



CAPS Doctoral Internship Program

Diversity & Non-Discrimination Policy

AFFIRMATIVE ACTION STATEMENT

The University of Arkansas is an Affirmative Action/EOE institution committed to achieving diversity in its faculty and staff. We encourage applications from all qualified candidates, especially individuals who contribute to the diversity of our campus community.

The university welcomes applications without regard to age, race/color, gender (including pregnancy), national origin, disability, religion, marital or parental status, protected veteran status, military service, genetic information, sexual orientation or gender identity.

All applicant information is subject to public disclosure under the Arkansas Freedom of Information Act and persons must have proof of legal authority to work in the United States on the first day of employment.

DIVERSITY STATEMENT

We are committed to the continued development of awareness and appreciation for individual & cultural differences within our university community. This commitment guides our clinical services, training, outreach, and staffing. We value diversity among our students, staff, and clients and endeavor to be a positive force on campus as students and staff explore their own identities and beliefs about diversity including the effects of discrimination, oppression, power and privilege, and prejudice. It is our intention that CAPS be an emotionally safe and respectful environment for members of the University community.

To this end, our staff continuously take steps to ensure we are self-aware, knowledgeable, and skillful in order to provide quality services which are sensitive to and do not discriminate against diversity needs including but not limited to age, gender, race, ethnicity, physical and mental ability, religion, sexual and gender identities, socioeconomic status, nationality, body shape/size, and values. We strive to promote social justice and contribute to a campus community that fosters inclusiveness, achievement, and advancement of a diverse and empowered student body.

We encourage applicants from diverse backgrounds to apply to CAPS (either as staff or students) as we believe that a diversity of human experience enriches the clinical, training, and work experience. Students or staff who require accommodations are encouraged to speak with the Associate Director or the Training Director of CAPS to initiate the process. We believe that a valued and supported staff provide the best services to our campus community, and it is important to us that we create an office environment that provides those conditions.

CAPS' Training Program seeks to increase the awareness, knowledge, and skill of all trainees in the area of multicultural competence and social justice advocacy. To this end, educational activities and experiences are interwoven throughout the training experience.

All trainees are expected to confront issues of power and privilege as it impacts their role as a helping professional and as a representative of their field. All trainees' commitment to skillful navigation of issues of individual and cultural diversity are evaluated in both formative and summative ways throughout the year. These evaluations are expected to be consistent with the American Psychological Association's statement on Preparing Professional Psychologists to Serve a Diverse Public: ". . . professional psychology training programs strive to ensure that psychology trainees demonstrate acceptable levels of knowledge, skills, and awareness to work effectively with diverse individuals." That said, we are aware that all trainees enter the program with varying degrees of experience, training, and awareness and we work to provide a fair and equitable training and evaluation experience.