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Exciting News from KPA & KPF

We hope you enjoy our KPA e-Newsletter where we highlight what psychologists are working on and thinking about across Kentucky. If you are interested in submitting an article, please email our newsletter editor Chris Dewhurst, Psy.D. at chrisjdewhurst@gmail.com. Check out the column on the left for KPA Member Highlights, available home-studies, KPA Member COVID-19 resources, Anti-Racism & Trauma resources, and more.

Stay Social With Us



We are still practicing physical distancing, but that doesn't mean we can't be social!
Go give us a like or a follow on all of our social media platforms.

[KPA Facebook](#), [KPA Twitter](#), & [KPA Instagram](#)

[KPF Facebook](#), [KPF Twitter](#), & [KPF Instagram](#)

A Message From Your Executive Director

Eric Russ, Ph.D. - Executive Director

As we move through the beginning of 2021, a great deal of uncertainty remains for the year. The arrival of a vaccine has brought hope that there will be an end to the COVID-19 pandemic. However, there also increased anxiety about when and where we, and those we care about, can get the vaccine. As we have throughout the pandemic, KPA is working to support our community of psychologists. We hope you found the vaccine information we distributed in January helpful. Our first Town Hall of 2021 was just last week and we appreciate all those who came to get up to date practice information, get your questions answered and engage in our virtual community.

One of many important lessons over the past two years is the importance of advocacy. You'll see in the article from Dr. Schuster a rundown of the important work KPA is doing to improve the health and wellbeing of Kentucky. We have made significant progress on several legislative priorities including PsyPact and the Youth Mental Health Access Act. KPA is working hard to get forward momentum on the Ban Conversion Bill. Please make calls when we send out our action alerts- we often hear from legislators that these really do make a difference and will need your help to get these bills passed in 2021!

We hope as the year progresses that we will be able to gather in person again. Work has started on our 2021 Convention and we look forward to you joining us Nov 11-13 in Lexington. We hope many of you can join us in Lexington but we will make sure to use the lessons learned from 2020 to ensure strong virtual offerings as well. Our fantastic Convention Chair, Dr. A.J. Steele and the rest of the convention committee are working to ensure an exceptional experience no matter how you choose to attend!

KPA central office is always looking for ways to improve your experience of KPA. This quarter we are excited to release an updated KPA media library. This new media library will be personalized with your KPA content and give you one home for your KPA resources, videos of

KENTUCKY
PSYCHOLOGICAL
ASSOCIATION



VIRTUAL PSYCHOLOGY DAY AT THE CAPITOL

LET YOUR VOICE BE
HEARD! KPA MEMBERS
ARE INVITED TO JOIN
US ON TUESDAY,
FEBRUARY 23, 2021
TO RAISE AWARENESS
AMONG OUR
LEGISLATORS ABOUT
IMPORTANT ISSUES
AFFECTING MENTAL
HEALTH, THE
PROFESSION, AND THE
PRACTICE OF
PSYCHOLOGY.

CLICK HERE FOR
ADDITIONAL
INFORMATION AND TO
REGISTER!

our Town Halls, and Pre-Recorded CE workshops. We hope you find this a useful place to access information.

As always, your membership is important to us and if you have thoughts or suggestions about what we can be doing better please let us know at kpa@kpa.org!

We appreciate your membership in KPA!

A Message from Your President

Rachel E. Buehner, Ph.D., M.Ed., H.S.P. - KPA President

It is a distinct pleasure to be able to say “hello!” and welcome everyone to a new year. I am excited to serve as your KPA President during 2021. I recognize that this is a time during which we are facing multiple crises as a profession, community, and society. Part of my goal for 2021 is to assist this field and the public in managing the mental health crises before us, and to allow ourselves to cope, work, and live effectively through all that we face.

When we work with our patients, or when we teach our students or organizations about the theory and power of psychology, we know that being able to identify and understand the problem is often a first step out of suffering. We cannot manage what we cannot acknowledge.

With this in mind, I look forward to being a part of multiple endeavors to hear, support, and respond to your needs throughout 2021. We are holding so much pain and fear for our colleagues, clients, students, trainees, and families. It is imperative that we also take time to see and to support one another so that we can weather, and perhaps flourish, during this new year.

KPA will offer multiple town hall sessions to provide guidance, support, and information to help you keep doing your good work. Additionally, KPA leadership stands ready to continue advocating for you in Frankfort and Washington, DC to address issues related to social justice and practice-related concerns such as reimbursement, student loan relief, and other issues that impact our people and our lives.

