

## NEWSLETTER

FALL 2024

### Who We Are

The Multicultural Consultation (MCC) Team is composed of graduate students in the Department of Psychology at the University of Rhode Island.

Our mission is to cultivate an inclusive community and facilitate the conduct of culturally-informed, inclusive, and equitable research, teaching, service, and clinical practice.

We support students, faculty, and staff as they build knowledge and implement multiculturalism into their work.

### Email

[mcc-group@uri.edu](mailto:mcc-group@uri.edu)

### Our Services

- 🍁 Teaching (review of syllabi, input on best classroom practices)
- 🍁 Research (recruitment strategies, selection of psychological tests or questionnaires)
- 🍁 Supervision (groundwork for culturally competent supervision, ways to address cultural differences in supervisory relationships)
- 🍁 Mentorship (resources for power differentials, input on recruitment and retention of diverse students)
- 🍁 Practice (culturally competent best practices, suggestions for culturally competent training opportunities, resources for working with interpreters in mental health settings)

# Upcoming Events

## Inclusion and Diversity Committee

The Inclusion and Diversity Committee (IDC) is a collaboration of faculty, staff, and graduate students who are committed to cultivating a department environment that promotes inclusive excellence. Members engage in critical conversations and select thoughtful actions during monthly meetings. All are welcome!

**Meetings are in Chafee 150 and Zoom-accessible:**  
November 25 from 1-2 PM

## Justice, Equity, Diversity, and Inclusion Lecture Series

This year's theme is "Integration of Advocacy and Social Justice into Research and Practice" All students, faculty, and staff are welcome to join via Zoom.

**November 21 from 4:30-5:30 pm**  
Presentation title: to be announced  
Dr. Celeste Malone, Howard University

# Student Support Groups

## Students of Color

The Students of Color meetings serve as a platform and safe space for graduate students of color to discuss experiences and issues that might be affecting them in and outside of the program. Meetings are held monthly. For more information about Students of Color Meetings, email Diana at [hodiana@uri.edu](mailto:hodiana@uri.edu).

**Next meeting:  
October 30 at 5 PM on Zoom**

## International Support

This will be a space for international students to connect, share experiences, discuss any needs or concerns, and build a supportive community. All international graduate students are welcome!

Email Mariyam Abbas for information: [mariyamabbas@uri.edu](mailto:mariyamabbas@uri.edu)

## Queer, Uniting, and Inclusive Leaders (QUIL)

QUIL meetings serve as a platform and safe space for LGBTQ+ graduate students in the Psychology Department to discuss experiences and issues that might be affecting them. Monthly meetings are facilitated by Mikayla Ver Pault ([mverpault@uri.edu](mailto:mverpault@uri.edu)) and Liam Rozum ([liam-rozum@uri.edu](mailto:liam-rozum@uri.edu)).

**Next meeting: to be announced**

## Student Accessibility and Support

Student Accessibility and Support meetings for students who identify as neurodiverse and/or disabled. All who self-identify as neurodiverse and/or disabled are welcome!

Email Gabriella Epshteyn for information: [gepshteyn@uri.edu](mailto:gepshteyn@uri.edu)



# IDC SUBCOMMITTEES

The Inclusion and Diversity Committee has several initiatives outside of student affinity and support groups. These subcommittees are action-oriented, focusing on creating real and measurable diversity-related change within the department.

## **Advancing Recruitment & Retention**

ARR advocates for system-wide changes related to improving the graduate school experience within the department. Recent projects include a department-wide survey, annual Thriving in Rhode Island orientations, and advocating for fee waivers for international applicants.

## **Conflict Resolution**

The Conflict Resolution subcommittee focuses on developing a guideline and set of resources for students and faculty experiencing interpersonal professional conflict. Recent projects include an in-depth guide on how to navigate difficult conversations when there are power disparities between participants.

## **Manual**

Due to the diverse committees within IDC, the manual subcommittee was recently formed to create a guiding document summarizing all IDC subcommittees, norms, and rules.



