

# GRADUATE GROUP #7

Add aging into diversity seminars. Confront ageism. Market career paths and opportunities. Work with Chairs and Deans to articulate the importance of geropsychology. Support those applying to internships. Advocate to APA (e.g. accreditation) .

BRIDGES\_CONFERENCE FEB 26, 2021 03:07PM

## INSTRUCTIONS

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### 1. Decide on a leader and 2 scribes

2. Open your group's padlet as shown in the zoom chat.
3. For each question/column, identify at least 3 issues and discuss.
4. Use the + button to add your ideas and notes.
5. Spend 10 minutes on each question/ column.
6. Someone from the planning committee will stop by your group to check in - but feel free to be innovative to solve tech issues.

## #1 Identify and discuss 3 BARRIERS to attracting interest in aging at the graduate level.

ANONYMOUS MAR 02, 2021 10:07PM

### GRE admission requirements

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### Lack of branding/marketing

ANONYMOUS MAR 02, 2021 10:08PM

### Not having gero-focused groups in sub-disciplines (esp. for programs where there is not a gero specialty)

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### Not enough exposure (grad classes, practica, colloquia, etc) during grad school, or collaboration opportunities

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### Lack of support for aging as a "group" vs. a "single" faculty member -- attitudes toward aging among faculty in department -- aging not valued

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### Age not recognized as a "diversity" factor -- not taken seriously or just tolerated

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### Lack of practicum opportunities

## #2 Identify and discuss 3 STRATEGIES to enhance racial and ethnic diversity in geropsychology.

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### Having a greater focus on racial disparities and socio-cultural factors that influence cognitive aging -- expanding samples in research

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### Having diversity in the faculty

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### Connect with HBCUs, other minority-serving institutions

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**Develop hiring toolkit for recruitment and retention -- advertising, extending pool of applicants, then creating culture that supports and fosters the talent once hired, help them rise to leadership positions.**

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**Mentoring and sponsoring diverse faculty/staff**

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**Cluster hires**

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**education**

training faculty who are not trained well in cultural humility to incorporate cultural humility into training/supervision

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**Money**

Finding funding for diverse students

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**Consider emphasis on research products**

Some students may have less access to research opportunities, take this into account

**#3 Identify and discuss 3 SOLUTIONS/ ACTION STEPS to increase interest in aging at the graduate level.**

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**APA include aging as a diversity area**

This would increase exposure in programs

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**Consider required aging courses**

e.g., at undergrad level, or at grad level

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**Advocacy**

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**Keep on doing virtual conferences post-pandemic**

Extends access to training, strategy conversations, etc.

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**Shared curriculum**

Open didactics and courses to students at multiple locations, across VAs at internship level, etc.

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**Opportunities for exposure**

Clinical work, e.g., -- make opportunities available for students not already focused on aging.

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**Help with networking when students are not in a specializing program**

E.g., through COGPTP and SCG -- need to advertise them better or more widely disseminate

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**Network with similar areas**

e.g., neuropsychology, health psychology (see Sarah Szymkowicz, neuropsych)

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**Debunking myths**

Salary survey -- this could be helpful to debunk ideas of salary disparities

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**Undergraduate summer research experiences, esp. for diverse/under-represented students**

Mechanisms -- R25 NIA, NSF (STEM), NIH R15, and APA, but could other organizations related to aging come up with funds?

## Marketing

to the broader public -- e.g., popular books?

## Other issues or comments?

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