I look forward to this new year and to helping to craft our new normal. We are a team and a profession poised to help the world navigate through an unbelievably difficult era.



Sheila A. Schuster, Ph.D., was named as one of The Kentucky Gazette's 2020 Notable Women in Kentucky Politics and Government.

[Click here to read more.](#)



Candice Hargons, Ph.D. has been elected to the Board of Directors for the American Psychological Association. Click the link below to read more:

<https://bit.ly/33dIM9F>

Happy New Year!

What the World Needs Now

Rachel E. Buehner, Ph.D., M.Ed., H.S.P. - KPA President

“Although the world is full of suffering, it is full also of the overcoming of it. My optimism, then, does not rest on the absence of evil, but on a glad belief in the preponderance of good and a willing effort always to cooperate with the good, that it may prevail.” - Helen Keller

In a world of face masks, achingly apparent racial injustice, domestic terrorism, online school that secludes our children, and death rates that rise each day, it becomes necessary to ask how we as psychological practitioners, researchers, and stakeholders, can help. It is likely that each of us came to the profession of psychology out of a need to engage in service, helping others, to understand human functioning, or to reduce the suffering of others. What, then, do we do when we are surrounded by so many things that are *wrong*?

One place to start may be with acknowledging that the sensation of overwhelm, which can range from subtle to outright debilitating, is analogous to trauma. We are used to hearing, holding, understanding, and processing the pain of our clients, or our students and trainees' clients. But during multiple crises happening simultaneously, the compounding of stressors in so many arenas of our lives over time has the potential to eventually activate and impact our sympathetic nervous response. If we find our emotions dulled, our startle response heightened (ever been interrupted on your cell phone before?), and we are losing sleep due to the chronic stress that we both treat and endure, at what point do we slow down and acknowledge the suffering? Understanding our responses to chronic stress through a trauma paradigm may allow us to see, really see, how the weight of shared pain and fear is impacting us, and give us direction to recovery. It is important to recognize those subthreshold symptoms which might indicate a slow-down and check in is needed. Such symptomology might include increased substance use, dysregulated moods, difficulties in family and interpersonal relationships, or sleep impairment, among other changes in functioning.

If you have a highlight you would like to share with the KPA office please email Marketing & Membership Coordinator, Samm Ownby at samm@kpa.org

Upcoming 2021 Events

The Kentucky Psychological Association & Foundation Presents:

Featured Presentation

Suicide Assessment, Prevention, Intervention, and Postvention, 6 CE

Presented by Nadine J. Kaslow, Ph.D., ABPP

Friday, March 5th, 2021 | 9:30 AM - 5:00 PM EST

Using research evidence and clinical experience, this presentation will frame the suicidal crisis in the country, detail strategies for conducting risk assessments and formulating risk, overview evidence-based and culturally-informed prevention and intervention strategies with people who are suicidal, discuss postvention strategies, and explore therapist's reactions to working with individuals who are suicidal. *Skill Level: Intermediate*

6 CES FULFILLING THE KRS 210.366 REQUIREMENT FOR SUICIDE PREVENTION TRAINING.

This workshop is approved for CE credit for Psychologists, Licensed Marriage & Family Therapists, Social Workers, Art Therapists & Pastoral Counselors



In the seminal text "Trauma-Informed Care in Behavioral Health Services" offered by SAMHSA (2014), the authors describe resilience-building strategies after trauma. Some of these strategies include:

- Increased bonding with family and community.
- Redefined or increased sense of purpose and meaning.
- Increased commitment to a personal mission.
- Revised priorities.
- Increased charitable giving and volunteerism.

In order to acknowledge one's stress, fear, and worry, and then to act, requires that an individual allow themselves to be vulnerable to and to seek support and strength. This is a big ask when we are each trying to simply get through the to-do list and keep our families, clients, students, trainees, and employers happy! Some of us may fall into the trap of believing that functioning is binary, i.e. you're either doing it all or you're not doing enough. But the decision to acknowledge our own pain and stress, and to give ourselves the space and grace to check in with ourselves and slow down enough to cope, may be the only way we remain fully present and healthy as we deal with the issues at hand.

