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THE MDC BULLETIN

MULTICULTURAL AND DIVERSITY COMMITTEE
DEPARTMENT OF PSYCHOLOGICAL SCIENCES,
KENT STATE UNIVERSITY

NEW! - MDC BULLETIN MISSION STATEMENT

The MDC Bulletin aims to advance Diversity, Equity, and Inclusion within the KSU Department of Psychological Sciences. We hope to amplify the work of MDC members, raise awareness of research related to diversity, equity, and inclusion, and highlight opportunities for continuing education and advocacy.



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MDC Fall Accomplishments



Karigan Capps and Emily Rabinowitz presented at the Reimagining the Academy Conference

MDC hosted our annual Taste of Diversity and discussed lessons learned from the Reimagining the Academy Conference

Faculty participated in a 5K run/walk to benefit the KSU LGBTQ Center

Sam Cassidy hosted a lunch and learn on disability justice

MDC mentors helped mentees apply to graduate school

Karen Wetzel led a panel on research in Identity Discrimination



Dr. Joel Hughes spoke to students about Psychology Career Pathways

Psych Sciences students hosted a panel about Graduate Student Research

Staff Feature - Dr. Mary Himmelstein

Q: How long have you been with the Department of Psychological Sciences at Kent?

I started in Fall 2019

Q: What is your favorite thing about Kent or living in Northeast Ohio?

There are a lot of great activities I can do with my family here that are free or inexpensive. I think that is what I appreciate the most. At most times of the year, I can pick from any number of random events happening in the region. A few weekends ago, for example, there was a dinosaur expo in Cleveland, a beer festival, a free outdoor skills/ camping event (including lots of tasty samples), and a drop-in art class. I'm also a bit of a weirdo and I prefer cold weather; winter is my favorite season, so that suits me too.

Q: What do you like to do for fun?

I listen to audiobooks constantly – when I'm in my car, cooking or picking up around my house. It averages out to about one per week. I enjoy most genres except romance and high-fantasy. The best things I've read this year were *Demon Copperhead* by Barbara Kingsolver and *The Seven Husbands of Evelyn Hugo* by Taylor Jenkins Read. Both were great! I also really love camping and kayaking. I used to coach youth sports (baseball, swimming) and I've been thinking of getting re-certified as a swim instructor again.

Q: What is your favorite food?

Vegetable pakora or a good aged parmesan.

Q: What is your favorite quote from a book or movie?

This was hard to answer because I have many. "Existence rises not to one infinite but to an infinity of them." It's a quote from *The Gunslinger* by Stephen King.

Dr. Mary Himmelstein is the director of the social and health psychology Stigma, Weight, and Gender (SWAG) Lab in the Department of Psychological Sciences at Kent State.



Recruitment and Retention of Diverse Samples - Dr. Angela Neal-Barnett

Q: How do you define your diversity criteria?

My entire career has been spent working with diverse samples of Black Americans. Diversity in socio-economic status, age, and location (rural, suburban, urban, segregated, and non-segregated neighbors). I was trained as a clinical-community psychologist so all my work takes place in the community.

Q: Which channels do you find best for recruiting a diverse population?

This has changed over the years. Initially, it was identifying and working with the real gatekeepers in the community. Getting to know them, allowing them to get to know you. I am a big believer in public scholarship as a recruitment channel. Because of the success of my book *Soothe Your Nerves* and role in the award-winning podcast series, *Living for We*, most people recognize my name and voice. This results in invitations into various communities and assistance from the community or group in recruitment.

Dr. Angela Neal-Barnett is the director of the Program for Research on Anxiety Disorders among African Americans in the Department of Psychological Sciences at Kent State University



Q: Are there any special procedures or documentation you need to consider when recruiting a diverse sample?

You need to familiarize yourself with the sample. Not just what the research says, but how they are viewed and how they view themselves. Even when you are working with a college sample, you need to be aware of how the group has been treated historically on campus.

You must establish trust and you must continuously work to keep that trust. Most racial/ethnic diverse samples have a healthy mistrust of researchers and given the psychological history rightfully so. It takes years to establish trust and only 5 minutes to destroy. For this reason, it is important that every member of your team is well-trained in working with your particular diverse sample.

Recruitment and Retention of Diverse Samples - Dr. Angela Neal-Barnett

Q: What recommendations do you have for the retention of diverse samples for follow-up data?

The study does not end when the funding ends. For community samples, it is important that you remain in the community in meaningful ways.

Q: What is a challenge that you find in recruiting and retaining a diverse sample?

I think the biggest challenge is missed appointments. Technology has helped with this challenge. Still, we have participants who may disappear for 1-2 months, and then return. We build this challenge into the research. Also, it is important to understand the role social determinants of health play in missed appointments. We frequently connect participants to housing and transportation support services.

Q: What is something that you have learned from working with a diverse participant pool, that you would like to share with young researchers?

Being of the same race, ethnicity, gender identity of the sample will get your foot in the door, but it won't get you participants. That takes intentional work.



