

# INTERNATIONAL ASSOCIATION OF FORENSIC MENTAL HEALTH SERVICES EQUITY, DIVERSITY, AND INCLUSION COMMITTEE

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Member Survey Summary Report 2021





# Introduction

## OUR MISSION

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- To foster equity and diversity in our organization and the field of forensic mental health.
- To promote diversity in the Association's membership, as well as an inclusive environment that enables the contributions of all members.
- To take a proactive stance to ensuring that organizational activities, protocols, and structures are culturally sensitive, non-discriminatory, and responsive to the needs of vulnerable communities.

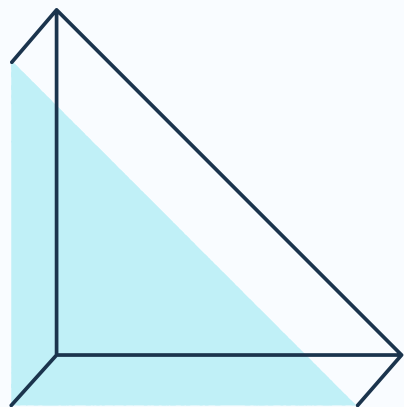
## PURPOSE OF THE IAFMHS MEMBER SURVEY

Learning how  
members perceive  
IAFMHS's attitudes  
toward diversity and  
inclusivity and  
identifying areas for  
improvement

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# The Survey



## Sample

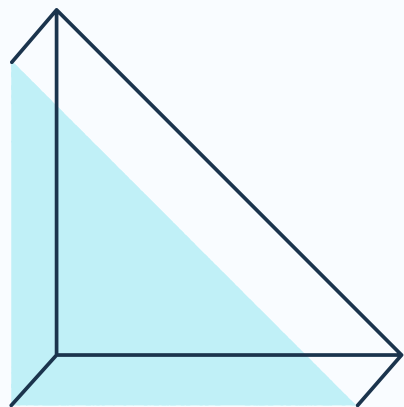
- The survey link was emailed to all members of IAFMHS (N = 314) in May 2021.
  - It was shared during the annual convention's presidential address.
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## Participation

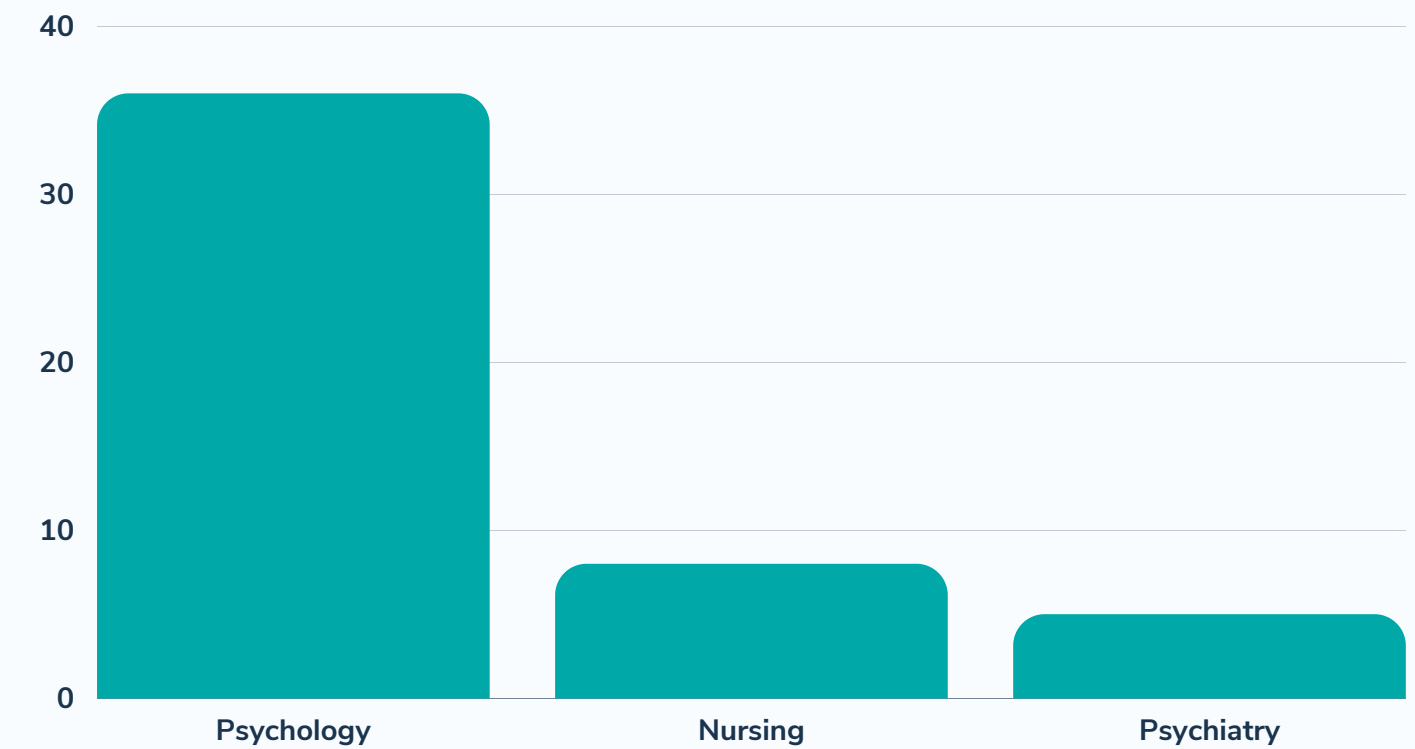
- A total of 79 respondents consented to participate.
  - Thirteen respondents were excluded from the final sample due to insufficient survey completion (i.e., respondents who consented to participate but failed to complete at least one survey question).
  - The final sample was 66 respondents.
  - The response rate was 21%.
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# Respondents' Demographics

