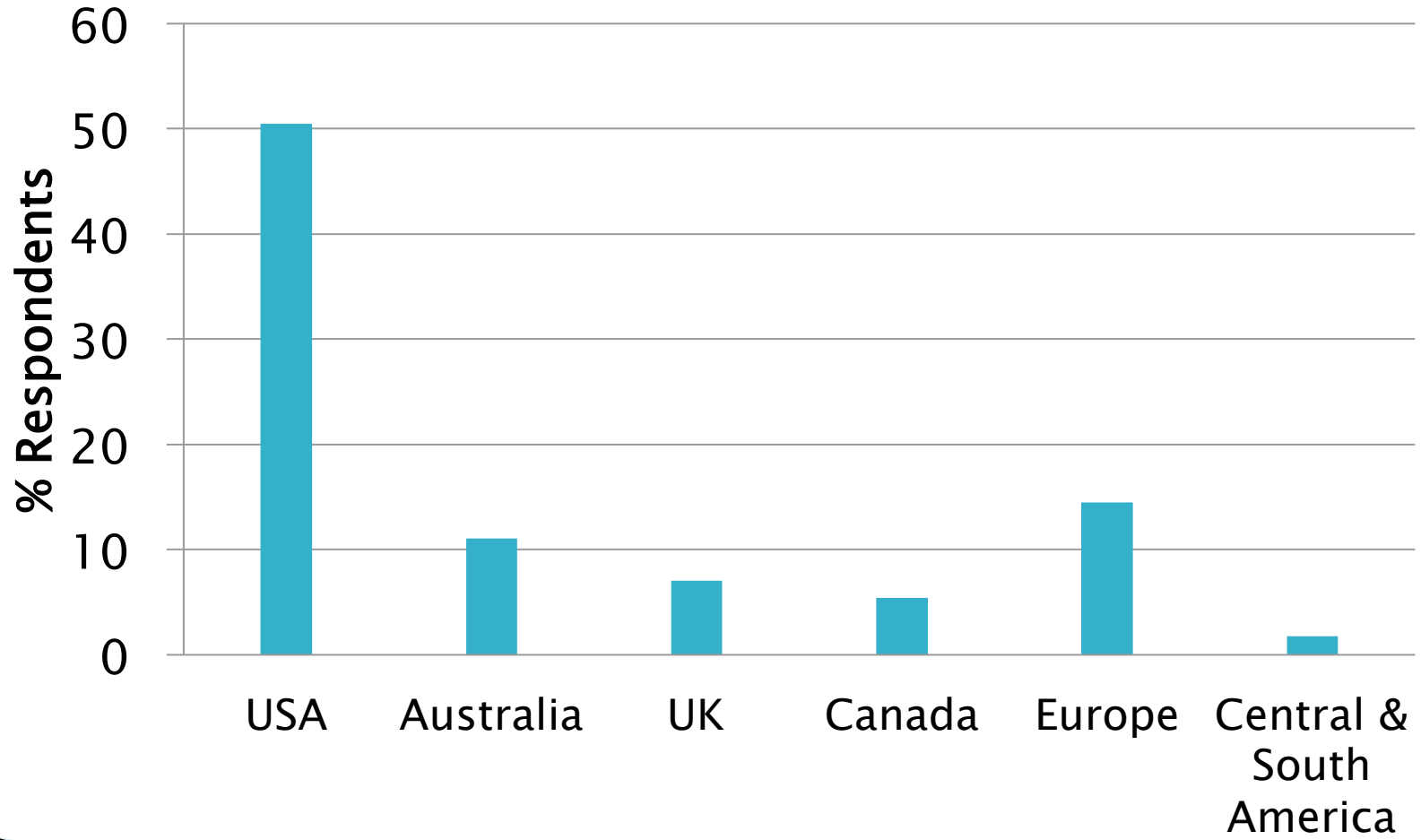
# Diversity Survey Methods

- ▶ 27 item survey developed by Diversity Committee with input from the ACBS Board and interested members
  - ▶ Combination of multiple response and open-ended questions
  - ▶ Anonymous
  - ▶ Emailed to the entire ACBS membership (N ~ 7,200)
    - ACT listserv n ~ 1,700
    - RFT listserv n ~ 680
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# Respondent Demographics

