



Harbor-UCLA
MEDICAL CENTER

Division of Psychology
Training Program

Intersectional Inclusion, Diversity, and Equity Accountability (IIDEA) Workgroup

Co-chairs: Lynette Lau, PhD | Diana Jochai, PhD
Faculty: Hollie Granato, PhD | Lisa Bolden, PsyD
Fellows: Natalie Harrison, PhD | Marina Costanzo, PhD
Marlene Garza, PsyD



MISSION

Our Raison D'être

Take ownership for creating an equitable and inclusive world

We come together to take ownership for the environment we want to live and work in - to improve inclusion and address inequity for diverse populations through the provision of quality interdisciplinary training and professional experiences through the Psychology division at Harbor-UCLA.



VISION

Our End Game

To ensure inclusion and equity for diverse populations through:

- continual assessment and collaborative efforts to improve climate and practices
- the systematic provision of quality interdisciplinary training and professional experiences (including but not limited to formal didactics, regular discussion forum, consultation/technical assistance) which highlight important issues related to diversity and amplify minority voices
- multivariate advocacy at the individual, local, state, and national levels

VALUES
Core principles that guide and direct our work and culture



Openness & Authenticity

We will create and maintain a safe climate so that everyone may participate equally in an open and authentic manner without fear of judgement or reprisal, so that all issues may be discussed openly and dealt with respectfully, responsibly and effectively.

Participation & Inclusivity

We recognize that the best decisions frequently reflect a variety of perspectives, knowledge, skills and experience and that diversity is an important source of strength, creativity, and productivity. We are therefore committed to a culture of collaboration and teamwork where everyone has opportunity to engage in the work we are doing.

Compassion & Humility

In recognition of the multifaceted and multidimensional nature of situations and individuals, we commit to approaching all issues and each other with compassion and from a place of cultural humility, with the understanding that we do not always have the full picture.

Awareness & Embodiment

We believe that awareness is the first step towards a better world, so we intentionally seek out and embrace elements of diversity so that they may be integrated and infused in all aspects of training, clinical practice, research, supervision, and advocacy.

Courage & Flexibility

Model the courage needed to highlight inequity, acknowledge our own biases, and follow-through for necessary change. Demonstrate flexibility in perspective taking and openness in thought.

Ongoing Advocacy & Evolution

Provide resources to our community about training and community events, outreach and engagement. Allow space and time for trainees and faculty to attend and participate in these events and demonstrate the importance of engaging with the community beyond our professional roles, recognizing the community as an expert on themselves.