Addressing Racially Problematic Statements

How can allies best respond to those who make disrespectful comments about race, especially if this is a person you do not want to damage rapport with? Dr. David Campt - a dialogue expert, master facilitator, and diversity speaker helps allies address comments about race through structured and open-minded dialogue to diffuse the conflict and promote growth. His strategy is R.A.C.E. – Reflect, Ask, Connect, and Expand

Reflect - When someone in conversation challenges issues of race, Dr. Campt suggests that allies take a few moments to collect themselves, practice active listening skills, and structure out the response.

Ask – Dr. Campt urges to ask the other party to elaborate on their beliefs, to better understand what past experiences led to these views. You may choose to ask them to share an experience or two to better understand what shaped this opinion.

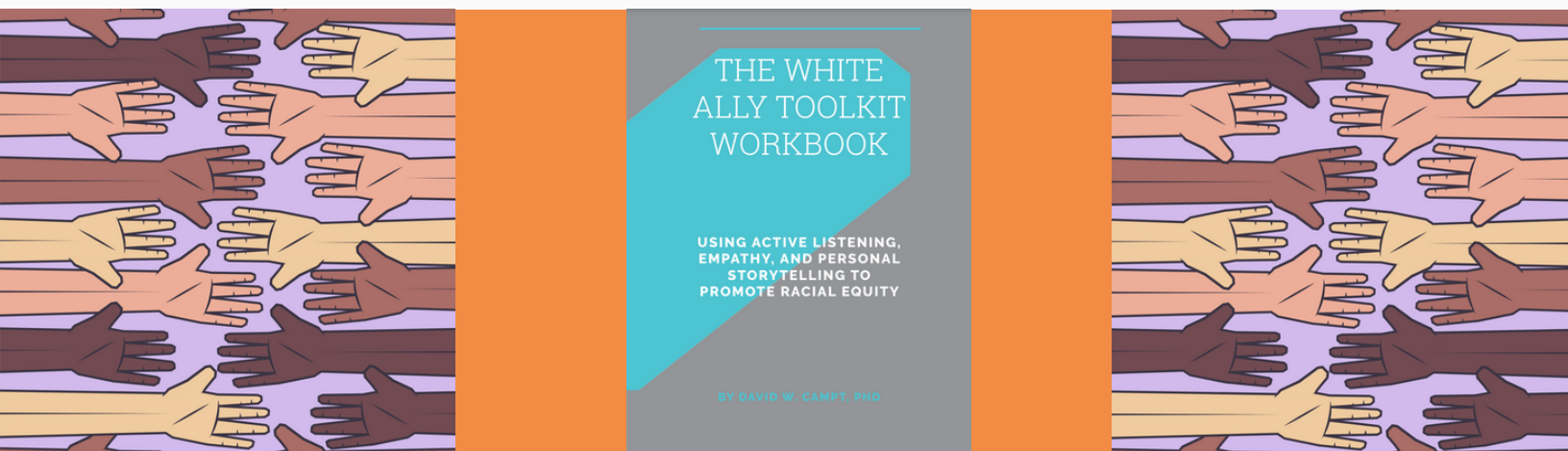
Connect – Arguably the most important and difficult step is to show empathy and connect with the individual. Allies are encouraged to relate to a personal experience that affirms the other party in some way. This critical step helps bring down the emotional state of both involved and shows the other person that you are not attacking them with “correct” views on the world.

Expand - You can expand on the situation by offering an opinion that can help redirect the individual. This way you acknowledge that they may be right about some things, but offer more to think about.

Dr. Campt notes that a mistake we often make in a state of defense is jumping to offering another viewpoint, before connecting. This creates a standoff between two people, rather than an environment that promotes understanding and growth.

R.A.C.E. is a tool you may choose to help you de-escalate a conversation while respecting your own beliefs and providing space for others. You can learn more about R.A.C.E. and Dr. Campt's work in [The White Ally Toolkit Workbook](#).

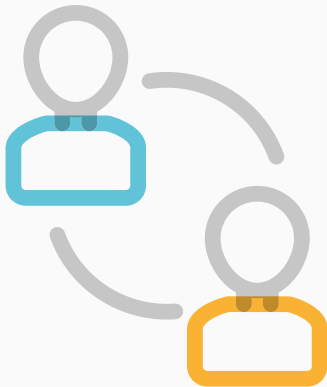
Written by: Lyuba Gavrilova - 2nd year Clinical Psychology graduate student.



Interested in Getting Involved?



Write for the MDC Bulletin. Help curate information about DEI topics for our bulletin! If interested, please contact Lyuba Gavrilova (MDC Bulletin Editor)
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Mentor undergraduate students. Join our team of mentors in helping undergraduate students pursue careers and degrees in psychology. If interested, please contact Karen Wetzel (Chair of Undergraduate Events)
kwetzel9@kent.edu



Join our team. We have many sub-committees involved in a variety of DEI related activities. To learn more, please contact Emily Rabinowitz (MDC President)
erabinow@kent.edu

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