One strategy for finding meaning and building resilience, as described above, is community building and engagement. There are other psychologists, researchers, and trainees who are also feeling the heat and in need of decompression and collegiality. There is a tribe out there for you. So while it may be prudent to stay at home, build in time to check in on the colleagues, friends, and folks who reflect support, understanding, and goodness back to you.

Increasing self-compassion is another means of maintaining your own professional and personal reserves to navigate the current turmoil around us. Kristen Neff (2009) describes self-compassion as "self-kindness versus self-judgment, a sense of common humanity versus isolation, and mindfulness versus overidentification," or the ability to see one's vulnerabilities while neither ignoring nor ruminating about them. Practically speaking, this may entail seeing and applying care to the parts that hurt. Methods for building self-compassion seeking support professionally (KPA offers a colleague assistance program, see www.kpa.org), reaching out to your tribe, or finding and engaging in activities that bring you joy, peace, or healing. It also means taking moment to pause and allow yourself the space and grace to be struggling, in order to find a way out of the fight.



As we land somewhere between treading water and changing the world, I hope each of you will allow yourselves to occasionally (and regularly) pause to notice all that is around you, all that you do, and, perhaps most importantly, what you need to live and thrive.

Director of Professional Affairs Update

Katie McBride, Ph.D. - Director of Professional Affairs - Kentucky Psychological Association

As you may know, the Director of Professional Affairs (DPA) is a paid, very part-time position for KPA, and serves as a support for practice-related issues. This liaison role includes working with

1. DPAs from other State and Provincial Psychology Associations
2. KBEP (our state licensing board) which has been highly collaborative and responsive to recent requests for information and changes within their ability to make
3. KPA's Legislative Advisory Committee that includes our lobbyist, the tireless and resourceful Dr. Sheila Schuster
4. APA practice resources (Shout out to the wonderful legal consultants with Legal & Regulatory Affairs [LRA] Department and to Dr. Jared Skillings' team with the APA Practice Directorate for their very timely and effective outreach and advocacy efforts).

"Do the best you can until you know better. Then when you know better, do better."— Maya Angelou

Here's to a New Year, KPA Members! I hope you were able to attend our January Town Hall with KPA Leadership—if so, this article will feel familiar as I recap the latest federal and state level decisions regarding COVID-19 state of Public Health Emergency, and projected changes to CMS (Centers for Medicare and Medicaid Services) rules. Not very "fun" but definitely important reading!

OPEN CALL

We are
accepting
Proposals
for our 2021
& 2022
Continuing
Education
Events &
our 2021
Annual
Convention!

**Click here
to submit!**

COVID-19 VACCINE FOR KENTUCKY PSYCHOLOGISTS

As you heard from KPA's Executive Director Dr. Eric Russ and in the letter from Dr. Stack to all KY Licensees, **“In Kentucky, all HCPs working in clinical settings (i.e. places where patient care occurs), regardless of occupational role, are eligible for phase 1a immunization.”**

<https://govstatus.egov.com/ky-healthcare-guidance>

PUBLIC HEALTH EMERGENCY (PHE):

Nationally, On January 7, 2021

(<https://www.phe.gov/emergency/news/healthactions/phe/Pages/covid19-07Jan2021.aspx>)

the deadline for the Coronavirus PHE was renewed (now April 20, 2021). Each renewal keeps the PHE in effect for another 90 days.

In Kentucky, the PHE remains in effect, which means that the rules that KBEP put in place around CEs and telehealth will continue to apply to licensing renewal periods that include 2021.

Note: Unfortunately, in the first few days of session, the Kentucky legislature passed laws that strip the abilities of the Executive Branch to issue Executive Orders, including the ability to declare and sustain the state of Public Health Emergency. It is not entirely clear how extensive an impact these laws could have on practice issues related to the pandemic: telehealth practice and parity coverage, HIPAA, and interstate practice in Kentucky. KPA is monitoring these actions as they churn through their process (i.e., they have already been vetoed and then will be sent back to the House and Senate): **Be on the lookout for Action Alerts on this important issue!**

For Medicare providers, APA's successful advocacy has led to the geographic and originating site telehealth restrictions being lifted permanently (beyond the PHE period). Clients/patients may be served by telehealth from their homes, and regardless of their geographical location (no longer restricted to rural areas).

HIPAA REQUIREMENTS:

It is KPA's recommendation to use HIPAA compliant platforms, obtaining a BAA (Business Associate Agreement) whenever possible. Here are two different links to a list of potential platforms:



Screenings to Support: Connecting Providers with Potential Clients

5,000+ Kentuckians have taken a free mental health screening at MHAScreening.org in 2020. Connecting those screeners to local providers is the next step in our program.