- ▶ 709 respondents (10%); 541 with complete responses
- ▶ Nearly 60% female
- ▶ 51% 25–44 years, 22% 45–54 years and 23% 55 years and older
- ▶ 85% identified self as heterosexual
- ▶ 73% professional membership
- ▶ 36% PhD level, 32% Masters level, 7% Social Work, 4% MD, 0 RN
- ▶ Race and ethnicity? Mostly White

# Respondents by Geography



# Certificates and Commitment after an ACT training in Sierra Leone



How are we doing as an organization in promoting and embracing diversity?

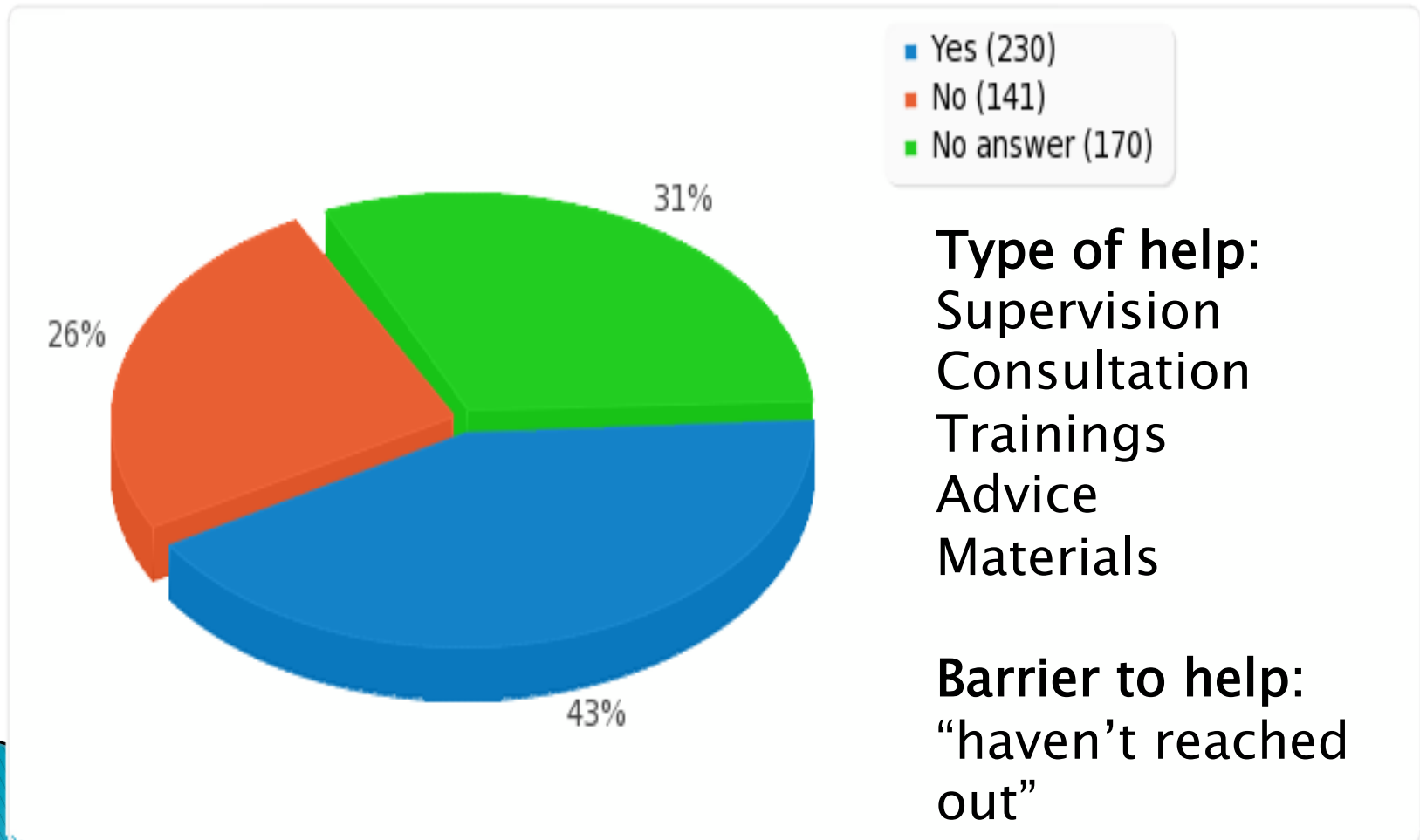




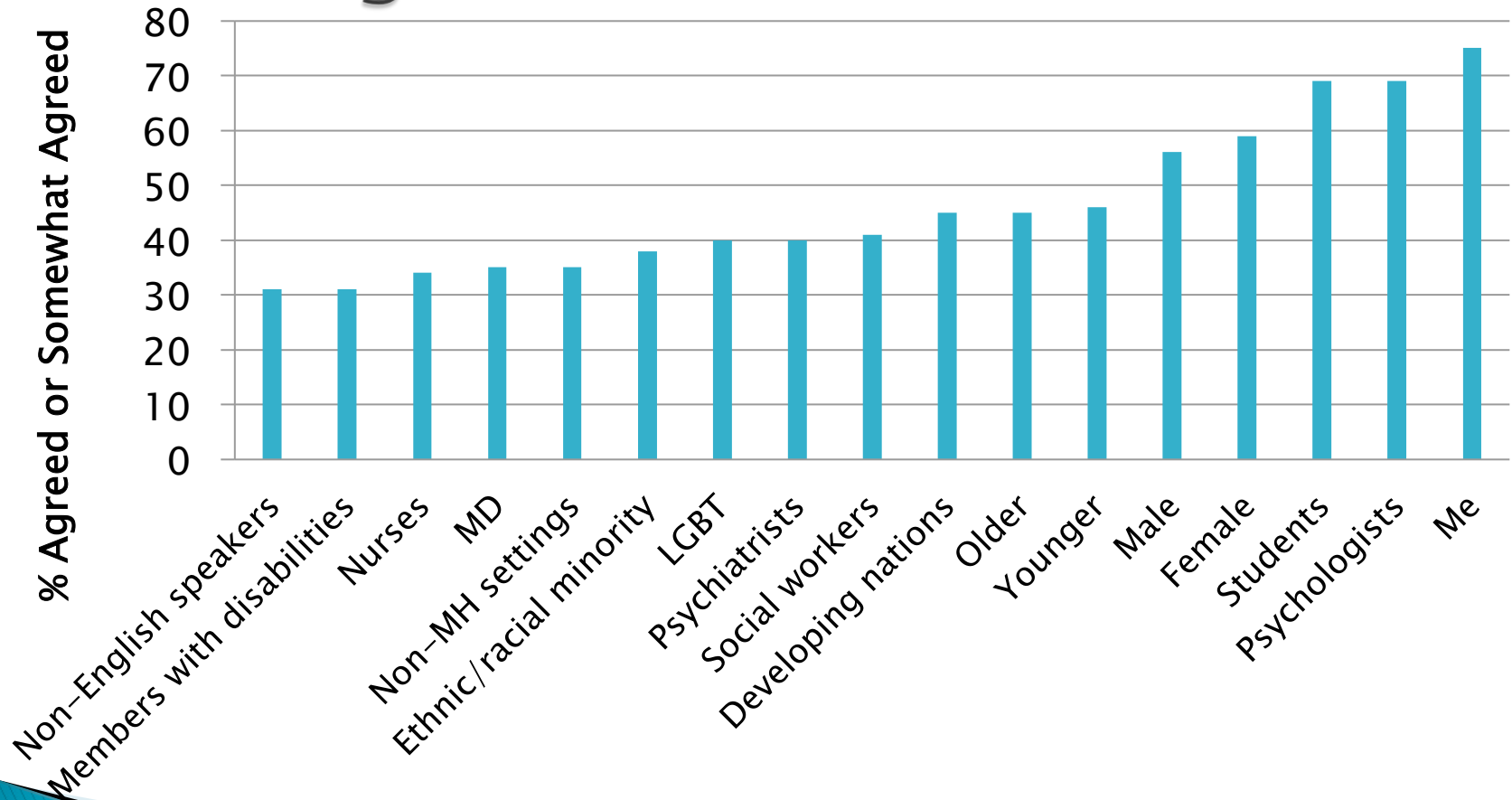
# Goals in Joining ACBS

To learn about the latest developments in ACT and RFT	69%
To have access to clinical materials and expertise	67%
To have access to research materials and expertise	57%
To belong to a group with shared values	53%
