

Pacifica Graduate Institute Diversity Committee

Request for Proposals:

Diversity & Inclusiveness in Depth Psychology

Pacifica Graduate Institute, in keeping with its mission of creating an educational environment with a spirit of free and open inquiry, recognizes the importance of an educated and motivated learning environment hospitable to recognize, respect, and value the differences that lead to innovative approaches and diverse thought. The Pacifica Graduate Institute Diversity Committee invites proposals from Alumni to host a Diversity and Inclusiveness Teleconference to assist committee members in gaining a collective understanding of the foundations of Diversity and Inclusiveness. This teleconference will launch an on-line discussion to develop the Diversity Committee's Diversity Statement that integrates Pacifica's core values and goals.

Presidential Statement on Diversity

We are now, in part, all citizens of a Global world, and that interdependence requires a global consciousness. An appreciation of cultural, group, and individual differences is now more important than anytime in our history as a people. At Pacifica, we place great importance on cultivating cultural competence in our students

Establishing a welcoming environment here at Pacifica, where all our students, faculty and staff feel heard and valued is primary to our achieving our goals and is part of our institutional mission. Pacifica is a learning environment where difference feeds open, creative and intellectually expansive dialogue that moves our understanding of the human psyche forward.

Pacifica students and our graduates serve a variety of people from different ethnic and cultural backgrounds. Our learning environment and curriculum prepares students by offering them a variety of different cultural experiences and competencies. Students learn to engage in an empathetic and meaningful way the complexity of what it means to be a global citizen and to fulfill the Pacifica mission of tending to the multiplicity of soul in the world.

From my own experience, when there is cultural, gender, age, learning-style, and geographic diversity in the classroom, the learning environment is "sparked" by multiple perspectives. It is then that the best of what lives at the core of depth psychological inquiry is manifest. Teaching and learning become animated, informed, and particularly stimulating intellectually and emotionally. We discover what is most valued and unique in our human experience.

PGI Diversity Committee Mission Statement

Diversity in the student body, faculty, staff, board, and administration is an essential component of the learning experience at Pacifica Graduate Institute. The purpose of the Diversity Committee is to nourish an atmosphere at Pacifica that promotes, respects, and encourages diversity in its fullest sense. In order to achieve greater diversity, concerted effort is necessary in recruitment and retention. To build an atmosphere of hospitality toward differences, Pacifica encourages cross-cultural dialogue, reviews the curriculum regularly with regard to issues of diversity, and explores pedagogies that enlist awareness of diversity in the learning process.

Appreciation for diversity begins with thoughts and attitudes that support multicultural environments. Pacifica engages in a process of self-evaluation regarding institutional, collective, and individual racism, and other bias in order to work toward a more inclusive learning environment. To this end, Pacifica encourages regular dialogue on issues of diversity among the staff, faculty, and student body. Depth psychology is an historical, philosophical, and practical conversation of diverse voices with multiple, yet related, points of view on interiority, culture, context, the unconscious, imagination, dialogue, transformation, myth, symbol, symptom, and healing.

Practitioners of depth psychology who are struggling to become conscious about issues of cultural bias, Eurocentrism, colonialism, and domination in the field find that many theories of depth psychology can be used as a valuable guide to the hosting of diversity. Depth “psychologies” may more aptly describe the complexity of voices that comprise any situation: intrapsychic, interpersonal, intercultural, or interspecies. They ask us to acknowledge our point of view at any moment as one among many. This attitude helps allow space for alternate perspectives to emerge, thus augmenting, challenging, confirming, and critiquing points of view with which we have identified. Depth psychologies see this discipline as a necessary and ongoing process that is sensitive to shifts in what calls from the margins of a culture at any particular time.

The movement from singularity of voice to polyphony, from identification with a fixed viewpoint to a critical and contextualizing viewpoint, parallels psychology’s own contemporary movement from a universalist standpoint that often covered over cultural context and bias. Just as the individual seeks to open a space for other viewpoints to emerge, some depth psychologies are presently struggling to be clear about their origins in Euro-American culture and the implicit values underlying their predominant foci of research, clinical and community practice, and favored methodologies.

This struggle allows psychology thoughtfully to extend its research and clinical and community practice to groups and issues previously under-represented by a more monocultural discipline, by working in concert with members of such groups. Therefore, at Pacifica, we can look at diversity within the container of plurality, tolerance, and debate.

In accord with Pacifica’s commitment to depth psychology, we actively support an educational environment that respectfully welcomes the richness of cultural, racial, gender, sexual orientation, class, religion, learning style, able-bodiedness, and other even as yet unnamed differences, which all who study and work in this Institute bring as gifts for a learning community.

Background

This brief describes the prioritized recommendations that have been shared by the Diversity Committee represented by faculty, staff, alumni, and students in the course of email exchanges during the 2012-2015 academic years. In addition, recommendations given in a focus group conducted during class sessions of the Community Psychology, Liberation Psychology, and Ecopsychology (CLE) specialization in the Spring Quarter of 2014 were integrated. The recommendations were presented at the last Academic Senate meeting in November as well as the last Senate Leadership Committee in January. They were organized under four main themes and presented at the Alumni Homecoming event in January. The theme of Ableism proposed in this event is now integrated in this brief. Lastly, recommendations were discussed with our Provost, Dr. Pat Katsky, and assessed in terms of degree of completion (completed, in progress, or in need to be addressed) as well as in terms of location (i.e., institutional or committee work), feasibility, and prioritization.

The enclosed revised recommendations are organized under three prioritized, main areas. The first area: “Committee Development” needs to be addressed by the committee. The two other areas: “Internal Systemic Ethnicity/Race/Ableism—Homophily / Otherness” and “Pedagogy/Research & Practice” are areas that need to be addressed institutionally. Activities in this area have already been initiated whereas others are under ongoing implementation (such as collection of diversity data by our Institutional Research Office).

Dialogue with the institutional structures and representatives described above produced the recommendation to form an Alumni/Student Diversity Subcommittee as well as a Faculty Diversity Subcommittee under the Academic Senate. The Alumni/Student Diversity Subcommittee will select an alumni/student coordinator as well as one faculty and one staff who will function as allies to implement recommendations. The Diversity Subcommittees may work in person, online, via email, list serve, by phone or utilizing an online platform.

Application Instructions

Proposals must be submitted via email no later than Friday, October 3, 2015. Proposals must be submitted as a single PDF file and must include the following:

- Proposal Title
- Contact name and Contact information
- Teleconference Workshop Description
- Time requested for Teleconference (i.e. 60 min., 90 min.)
- Qualifications

Inquiries

Direct all inquiries related to this RFP to Lizzie Rodriguez LRodriguez@cscsb.org or Dianne Travis-Teague dTravis-Teague@pacific.edu.