


Initiatives to Address Diversity, Equity, and Inclusion Within a Higher Education ABA Department

- Hilton, J., Syed, N., Weiss, M. J., Tereshko, L., Marya, V., Marshall, K., Gatzunis, K., Russell, C., & Driscoll, N. (2021)
 - Presented by: Marlene Boothe
- 

Background and Need

- ABA has historically lacked representation among diverse groups
- Higher education institutions have a critical role in DEI efforts
- A diverse workforce is essential for providing culturally competent service



Purpose of the Study

01

Identify specific actions to promote DEI in an ABA department

02

Embed DEI into the departmental culture and systems

03

Focus on sustainability rather than temporary efforts

Initial Assessment



CONDUCTED
DEPARTMENT-WIDE
ASSESSMENT TO EVALUATE
DEI NEEDS



SURVEYS AND DISCUSSIONS
GATHERED INPUT FROM
FACULTY, STAFF, AND
STUDENTS



IDENTIFIED GAPS IN
CURRICULUM, TRAINING, AND
DEPARTMENTAL CULTURE

Formation of DEI Committee

DEI Committee formed with students, faculty, and administrators

Charged with planning, implementing, and revising initiatives

Diverse membership ensured multiple perspectives guided decisions

Committee Goals

Set measurable goals tied to curriculum, mentorship, and partnerships

Included clear timelines and accountability measures

Reviewed and updated goals regularly

Curriculum Revisions

01

INTEGRATED DEI
TOPICS ACROSS
ALL CORE
COURSES

02

UPDATED CASE
STUDIES TO
REFLECT
DIVERSE CLIENT
BACKGROUNDS

03

ADDED
STRUCTURED
DISCUSSIONS ON
BIAS AND
CULTURAL
HUMILITY

Training and Professional Development

Ongoing workshops on microaggressions, implicit bias, and inclusivity

Faculty and students participated in DEI-focused sessions

Emphasized continuous learning over one-time events

Recruitment and Retention

Prioritized
recruiting diverse
students and
faculty

Established
mentorship and
support networks
for retention

Addressed
financial barriers
impacting
underrepresented
candidates

Community Partnerships



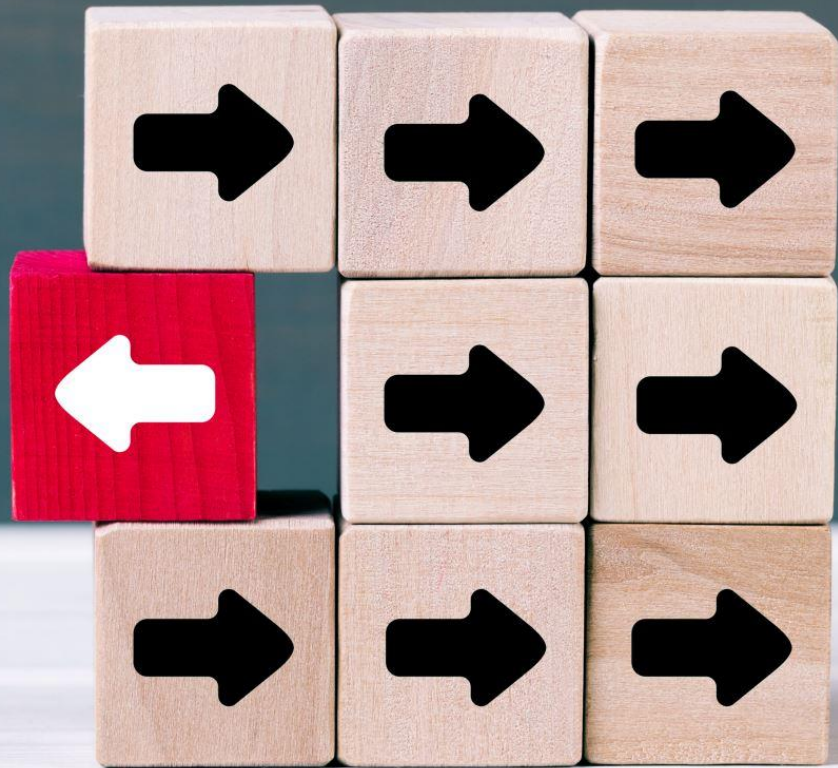
PARTNERED WITH
ORGANIZATIONS SERVING
MARGINALIZED
POPULATIONS



STUDENTS GAINED
PRACTICUM EXPERIENCE IN
CULTURALLY RICH SETTINGS



COMMUNITY FEEDBACK
INFORMED CURRICULUM
ADJUSTMENTS



Evaluation and Feedback Loops

- Progress evaluated regularly through surveys and open forums
- Feedback loops enabled real-time adjustments to initiatives
- Data-driven decision making ensured effectiveness

Challenges Encountered

- Resistance and discomfort among some stakeholders
- Time and resource limitations slowed progress
- Transparency and communication helped overcome barriers



Key Outcomes

Students reported increased cultural competence and confidence

Faculty felt better prepared to address DEI issues

Strengthened relationships with community partners

Future Directions

Expand

Expand DEI research and scholarship within the department

Integrate

Integrate global perspectives on DEI into coursework

Leverage

Leverage alumni engagement for broader impact

Conclusion

SUSTAINED DEI
CHANGE
REQUIRES
COMMITMENT AT
ALL LEVELS

DIVERSE VOICES
ENRICH BEHAVIOR
ANALYSIS
PRACTICE AND
RESEARCH

EMBEDDING DEI
INTO
DEPARTMENTAL
CULTURE IS
ESSENTIAL FOR
LASTING
PROGRESS



Reference

- Hilton, J., Syed, N., Weiss, M. J., Tereshko, L., Marya, V., Marshall, K., Gatzunis, K., Russell, C., & Driscoll, N. (2021). Initiatives to Address Diversity, Equity, and Inclusion Within a Higher Education ABA Department. *Journal of Behavioral Education*, 30(2), 115–132.