To network with other ACT and RFT professionals around the world	51%
To be able to share ideas	42%
To contribute to ACBS generally	34%
To be listed as an ACT therapist	28%
To contribute to the latest developments in ACT and RFT	25%
To be able to add content like publications and training opportunities to the website	14%

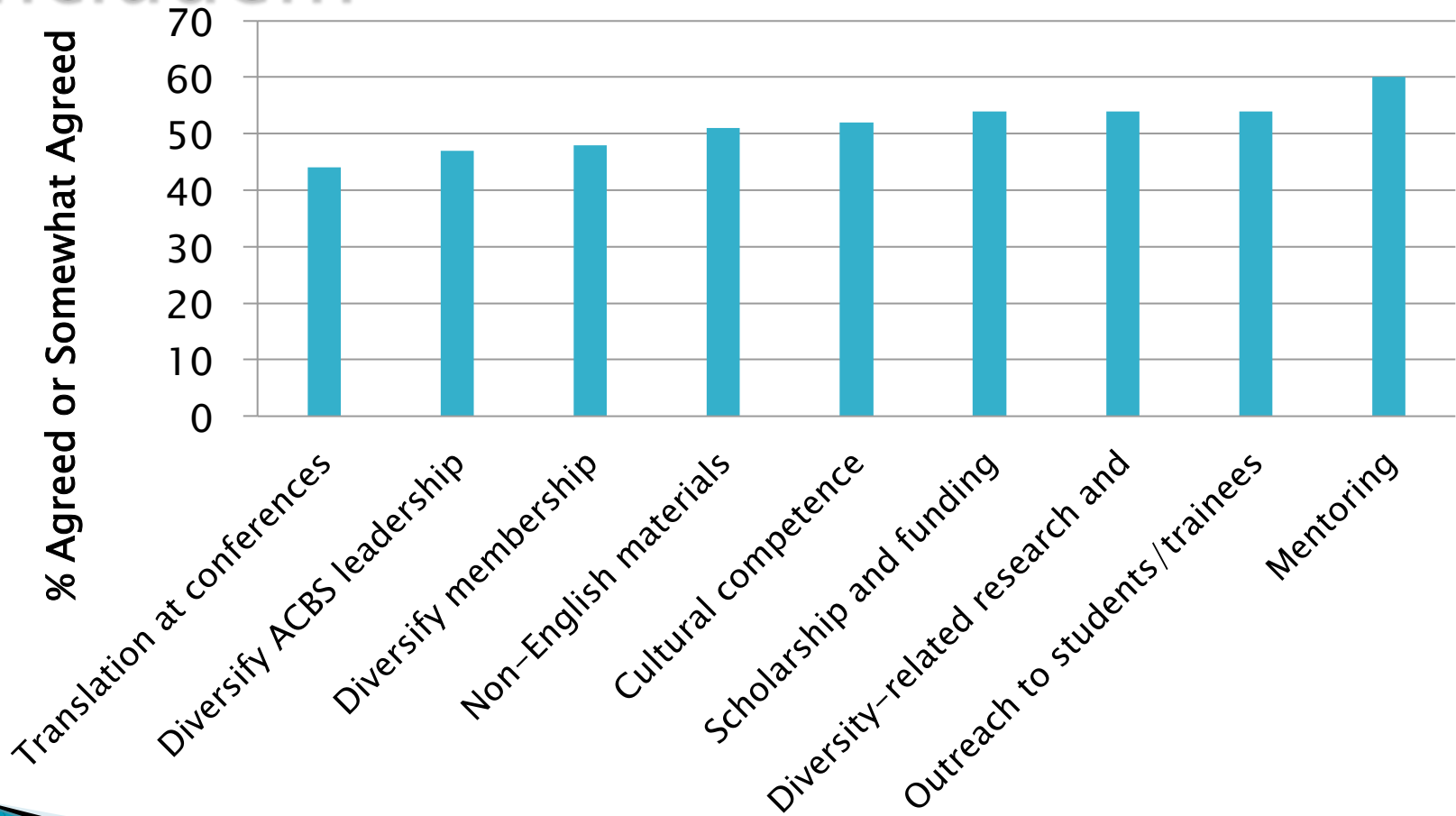
# Are there currently people within the ACBS community helping you achieve these goals?