Complete this form <https://tinyurl.com/S2SMHAKY> and your business will be added to our national and state database of providers, at no cost to you. Screeners looking for assistance by zip code will be given your contact information. Help us encourage treatment #B4Stage4 by joining today!

For questions & additional information please contact Marcie Timmerman, mtimmerman@mhaky.org, (859) 684-7778

<https://www.jotform.com/blog/best-hipaa-compliant-video-conferencing-software/>

https://personcenteredtech.com/pct_vendorreview_tag/videoconferencing/

During the public health emergency (PHE) you may use non-HIPAA compliant platforms if that is the only way to communicate effectively with some clients and permitted by the insurer. The exception to HIPAA compliant platforms will continue throughout the PHE.

HIPAA enforcement has continued since the March, 2020 notice, but as you can see from the list of high-profile cases at <https://www.hhs.gov/hipaa/newsroom/index.html>, most of those cases are about patient access, breaches, or systemic failure to comply with HIPAA discovered after a breach (see July 23rd press release) or breach/ransom incident (Sept 21). None of the high-profile cases seem to involve telehealth issues.

CMS (Centers for Medicare & Medicaid Services) FINAL RULES ON 2021 MEDICARE PHYSICIAN FEE SCHEDULE:

As a reminder, this affects all providers who take insurance, as private insurers often use Medicare fees as a benchmark and often adjust their rates accordingly. If you recall, KPA sent a call for comments to our members via APA this fall. Thousands of psychologists across the country submitted comments to lobby (i.e., warn) our federal legislators about cuts to psychological services. Thanks to all of you who were able to participate!

Once the final rules are implemented, there are mixed results for psychologists. Please note that the implementation of these rules will now be **delayed** due to the passage of the large appropriations bill ("Consolidated Appropriations Act of 2021") that splashed the news at the end of December 2020 (INSERT LINK <https://www.apaservices.org/practice/clinic/medicare-changes-2021>). Instead of approximately 10% overall decrease in rates, there will be an increase for 2021 by 3.75% overall.

Below are the bullet point details and for those of you who want to really geek out on formulas and charts, The full document from APA, including tables listing percentage changes in RVU & payment rates (non-facility) can be found here: <https://www.apaservices.org/practice/reimbursement/government/psychotherapy-services>

1. **Psychotherapy services** will show an **increase** for codes 90791, 90832, 90834 and 90837



Click here to
access:
Anti-racism &
Racial Trauma
Resources

2. Health Behavior Assessment & Intervention (HBAI) will see *decreases* in reimbursement
3. Psychological and Neuropsychological Testing will see *decreases* in reimbursement
4. Group psychotherapy code (90853) will be added to Medicare's *permanentelehealth* list
5. Psychological & neuropsychological test evaluation & administration/scoring services will be added to Medicare's *temporarytelehealth* list
6. CMS acknowledged APA's objection to revising regulations that permit some non-physician providers (NPPs) to supervise psychological & neuropsychological testing. CMS states that state scope of practice laws will determine whether NPPs are qualified to supervise the performance of diagnostic psychological & neuropsychological tests (in addition to physicians & clinical psychologists who are already authorized to do so).

APA continues to advocate to prevent the projected reimbursement cuts in 2021 to sustain the PHE changes to requirements to allow Medicare beneficiaries to continue using audio-only devices

WHAT YOU CAN DO:

Contact your members of Congress through the APA Advocacy

Center <https://www.apaservices.org/advocacy/actions/> - ask them to prevent reimbursement cuts & ensure audio-only services.

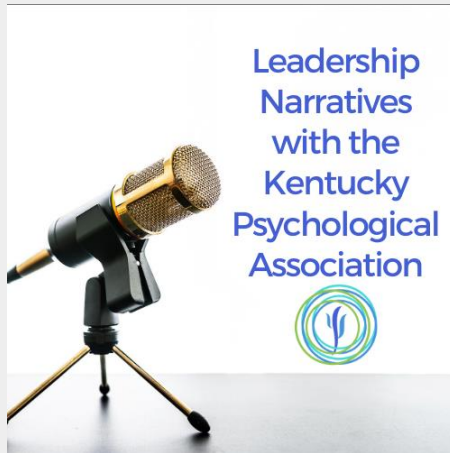
YOU DO NOT NEED TO BE A MEMBER OF APA TO USE THE ADVOCACY CENTER AND IT MAKES IT VERY EASY TO CONTACT YOUR CONGRESSIONAL MEMBERS.