# STUDENT SPOTLIGHTS

## Adele Weaver

Addy's doctoral dissertation will examine the predictive validity of measures of explicit and implicit racism, and how they predict biased nonverbal behavior toward Black versus White interviewers. The study protocol involves participants engaging in mock interviews with Black and White virtual reality avatars. Undergraduate research assistants will rate the participants on nonverbal behaviors (e.g., postural shifting, gesturing) to see the relationship between racism measures and observed behaviors.



## Mariyam Abbas

Over the summer, Mariyam went on a research trip to India. She gathered data on bidi smoking behaviors among day laborers, gaining insights into the unique dynamics of fieldwork outside the U.S. She shared that working in diverse cultural settings illuminated how factors such as social norms, language variations, and literacy levels can influence data collection. Despite careful planning, navigating IRB protocols on the ground required flexibility, especially when adapting to participants' communication styles and ensuring their comfort with the research process. Although logistical and safety considerations added complexity, the experience deepened her understanding of multicultural research and highlighted the importance of adaptability in international studies.



---

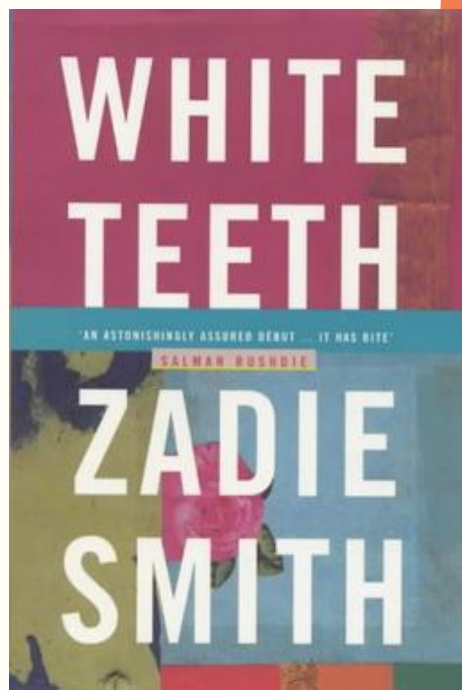
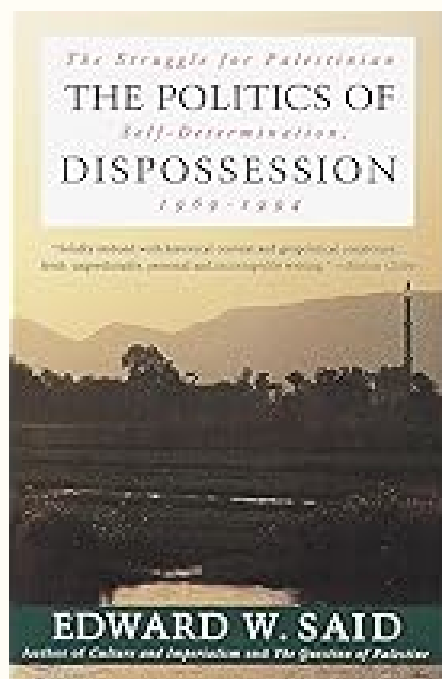
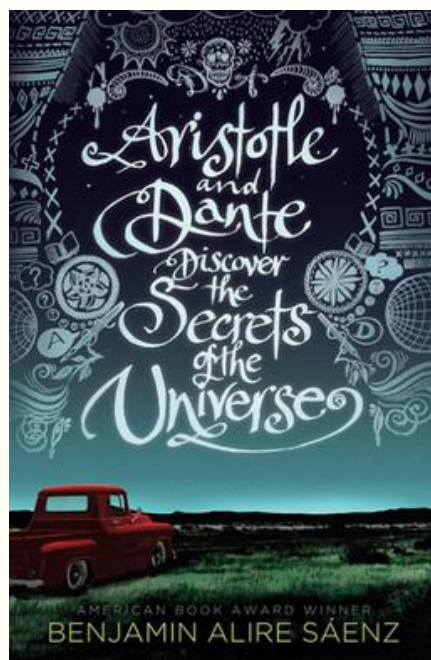
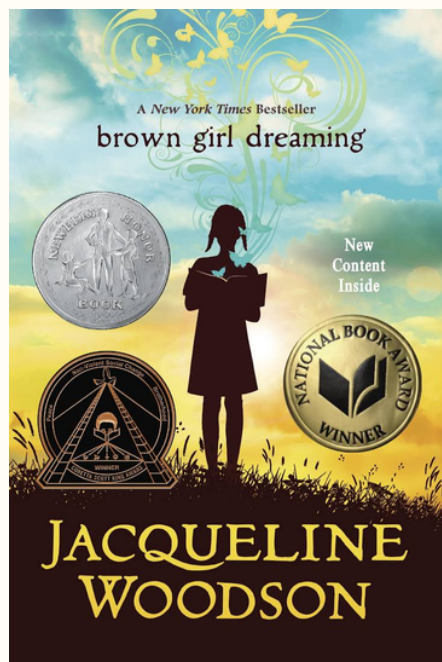
# TIPS FOR RECRUITING A DIVERSE SAMPLE

