



IMCES

Institute for Multicultural Counseling & Education Services

• a private non-profit organization, associated with dpi/ngo with ecosoc status of the united nations for human rights •

Presented at the NACIQI hearing on behalf of Tara Pir, PsyD, by René Puliatti, JD.

My name is Dr. Tara Pir and I am the Founder and Director of IMCES, the Institute for Multicultural Counseling and Education Services, a leading community clinic in Los Angeles. At IMCES, I have trained countless emerging professionals in the field of psychology who have secured high level positions in government, academia, and in private practice. For this to continue, however, changes are needed in certain policies.

Diversity is a hallmark of my work. Indeed, CoA site visitors recently recognized IMCES for its “systematic and long-term efforts to attract and retain people from diverse backgrounds” and remarking that diversity is in the very “fabric” of my organization. Unlike other accredited training programs that are highly supported by the APA/CoA but serve a very limited scope of clients, my program is an integrative comprehensive outpatient clinical training model that serves the exceptionally diverse needs of the Los Angeles community and the future of our profession.

My commitment to diversity is reflected in my program’s recruitment practices. While most of my program’s interns come through the APA/APPIC match, I also recruit through CAPIC to serve the most diverse community of Los Angeles County, giving consideration to highly qualified and dedicated local students who may come from nontraditional programs. I have found that CAPIC interns often demonstrate more accountability and commitment to the community they come from and wish to serve, and I have creatively utilized resources to designate a specific number of positions for APA/APPIC and for CAPIC, separately.

However, in the past several years, I have been challenged by APA/APPIC’s exclusionary, shrewd, monopolistic approach aimed at meeting their quota as a business goal with the very aggressive, indirect intention of eliminating CAPIC. APA/APPIC’s Match Policy 2 states that “Internship programs must offer all of their internship positions” through the APA/APPIC Match process. Simply put, programs such as IMCES are required by APA/APPIC not to utilize CAPIC’s matching service or risk losing their APA/APPIC membership.



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This policy and practice of APA/APPIC is objectionable for a number of reasons:

1. it is discriminatory, restrictive, and exclusionary
2. it disproportionately affects highly qualified underrepresented groups and students who are less able to afford the expense of attending an APA-accredited school or to undertake the travel to interview and relocate out of state
3. it restricts programs like IMCES, who serve a multicultural, ethnically and linguistically diverse community from recruiting some of the most committed and qualified candidates from CAPIC; and
4. it is inconsistent with APA/APPIC's and APA's own stated diversity and inclusion policies.

This particular APA/APPIC match policy also demonstrates how interwoven these organizations are, and how the actual impact of such policies is detrimental to students, to agencies like IMCES, to the profession, and to the public. I ask the NACIQI members to understand these interrelationships, and I call for a change in this particular APA/APPIC match policy.

Thank you.

Dr. Tara Pir, PsyD

Founder and Director, Institute for Multicultural Counseling and Education Services (IMCES) –
An APA-accredited and CAPIC-member internship.