Thanks for reading...

Till next time, take care of yourselves!

The Frankfort Scene, 2021 Version

Click the image below to
access episodes and
show notes to our KPA
Podcast!



By Sheila A. Schuster, Ph.D., KPA Lobbyist

The first part of the 2021 KY General Assembly's short (30-day) session has come and gone, with the legislature focusing primarily on wresting power and control away from the Governor through his use of Emergency Orders and the filing of emergency regulations. Legislators extended the typical four-day Part One of the session to eight days (including a Saturday) to pass seven bills and send them to the Governor. He has issued vetoes on six of them. Since both the KY Senate and KY House have more than a super-majority of Republican legislators, vetoes can be easily overridden. The question is when will that happen and is there any "negotiating" between the Governor and the legislature that can resolve these conflicts...stay tuned!

KPA's leadership, including the Legislative Advisory Team and me as the KPA lobbyist have worked hard to designate five priority bills for the 2021 session and another 15-20 bills which we will be supporting or opposing in the remaining 22 days of the session. One of our priority bills – SB 21 – had some action in the first part of the session, passing out of the Senate Health & Welfare Committee and moving on for a vote of the full Senate when the legislature reconvenes on February 2nd for Part II of the session. The bill would allow unaccompanied minors, ages 16 and 17, to get mental health services without the consent of a parent or guardian. This is an issue which KPA has advocated for over the past several years. You can find KPA's legislative agenda, which was approved by the board in December, on our website at [Legislative Priorities](https://www.kpa.org/legislative-priorities) (kpa.org).

In this time of the COVID pandemic, our advocacy with legislators is made much more difficult because of the lack of physical access to the Capitol Annex and Capitol buildings. Our advocacy will have to be done remotely, through Zoom meetings and phone calls, emails, letters, and with social media contacts. It is critically important that you, as a KPA member, get engaged in our advocacy efforts. That is the only way we will be successful in assuring that psychology is recognized and reimbursed, that our clients are able to access our services (particularly, through telehealth) and that our universities are funded.

All Kentucky legislators are at home until they reconvene in Frankfort on February 2nd to complete the remaining 22 days of the session. This is a great time and opportunity for you to make contact with YOUR Senator and Representative, to introduce yourself as a constituent (or as working in the district) and to initiate conversation with your legislator about our KPA priorities.

- If you are not sure who your Senator and Representative are, go to the Legislative Research Commission (LRC) website – [Find Your Legislator](https://www.lrc.ky.gov) (ky.gov) – type in your home address and your legislators will be identified. Click on their picture to get their contact

**Attention
KPA
members
click here
to access
KPA'S
COVID-19
Resources**



information.

- Once you have identified your legislators, email them or call their office in Frankfort (502-564-8100) and ask their receptionist to get a message to them from you as a constituent. If your legislator has a work or home phone available on their LRC webpage, do not hesitate to use it. If you e-mail them, put in the Subject line: I am your constituent! Include your address and contact information in the body of the email.
- These early contacts will establish a working relationship, making it easier for you to contact them with specific messages about bills as they move through the process.

Sign up now for KPA Legislative Day (a virtual event!) on Tuesday, February 23, 2021.

[2021 Virtual Psychology Day at the Capitol](https://www.kpa.org) (kpa.org) We will gather via Zoom from 9:00 – 10:00 EST that morning to review our priority bills and to hear from some of our friends in the legislature. Following that, you will have an opportunity to meet virtually with your legislators between 10:00 a.m. and 2:00 p.m. with the assistance of KPA staff...so sign up now and let us know of your availability! If you are not free during the rest of the day, we ask that you go ahead and contact your legislators before Legislative Day or during that week. Then, plan to share with us on Friday, February 26th at Noon EST what you heard from your legislators. Your voice and your legislative contacts are important and can make a big difference!

Finally, be sure that you are signed up to receive KPA Action Alerts during the legislative session! You can do that by indicating on your KPA Profile that you are interested in advocacy. If you have any questions, William can assist you. Please contact him at kpa@kpa.org

If you have any questions about contacting legislators or about the session and KPA's activities, do not hesitate to contact me at kyadvocacy@gmail.com

Thanks for your advocacy!!