---

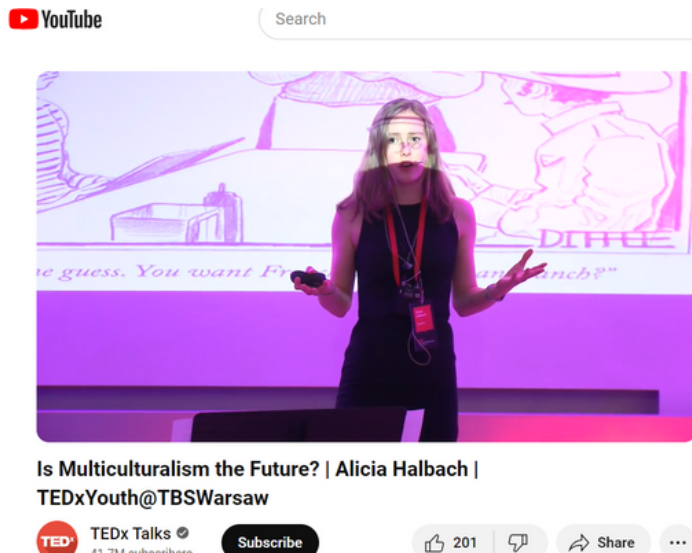
Many researchers struggle with sample recruitment. The ability to recruit a representative sample is the foundation of social research, so any threat to the ability to do so creates significant issues. Many researchers cite slow recruitment as a primary concern and barrier. However, as automated response robots become increasingly sophisticated, concerns regarding invalid responses are ever prevalent. The MCC team often fields these concerns.

1. **Consider utilizing private listservs for recruitment**, as public internet forums can be the source of robot responses.
2. **Conduct 1-2 levels of screening** (online and via phone) before providing participant access to your survey.
3. **Add qualitative, open-response questions to your screener and survey**, such as “What do you think the purpose of this survey is?” to screen human data farmers.

# GOOD READS



# MUST WATCH



Does multiculturalism really exist or is it a utopian dream? Does it stem from culturally diverse communities or does it drive them? Watch Alicia dive into multiculturalism: <https://youtu.be/LMeQ7mzZjew?feature=shared>



Minari follows a Korean family that immigrates to an Arkansas farm in search of their own “American Dream.” Amidst the challenges of a new life in the rugged Ozarks, including homesickness and racism, Minari shows the undeniable resilience of family and holding on to what roots us. Watch the trailer: <https://youtu.be/LMeQ7mzZjew?feature=shared>



# MCC TEAM

---

Alana Egan



Catherine Trinh



Gabriella Epshteyn



Mariyam Abbas