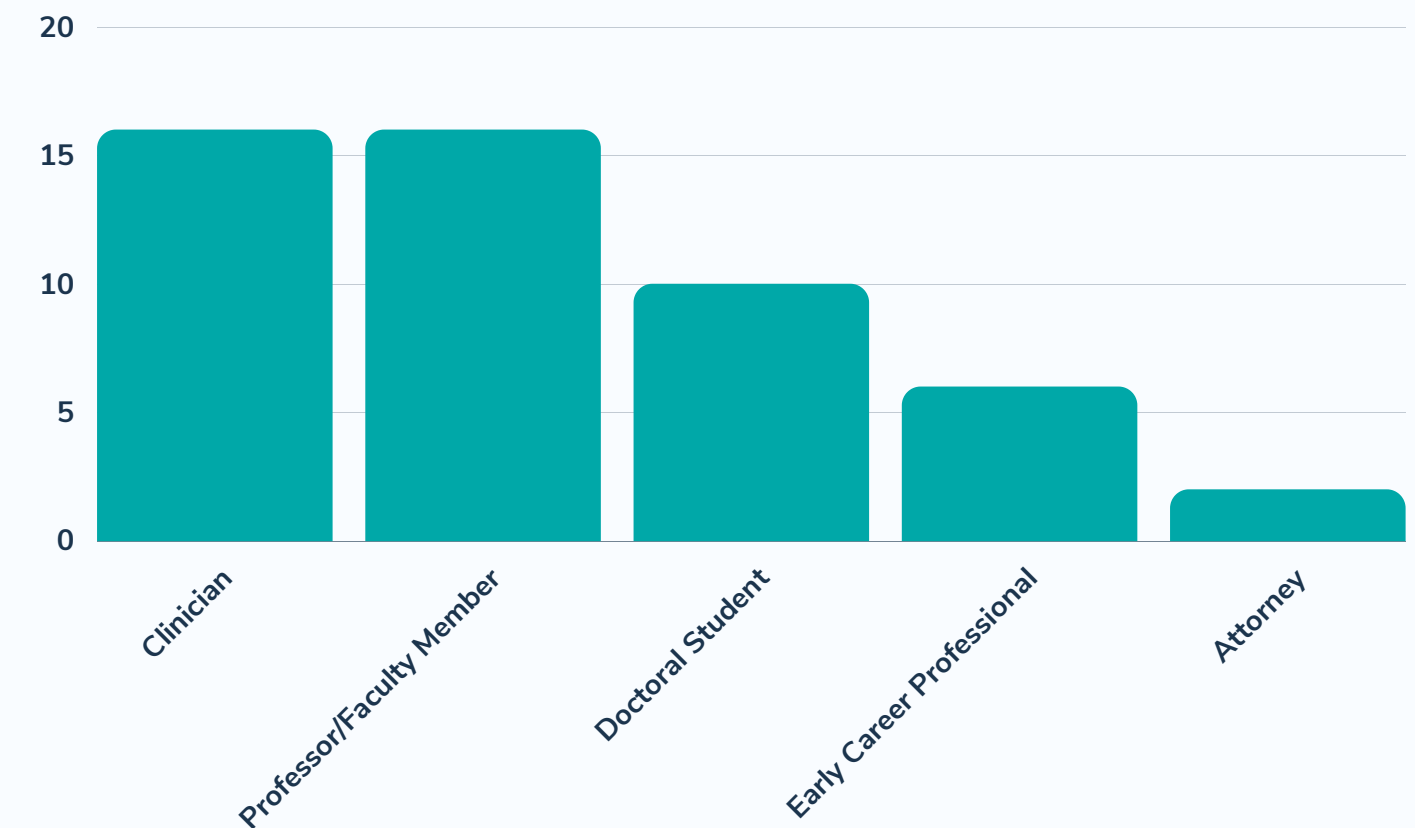
- Most respondents reported being current members of IAFMHS (78.8%; n = 52).
- For the purposes of this survey, we did not exclude respondents based on their membership status as we considered all responses valuable. For the ease of the reader, we refer to all respondents as members.