Kentucky Psychological Foundation Update

Tammy Hatfield Psy.D. - President, Kentucky Psychological Foundation

Kentucky Psychological Foundation's (KPF) mission is to build a psychologically healthy Kentucky through implementation of our six key initiatives. These initiatives focus on sharing psychological resources, promoting psychological research, honoring leadership in psychology, encouraging psychologically healthy workplaces, promoting equity and inclusion, and developing projects that foster healthy and meaningful lives.

As the incoming President of the KPF board, I would like to thank Dr. Jennifer Price for her leadership and service in that role over the past three years. Dr. Price led us through the process of developing our initiatives and demonstrated a strong passion for public education related to psychological health. I also want to welcome our incoming Vice-President and Secretary, Dr. Courtney Keim. Dr. Keim has been a member of our board for several years and brings with her expertise in industrial and organizational psychology. She leads our initiatives related to encouraging psychologically healthy workplaces.

KPF's mission and initiatives are particularly relevant in what the APA (2020) has called a national mental health crisis. According to APA's Stress in America (2020) survey, Americans reported multiple sources of stress in their lives. These include the coronavirus pandemic, uncertainty about the future of our nation (across party lines), police violence toward People of Color (regardless of race), parenting and family responsibilities, and discrimination (APA, 2020). With more than 50% of Americans reporting stress in each respective area, there is a need for resources that support mental health and wellbeing.

As you are faced
(inundated may be more
apt these days...sigh)
with situations in the
public discourse, have
you ever said to yourself
or your colleagues,
**“Wonder what KPA is
doing about that?”** or
think that your particular
background and expertise
could make a useful
contribution?

Please take advantage of
the interface under the
ADVOCACY tab above to
submit issues of interest
to you to the newly
formed:

**Public
Issue
Response
Committee
(PIRC)**



As president of KPF, I invite you to consider joining our board and working with us to continue efforts to build a psychologically health Kentucky. We are currently recruiting board members and are very interested in seeking members who will increase the diversity of our board. If you are interested or have questions about KPF, please reach out to me at drtammyhatfield@gmail.com or to Dr. Eric Russ at eric.russ@kpa.org

Here's a link to the APA Stress in America (2020) survey:

<https://www.apa.org/news/press/releases/stress/2020/report-october>

Answering the Call

Steven D. Kniffley Jr., Psy.D., MPA, ABPP, HSP - President-Elect

54 years ago, Dr. Martin Luther King Jr. spoke at the annual APA convention and challenged psychology researchers and clinicians to leverage their expertise in service of the oppressed. Specifically, Dr. King encouraged practitioners and scholars to “tell it like it is” in regard to highlighting the narrative of the marginalized as well as creating spaces of healing for those who have endured systemic oppression. The year 2020 highlighted the divisive politics that has pinned us into ideological corners, laid bare the systemic underpinnings of White supremacy, and created a state of anxiety and fear related to our health and the health of our loved ones. There is much here that psychologist have the opportunity to “tell it like it is.” Psychology can “tell it like it is” when it comes to the field’s complicity in the marginalization of Black and Brown folks and LGBT individuals through our diagnostic labels. We can “tell it like it is” when it comes to the gatekeeping of our field to mostly White heterosexual middle-class individuals. And we can “tell it like it is” when it comes to limited access to our services and information through our prices, locations, and cultural indifference.

By facing these realities, psychology practitioners and scholars can work towards meaningful change that will lead to the greater diversification of our field, increased access to our services, and improved culturally humble clinical care. On a local level, KPA can become the

KPA Member Benefit Highlights

Free Practice Consultations

KPA's Director of Professional Affairs is available to consult with KPA members concerning a range of practice and advocacy issues, including HIPPA, third party reimbursement, and state regulations, and can tap resources and practice information from APA to help members resolve issues.

Have a professional/ practice question?

KPA Members log in to the KPA website and access the consultation form under the Members Only section!

transformative change agent that Kentuckiana needs by (1) improving representation of marginalized individuals in our field at the student, professional, and leadership levels, (2) increasing access to our services for our most vulnerable populations, and (3) enhancing our ability to be collaborative and transformational advocates and allies.