# Does the ACBS community provide a supportive environment for the following members?



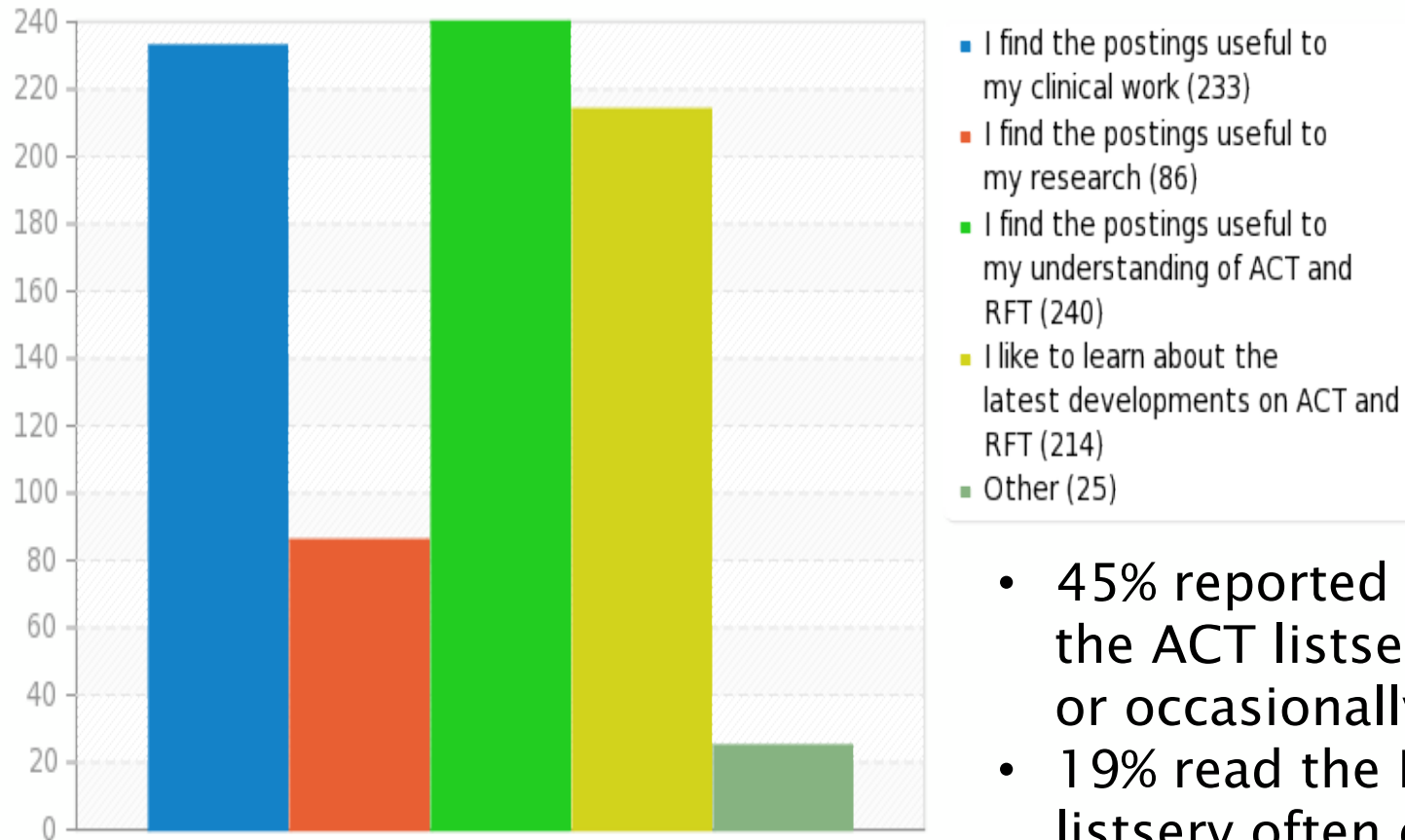
# Should the ACBS goals for increasing diversity include...