MAIN PROFESSION OR AREA OF STUDY



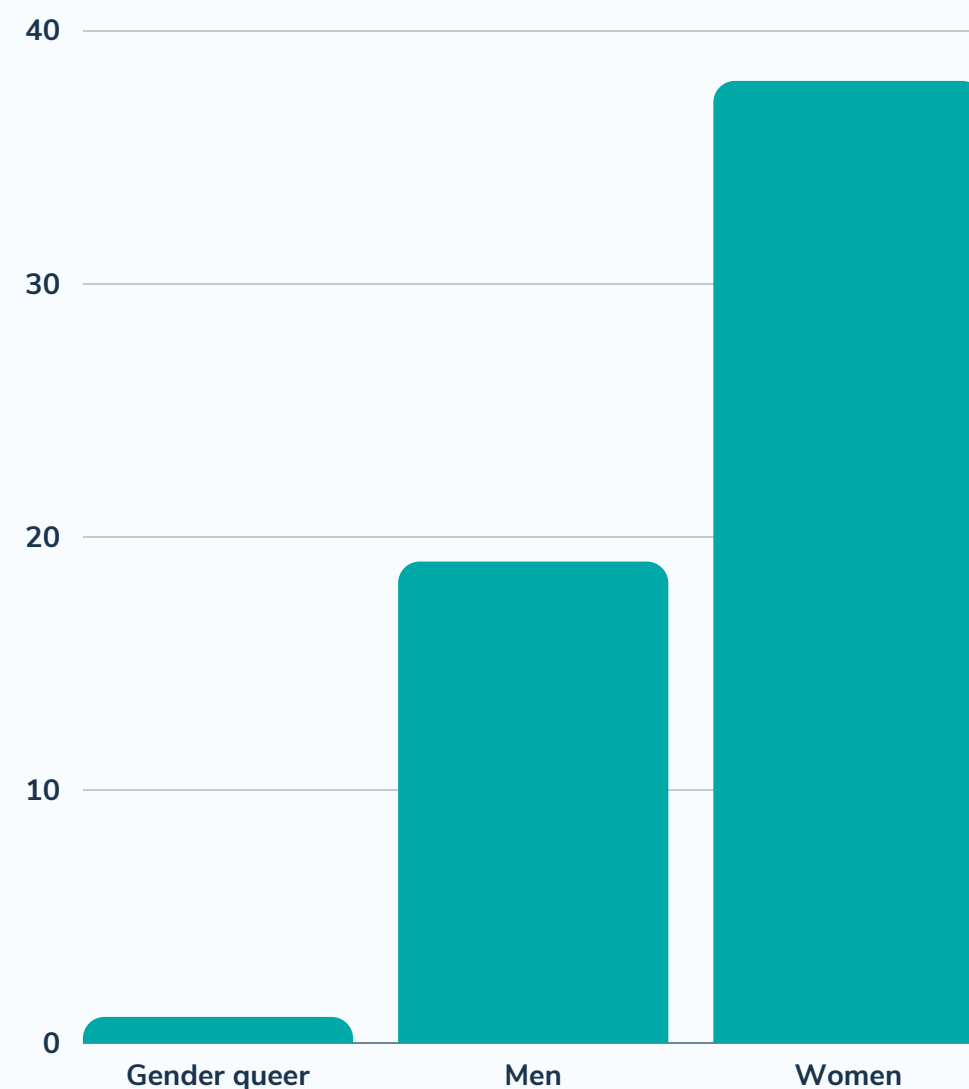
PROFESSION



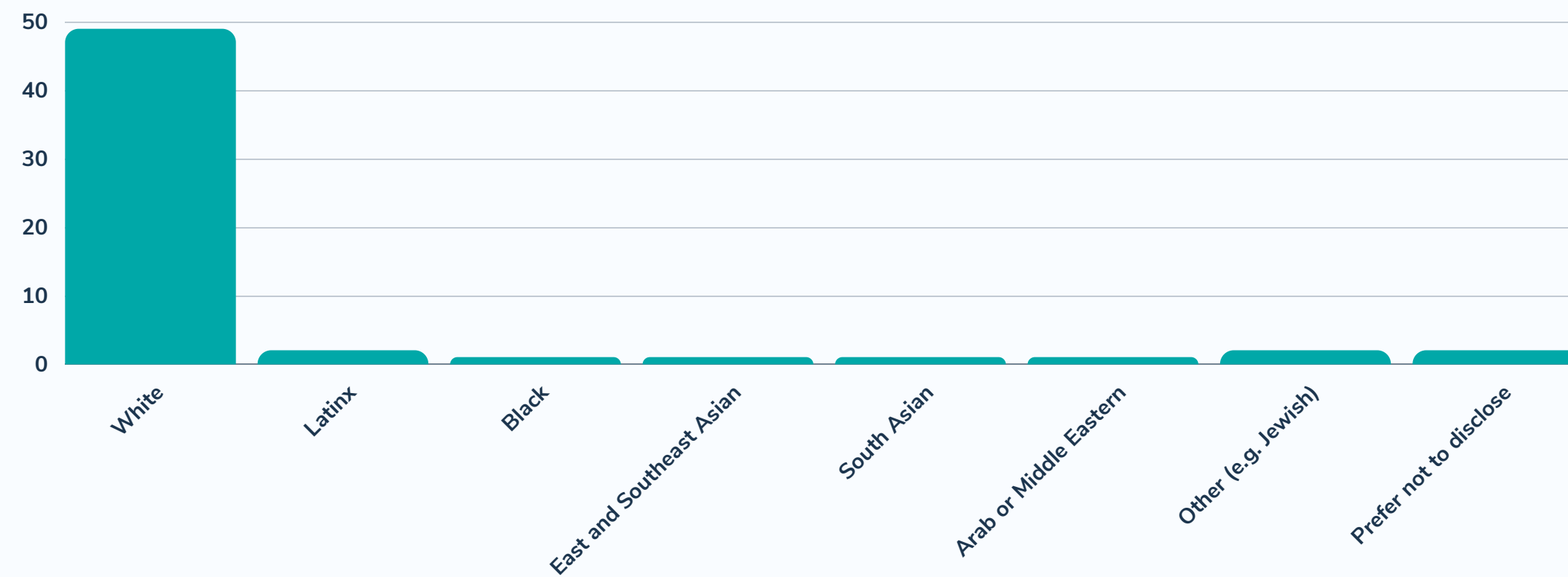
Data presented as number of respondents

# Respondents' Demographics

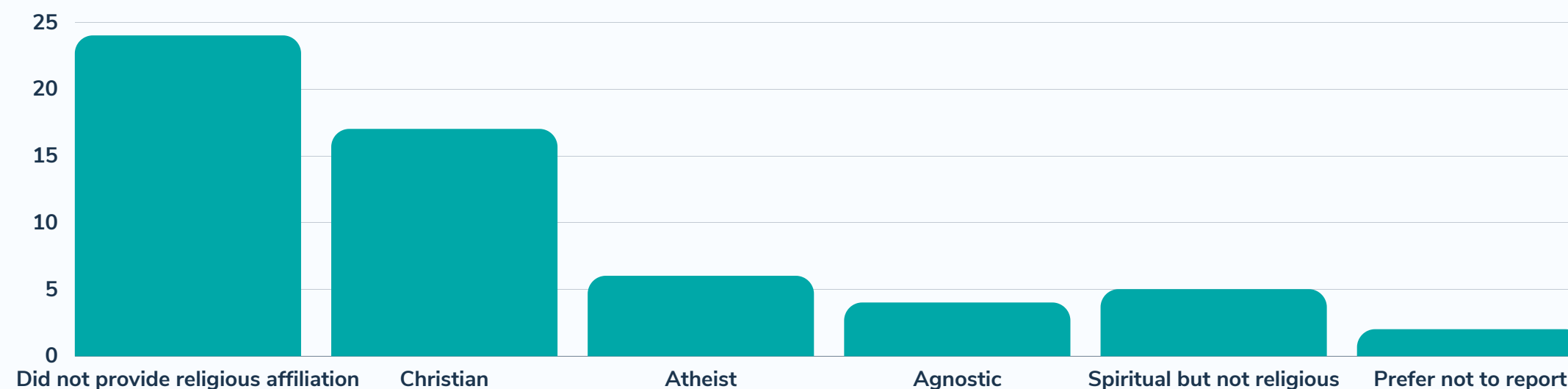
## GENDER IDENTITY



## RACE OR ETHNICITY



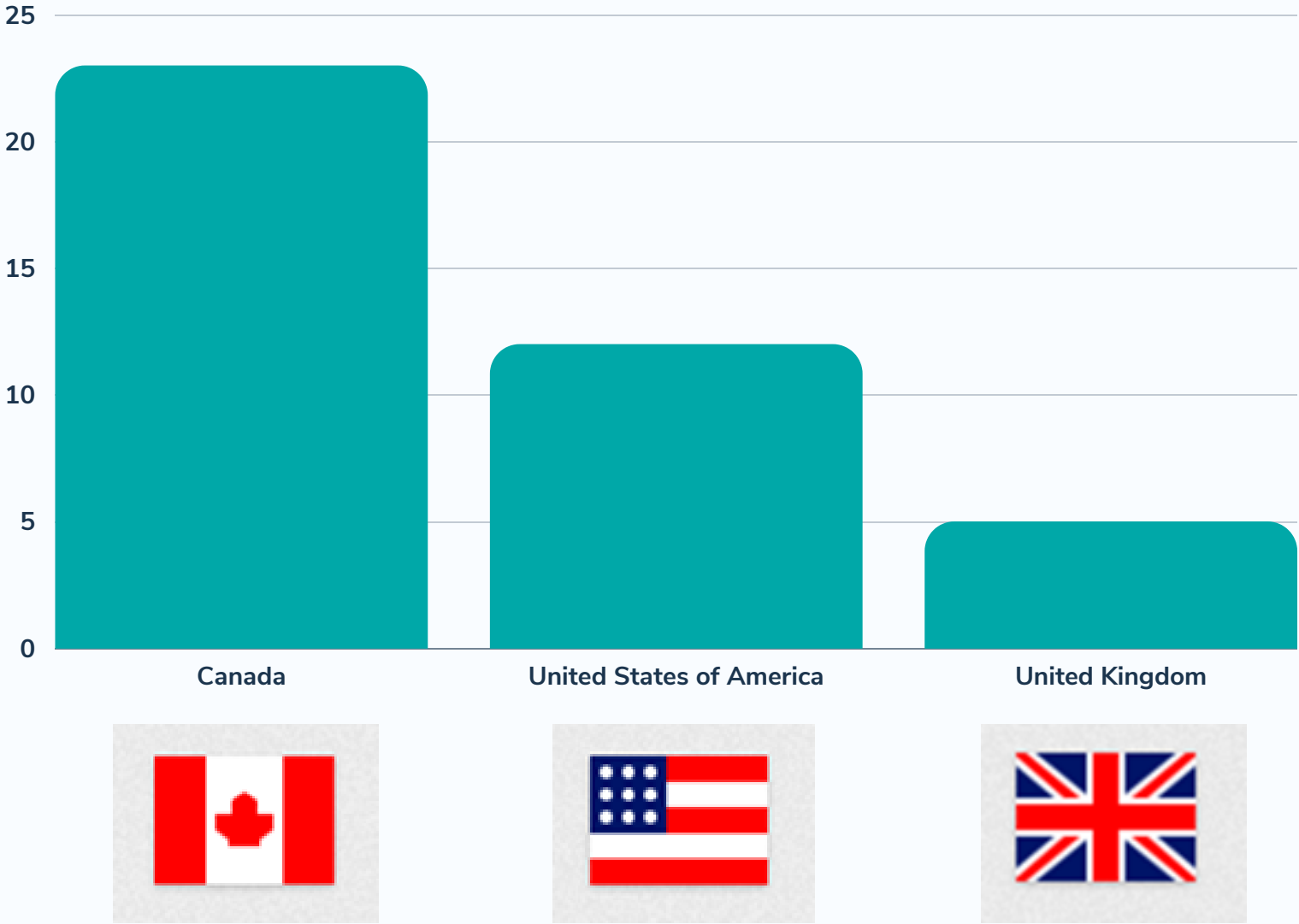
## RELIGIOUS AFFILIATION



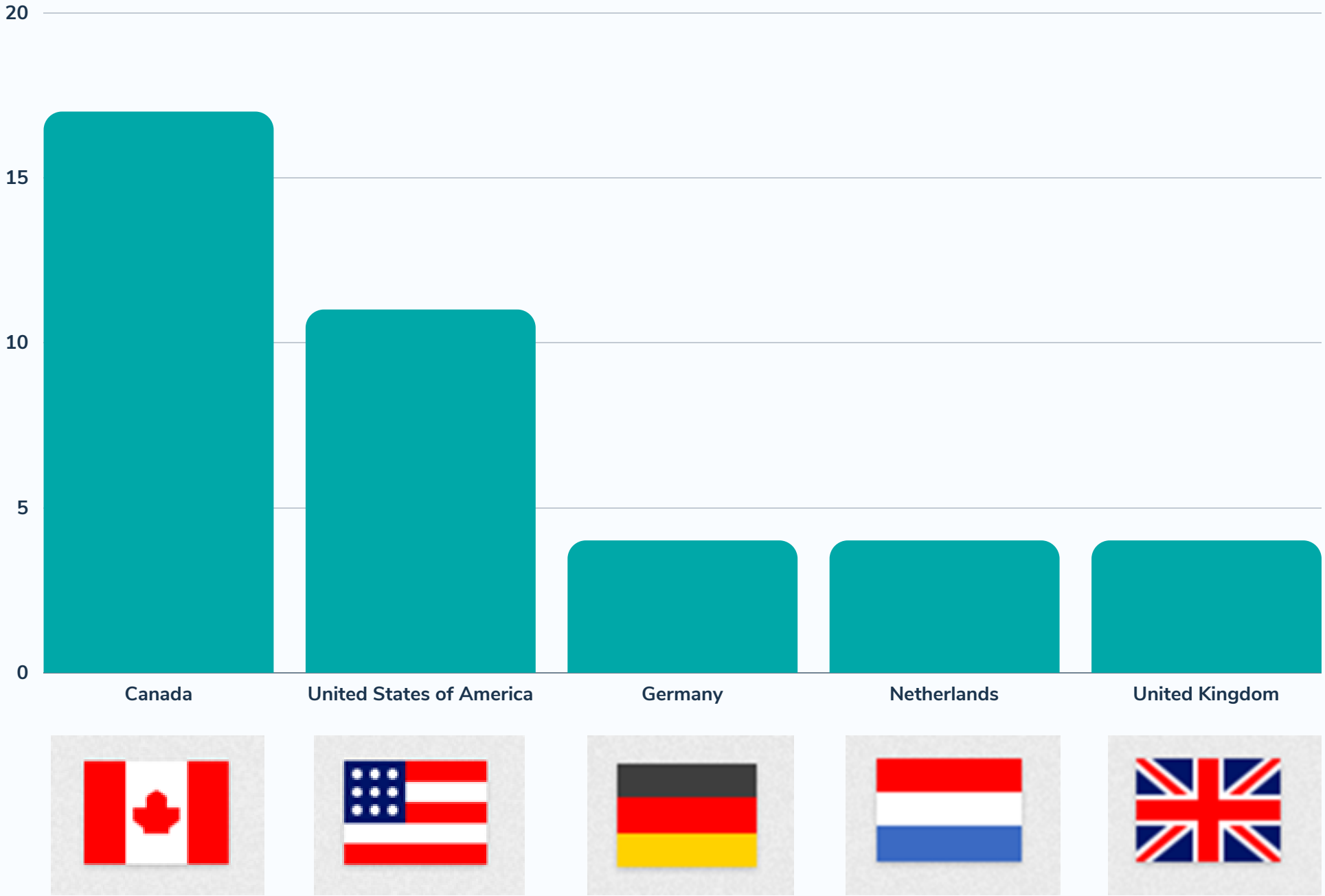
Data presented as number of respondents

# Respondents' Demographics

MEMBERS ARE CURRENTLY RESIDING IN 11 COUNTRIES, INCLUDING...



MEMBERS REPORTED 18 DIFFERENT COUNTRIES OF BIRTH, INCLUDING...



Data presented as number of respondents

# Respondents' Demographics



Members reported 11 different first languages, such as English (51.5%;  $n = 34$ ) and German (7.6%;  $n = 5$ ). However, the majority of members (69.7%;  $n = 46$ ) provided forensic mental health services in English, while some provided their services exclusively or additionally in French (10.6%;  $n = 7$ ), German (6.1%;  $n = 4$ ), Dutch (6.1%;  $n = 4$ ), Italian (3.0%;  $n = 2$ ), Mandarin Chinese (1.5%;  $n = 1$ ), Spanish (1.5%;  $n = 1$ ), Norwegian (1.5%;  $n = 1$ ), Maori (1.5%;  $n = 1$ ), and Pidgin English (1.5%;  $n = 1$ ).

Five members (7.6%) indicated that they have a disability. Promisingly though, all five endorsed that nothing about IAFMHS has prevented or limited their ability to participate in or enjoy the conference, virtual meetings, the website, and opportunities.