Representation

According to the APA 2017 Workforce study, while small incremental changes in diverse representation are increasing, psychology remains a field dominated by White heterosexual middle-class individuals. With every rung climbed up the professional ladder from student to professional, the amount of racial, sexual orientation, religious/spiritual, and SES diversity decreases. From graduate student admissions to licensed psychologists and from KPA member to board leadership, KPA can rise to the challenge of diversifying the representation of psychology in Kentucky through equitable policies, earlier intentional recruitment, and improved retention strategies for first year graduate students and entry level clinicians. For marginalized and underrepresented individuals, "what they see is what they will be" and they must see themselves represented in psychology or know that others can see them making meaningful contributions to the field through their presence, passion, and purpose.

Access

For many marginalized individuals, psychological services have largely been seen as for White heterosexual middle-class individuals by White heterosexual middle class individuals. The APA Workforce study highlighted previously indicated that many psychologists have not/or rarely work with people of color, LGBT individuals, or Low SES folks. If this trend continues our field will be doing a great disservice to populations in our communities that desperately need spaces of healing and support. KPA can rise to the challenge of increasing access to our expertise as clinicians and scholars by creating equitable fee structures, intentional marketing in underserved communities, remembering presence before business when engaging with marginalized individuals, and authentic relationship building with community gate keepers.

Advocacy

Dr. King encouraged psychologists to "tell it like it is" and with our education and status as health professionals, academics, and administrators we have a powerful voice to draw attention to the challenges of marginalization and the resiliency of the oppressed. Our voice must be heard in the courtroom, the boardroom, the General Assembly. Psychology has the potential to be at the center of actively dismantling systems of oppression and rebuilding structures of equity, equality,

Kentucky
Psychological
Association's
Colleague
Assistance
Program
is here for
you



Check the
website
and make
the call

Free Ethics Consultations

Have an ethical concern or question? Request a consultation from the KPA Ethics Committee by completing the Ethics Consult form available under the Members Only section of the website. How it works...Your request will be forwarded to

and justice. KPA can rise to the challenge of meaningful and collaborative advocacy by remembering that silence is complicity, asking marginalized communities what we can do to serve rather than telling them, and recognizing that all social issues are rooted in systems of oppression that will require time, effort, and intentionality to tear down.

54 years ago, Dr. King challenged the field of psychology to answer the call of equity and justice by using our expertise to “tell it like it is” regarding marginalization and oppression. We have been given an invaluable gift in regard to our education and our ability to create spaces to healing. Will you use this gift to answer the call for justice? Will you use this gift to answer the call for equity? Will you use this gift to answer the call for empowerment and self-determination? Answer the call KPA. We need you!



KPA Political Action Committee Update

Joe Edwards, Psy.D. - PAC Co-chair

The Political Action Committee (KPA-PAC) is your professional voice advocating for *psychology and behavioral healthcare issues* to Kentucky legislators. In 2021, the committee is asking for the support of each KPA member to make an annual contribution to the PAC. The KPA office is working to make it easy to make a contribution to both the PAC and to the Foundation, at the time

the current KPA Ethics Committee Chair, Dr. Vicki Van Cleave, who will consult with the entire ethics committee and review ethical guidelines prior to issuing a response. Response time averages around 10 days depending on the depth of the consultation request.

KPA Member Only Services!



of your KPA membership renewal. We suggest that those in practice that you contribute the equivalent of one hour of your standard professional fee.

You do not have to wait to make a contribution to the PAC, you can do so **now** in one of two ways:

- On-line using a credit card (personal credit card/non-business) by going to <https://www.kpapac.org>
- Or by writing a personal check (NOT FROM from a PSC or PLLC) mail it to the

KPA-PAC Attn: Joe Edwards / KPA-PAC 1300 Clear Springs Trace, Suite 7 Louisville, KY 40223.

We hope that we can count on you to make the voice of Psychology strong in 2021! To know more about what the KPA-PAC is doing please visit our website: <https://www.kpapac.org>

Thank you for your support! Together we can make our profession strong!

Transitioning from Clinician to Consultant

Patti Weiter, Psy.D. – Board Member at Large - Shine Psychology LLC & Robley Rex Veterans Affair Medical Center

When considering the role of a consultant psychologist – I was intrigued by the possibility of applying evidence-based psychological principles to improve the functioning of organizations. I have always been driven to integrate psychology into settings outside the therapy room. In addition, this would be a challenge to further develop a set of organizational psychology skills – and lifelong learning is one of my values. The process of making this shift has required intention.