What can we do as an organization to better support the needs of the membership?



# Reading the Listservs



- 45% reported reading the ACT listserv often or occasionally
- 19% read the RFT listserv often or occasionally

# Posting to the Listservs

- ▶ 6% post to the ACT listserv often or occasionally
- ▶ 3% post to the RFT listserv often or occasionally

Reasons	ACT, %	RFT, %
Too busy	25	14
Nothing to contribute	22	15
Not a member	11	31
Worried about how response will be perceived	11	4
Worried I might be “wrong”	10	6
Others will reply	7	2
Feel intimidated	7	3
Worried about how the points will be discussed	6	3
Won't be able to communicate well in English	4	3
Prefer to communicate in Chapter or SIG	4	1
Concerned no one will respond	4	1
Not relevant to skills, interests	3	3
No regular access	2	2

How can we use the listservs to promote greater diversity?





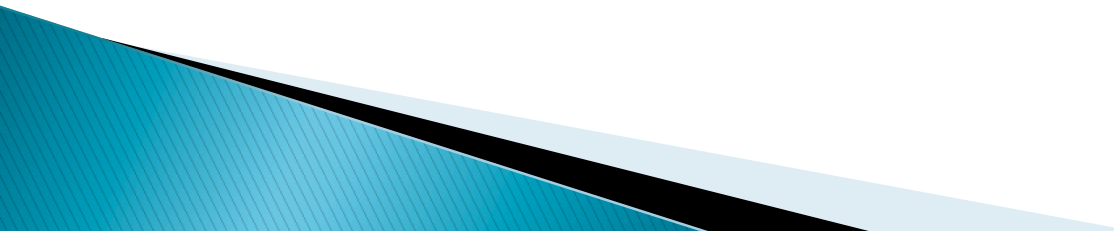
# Comments & Suggestions

- ▶ **Many positive comments**
    - This is the most supportive, open and collaborative community I have encountered.
  - ▶ **Input on diversity**
    - Reflect commitment to diversity & cultural competency in ACBS's mission statement.
    - The community feels very elitist--folks who generally come from highly educated backgrounds from families with a lot of privilege. In my opinion, this is the most pressing diversity deficit we have in our association.
    - The anti-conservative bias crops up in list serve discussions and at ACBS events, and I don't see ACBS leadership addressing it...The group is clearly not immune to the age old academic bubble: We want people who \*look\* different but share a narrow set of liberal beliefs.
    - Insisting that the community be more diverse only overlooks the diversity already there and before. Focus on experience, not category groupings and designations.
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# Comments & Suggestions

- ▶ **Support for new members**
  - I think the idea of a mentor program for new ACBS members would be great.
- ▶ **Cultural competence**
  - The dialogue in the community overall seems to ignore cultural aspects of ACT and ACT interventions.
  - Almost no discussion of the culture and values implicit in the ACT model or ways ACT might be adapted based on the culture/SES/disability status, etc of the therapist or client.
  - Review ACT metaphors and recommend changes to reduce frequency of microaggressions. Right now we are teaching therapists to use metaphors that many people of color find racist.

What are some initiatives the Diversity Committee can undertake in the coming years?



# Appreciation

- ▶ Diversity Committee members
  - Jonathan Weinstein
  - Jacque Pistorello
  - Manuela O'Connell
  - Lai Soo (Mollahan)
  - Edwin Szeto
- ▶ ACT Listserv members
- ▶ Emily Rodrigues & ACBS Board
- ▶ Anita Li & Josh Pritchard

Your Questions???