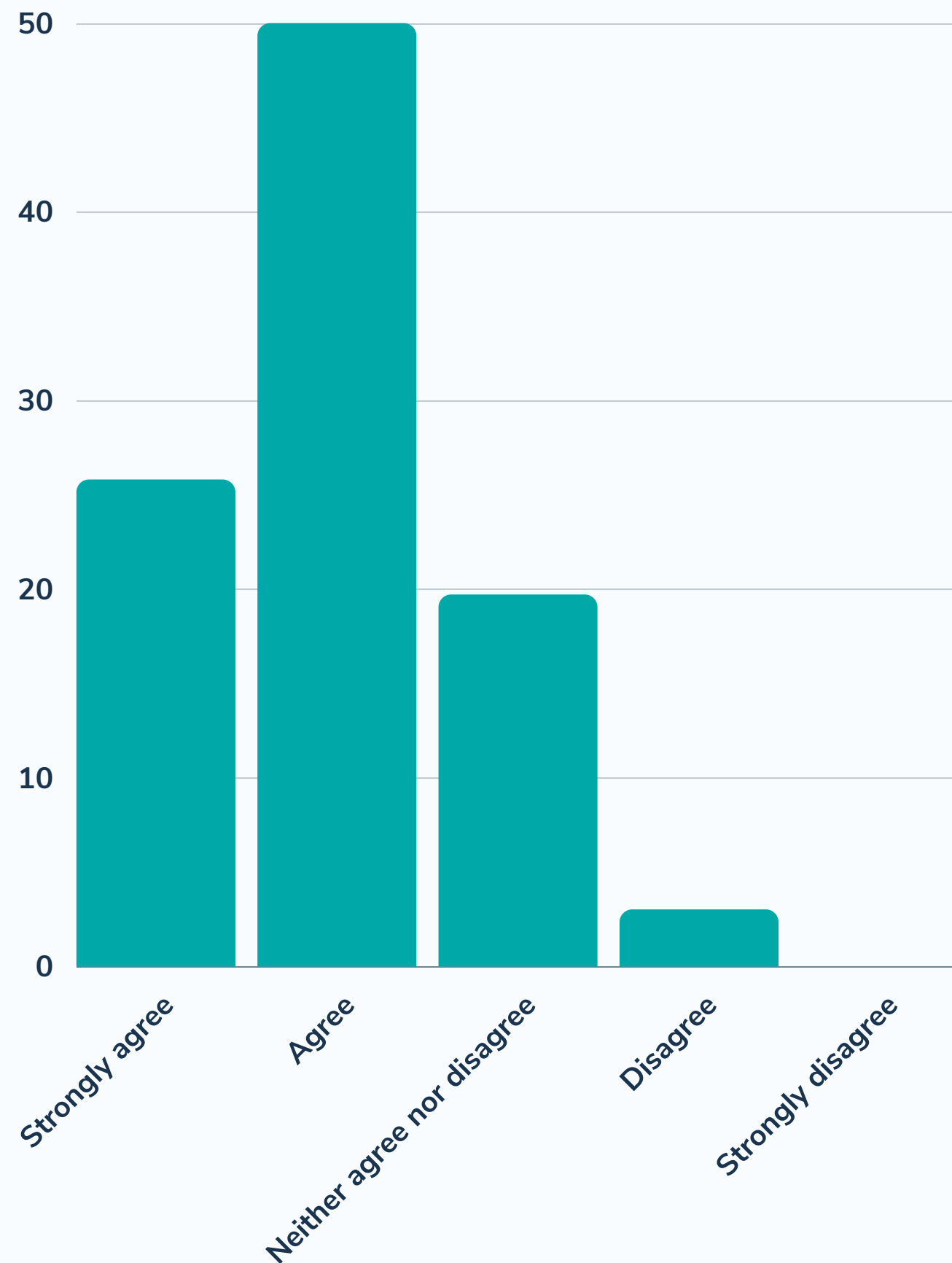




# Attitudes Toward Diversity and Inclusion

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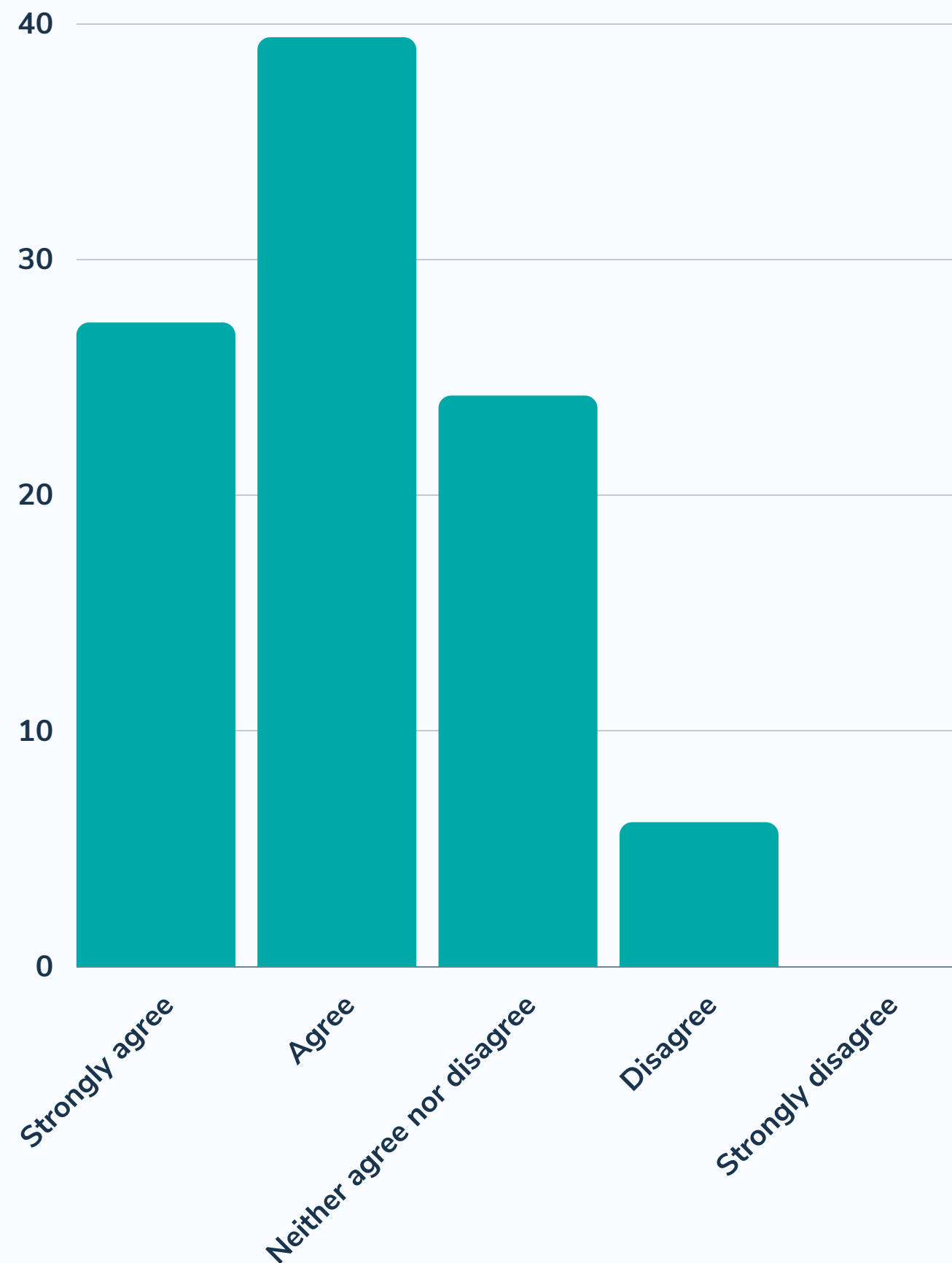
The following graphs illustrate the findings from the member survey.



# Leadership

## I BELIEVE IAFMHS LEADERSHIP SUPPORTS THE VALUE OF DIVERSITY AND INCLUSION

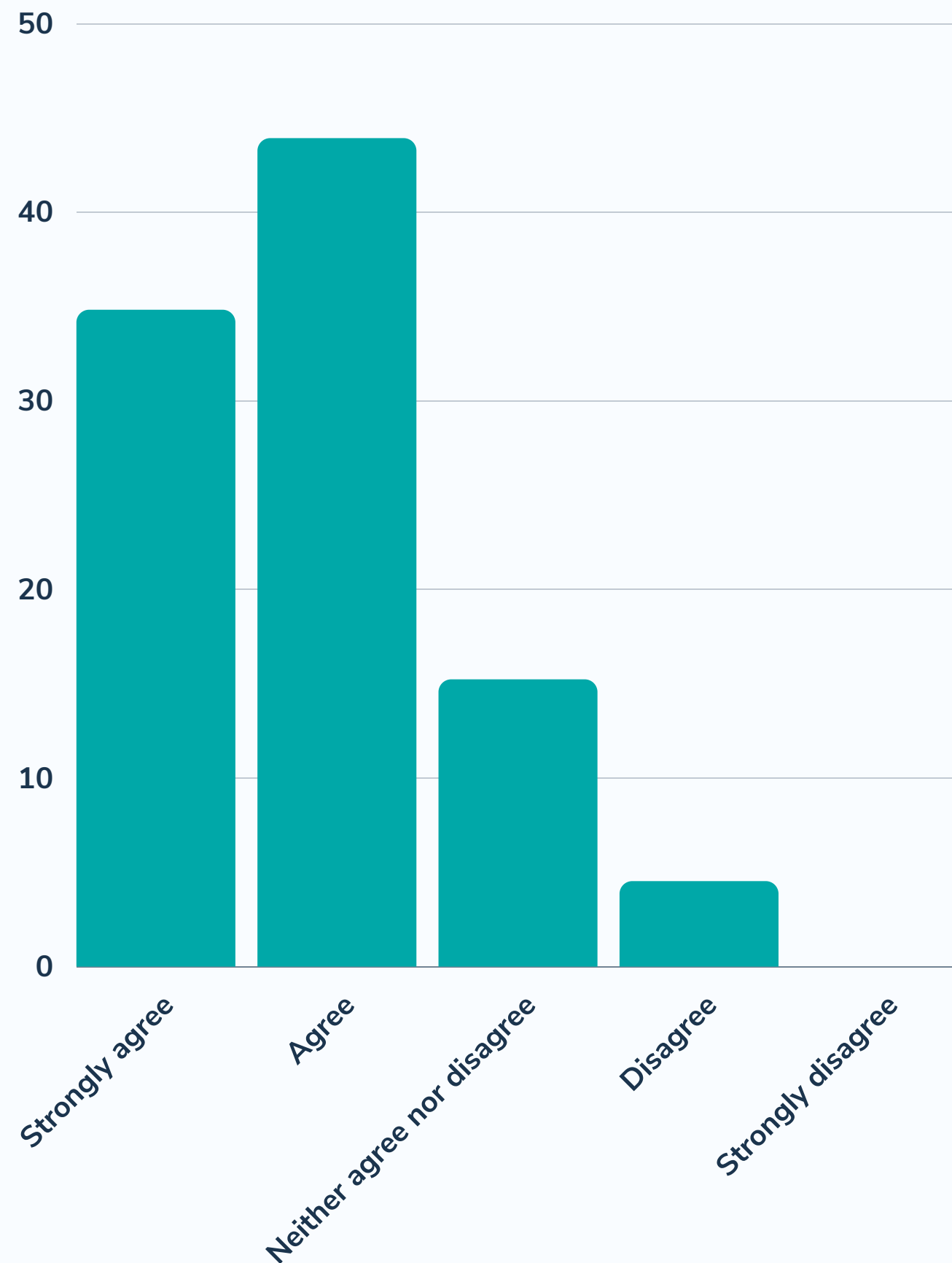
There was strong agreement among most members that the leadership of IAFMHS supported diversity and inclusion. Some expressed ambivalence, signaling room for further improvement.