Liebowitz & Blattner (2015) provide an outline of considerations – self-assessment of desire for the role, ethical considerations, and recommendations for training. Using this as a guide, along with guidance from colleagues – the journey has been invigorating. Some may question the role of organizational development psychologist. Defining the role is one aspect critical to the work itself. Jay Thomas (2010) outlines special competencies – however, even he acknowledges the varying nature of the work within the field of organizational and business consulting psychology. Given this variance, outlining one’s role with supervisor and colleagues is critical.

My services include support of executive leadership, exploration of issues impacting workplace culture, change management, individual assessment, measuring employee engagement, and use of this data to craft targeted interventions. Some dynamics may seem familiar to the clinician – setting boundaries, partnering, “humble inquiry” (Schein, 2013), here-and-now process feedback, and evoking from your counterparts to provide clarity. The crux of the reframe is in who is defined as the “client.” In my role, this is the organization with which I am working, rather than any one individual. Maintaining boundaries so that OD consulting work is not used punitively is one critical aspect to my work in particular. Others offering consultation may define their services and boundaries with different lines. My transition has been rewarding, and I look forward to networking across Kentucky with other psychologists in the role of consultant. Special thanks to Dr. Andy Meyer & Dr. Kate McVey for mentorship.

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Moving Beyond Cultural Competence Toward Cultural Humility

*Stephanie Chin, M.S.Ed. - KPA Ethics Committee Student Member - Counseling Psychology
Ph.D. student, University of Louisville*

As clinicians and psychologists, we are often taught and expected to be culturally competent while working with our clients and research participants. Although the American Psychological Association's (APA) Ethics Code outlines the boundaries of competence and the need to develop and maintain said competence, is this enough to provide appropriate services with culturally diverse clients and populations with distinct backgrounds and intersecting identities impacting their unique experiences? Additionally, can we ever be fully and truly competent in others' culture?

Competency can be described as the minimum standards, which in turn may imply a fixed amount of knowledge about diverse groups, contribute to generalizing and stereotyping, and limit further exploration and disaggregation of each individual within their respective cultural groups. With cultural competence, we may be educated about and able to interact with others, but an essential relational aspect is missing. To address the limitations of or expand on cultural competency, cultural humility calls for further self-awareness, self-reflection, and self-critique of not only another's culture and identities but our own biases, beliefs, and values and how they are informed by our cultures as well. This is significant as we and our clients, especially individuals who identify as Black, Indigenous, and People of Color (BIPOC), endure the current health and racial pandemics since such situations and changing contexts impact each of our experiences and development of our beliefs and values.

Limiting oneself to obtaining cultural competence comes into question when considering the general principles of the APA Ethics Code. Cultural humility would most align with Principle A: Beneficence and Non-maleficence, Principle D: Justice, and Principle E: Respect for People's Rights and Dignity.

Principle A states that we should do no harm. Without the continuous self-reflection and critical thinking about our and our clients' cultures, and how they affect each individual's experience, this could negatively impact the dynamics of our work together. Cultural humility reminds us that we must learn beyond surface level knowledge about another's culture to avoid passing

preconceived judgments based on generalizations. We should recognize and acknowledge differences in power, privilege, and oppression related to our cultures as well to avoid causing unintended harm.

Principle D stresses that we become aware of our individual biases, accept limitations of our knowledge about others, and address these issues in order to provide fair and just services to all.

Principle E focuses on respecting individual's rights and dignity as well as the individual in all facets, including but not limited to their race, ethnicity, class, gender, gender identity, sexual orientation, religion/spirituality, language, and immigration status. In order to do so, we must value and appreciate diversity, the individual's culture, beliefs, and historical and sociocultural context, while also recognizing and accepting differences. Those whom we work with are the experts of their own lives.

Due to an ever-changing sociocultural, political, and economic environment and rich cultural diversity around the world, we need both cultural competence and cultural humility. Cultural competence is no longer enough by itself, nor should it be an indicator to stop learning about others. Cultural competence can provide a foundation of knowledge to be expanded on through cultural humility. As we strive towards cultural humility, remember that this is a life-long process of learning and understanding more about ourselves and those we work with, regarding how salient aspects of each of our cultures contributes to each of our worldviews. We will make mistakes but if we are committed to acknowledging, learning, reflecting, changing, and growing because of them, we can better serve others different from ourselves from a more holistic, cultural perspective. Be respectful. Be humble. Be open-minded. Be curious.

References/Helpful Resources

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