

# Working with Diversity Task

Working with people from diverse groups is a core competency that all trainee psychologists and registrars must demonstrate. As highlighted by Tribe (2014), the matter of diversity is one that impacts us all every day and in various ways, however diversity is not always visible and therefore must be actively considered<sup>i</sup>.



In the organisational context, this competency requires an understanding of how the practice of organisational psychology is influenced by cultural, historical, social, and professional contexts. This includes being able to competently and ethically work with people who differ from the psychologist in ways such as gender, race, age, culture, education, sexual orientation, religion, and socio-economic status (SES). This also includes knowledge and sensitivity of working with people from Aboriginal and Torres Strait Islander backgrounds.<sup>ii</sup>

This task is designed to help supervisees develop insight and awareness of diversity issues and potential individual biases. It could be worked through as a discussion exercise during supervision or completed in the supervisee's own time and summarized in a brief report.<sup>iii</sup>

The supervisee is asked to consider the following scenario:

*You are a 28-year-old, Australian male working as a psychologist for a workplace rehabilitation company. You grew up in a middle-class family and had a good education. You work within the Return-to-Work Services team, assessing and supporting individuals to return to work following injury, illness, or personal hardship. You have been referred to support a female client, aged 40, who suffered an injury at work and now has a permanent physical disability. She cannot perform her former work role and requires assistance securing new employment. This client is a single mother who immigrated to Australia from Malaysia ten years ago. She has minimal social supports and lives in a low SES area with her 6-year-old daughter.*