# Commitment

## IAFMHS IS COMMITTED TO DIVERSITY AND INCLUSION

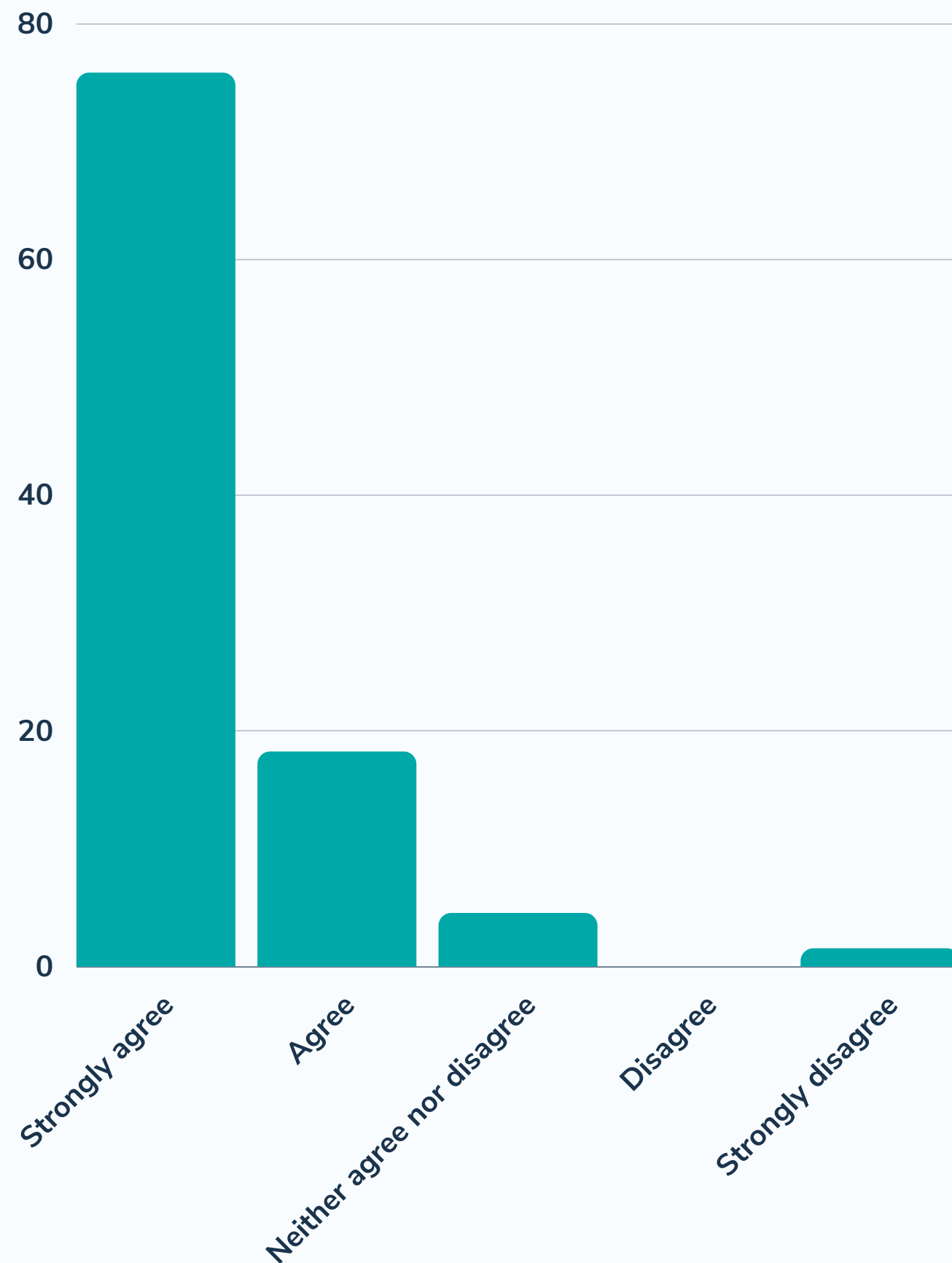
There was an even stronger indication that IAFMHS in general was committed to diversity and inclusion, though again the need for further improvement was indicated by some of the members.



# Respect and Value

## PEOPLE OF ALL CULTURES AND BACKGROUNDS ARE RESPECTED AND VALUED IN IAFMHS

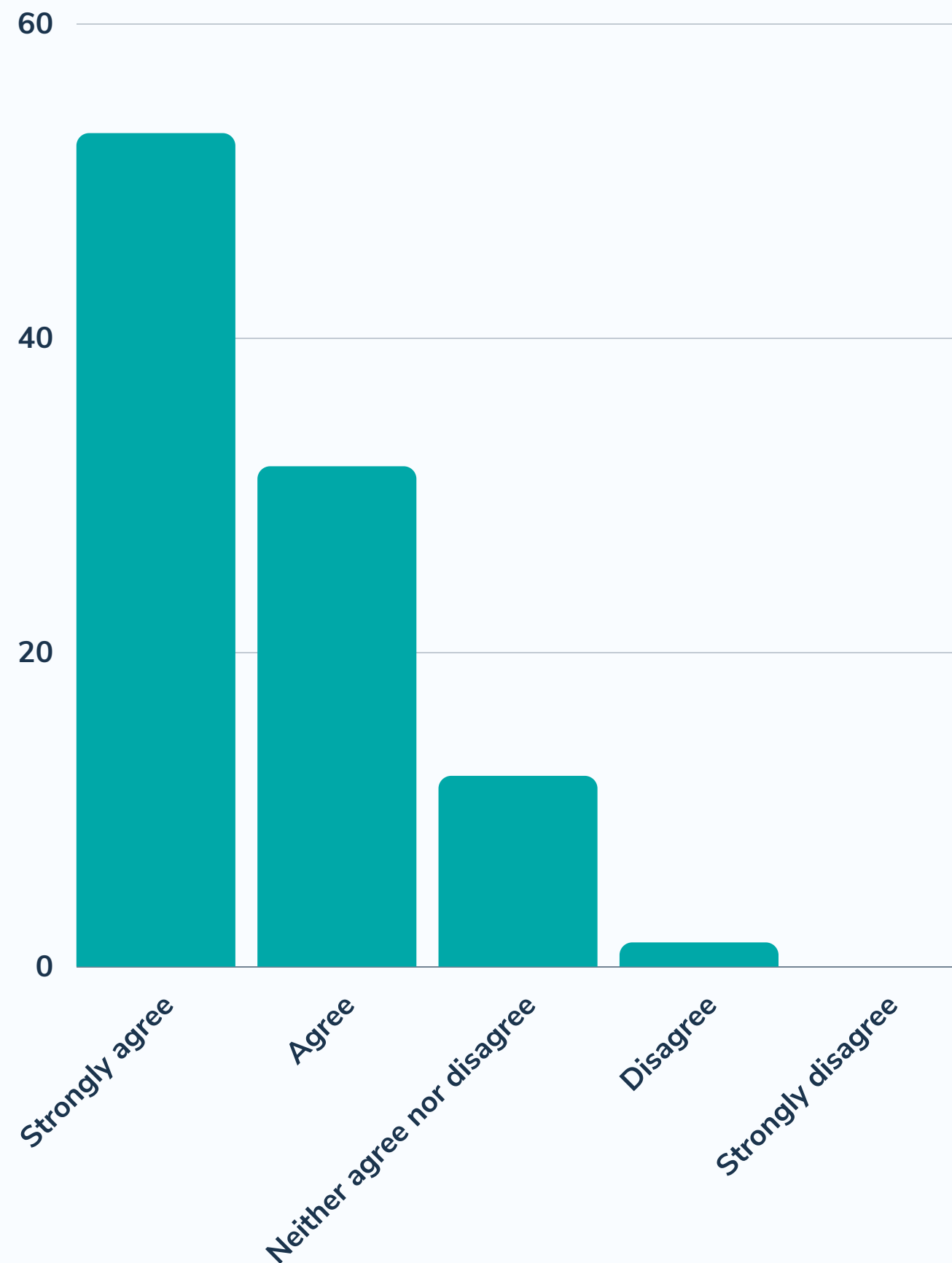
The above positive responses are further reinforced by the strong perception of members that respect for the culture and backgrounds of the people it serves are strong values evident in the IAFMHS.



# Personal Importance

**IT IS IMPORTANT TO ME THAT IAFMHS INCLUDES A DIVERSE GROUP OF MEMBERS**

The members who responded to the survey unanimously indicated that inclusion of diversity was important to them personally...

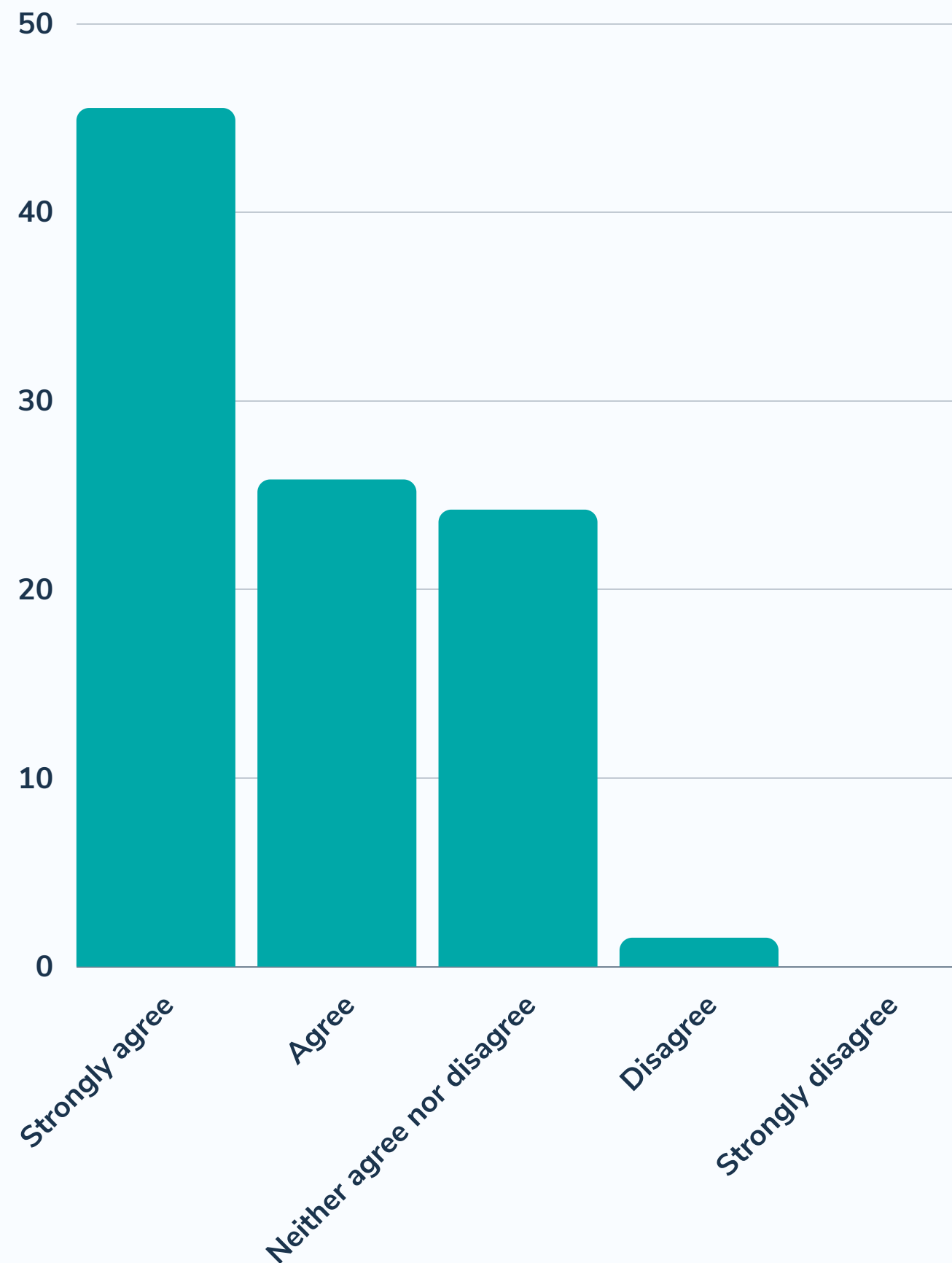


# Personal Inclusion

## I FEEL INCLUDED AND RESPECTED WITHIN IAFMHS

... and that they themselves did feel personally included and respected as members of IAFMHS.





# Personal Support

## I FEEL SUPPORTED BY IAFMHS

General expressions of feeling supported by IAFMHS were evident, though with almost a quarter of members being ambivalent in this regard, there is the potential for further out-reach to members.



# Inclusion and Support

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**THE WAYS IN WHICH IAFMHS  
MAKES MEMBERS FEEL  
INCLUDED AND SUPPORTED**

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**Feedback included both positive and  
constructive feedback.**



## Supporting members from lower income countries

**"I am from an underdeveloped country and IAFMHS helps me both in my participation in events of this organization and in the payment of my registration to the society. If not for this help, I could not be a member of this society."**

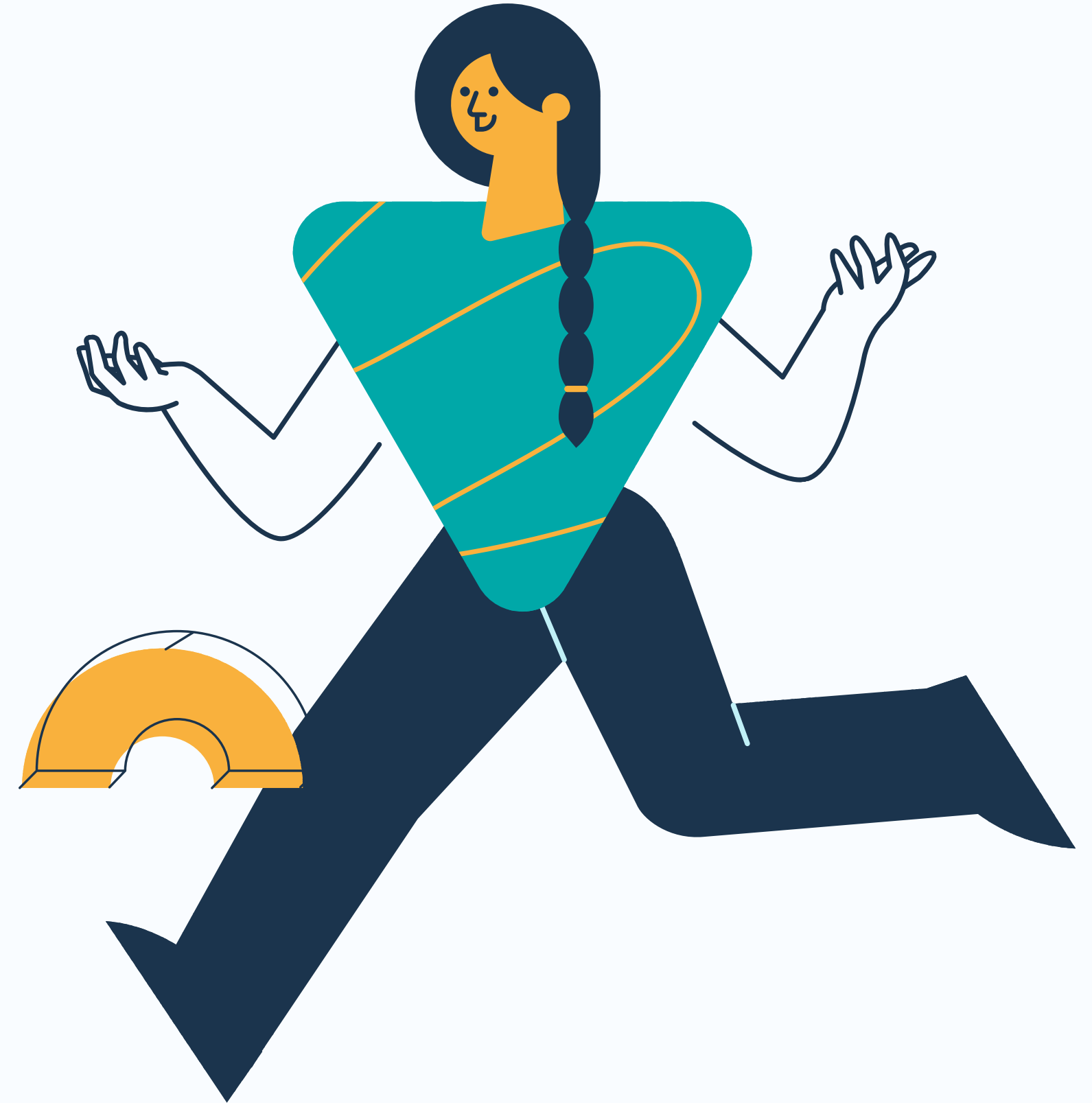


# A need to prioritise and better represent diversity

**"I believe that the forensic mental health field is quite white and colonial in ways that make it important for IAFMHS to take proactive steps and work hard at building inclusivity and creating diversity."**

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**"To advance diversity efforts, IAFMHS could consider providing student awards or research awards targeted at improving diversity (such as the types of diversity awards that are provided by the American Psychology-Law Society)."**





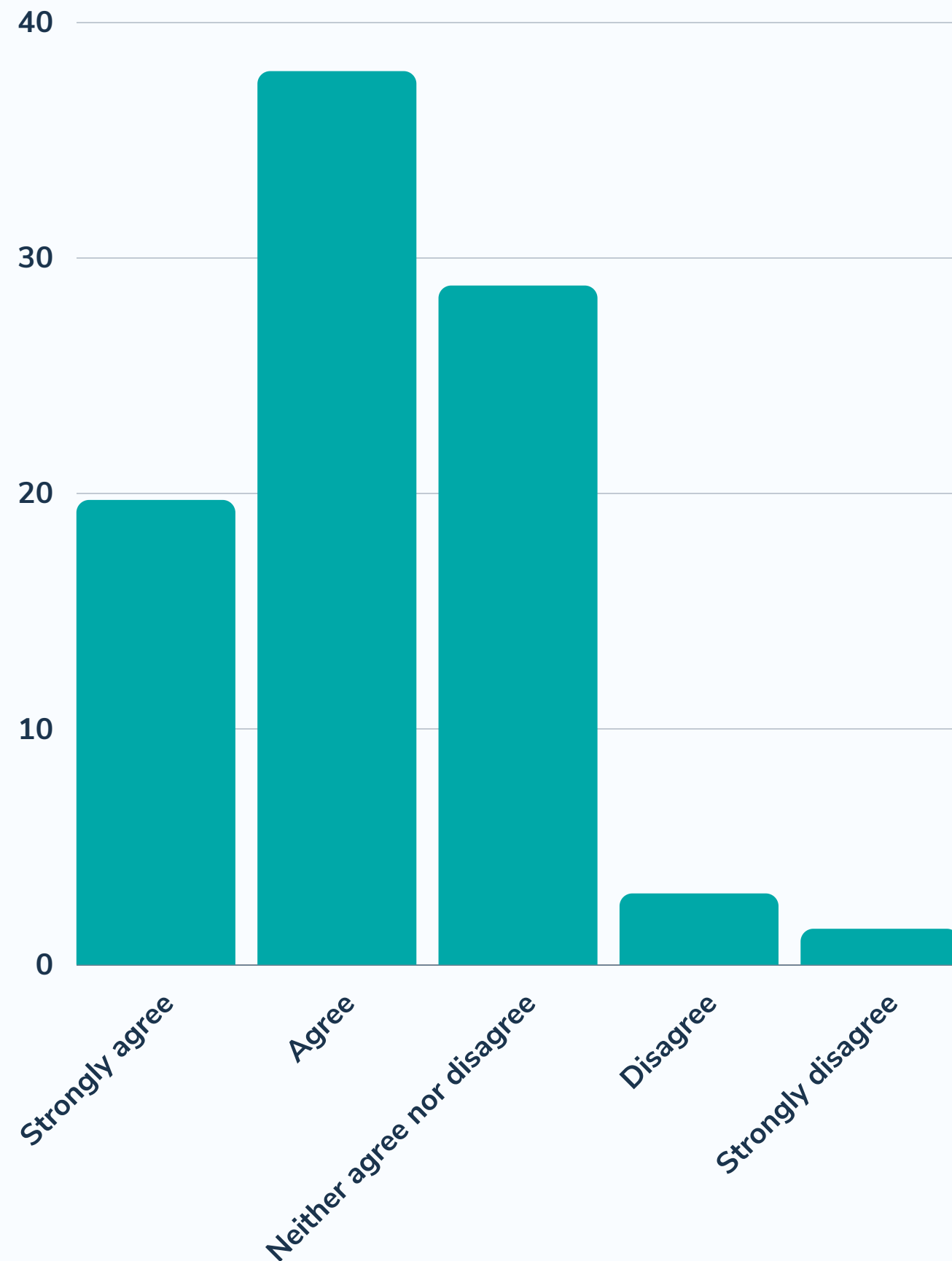
# Achievement of Equity, Diversity and Inclusion Committee Goals

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The following graphs illustrate the findings from the member survey.

# Achievement of Goals

**IAFMHS ACTS AS AN ORGANIZATION THAT IS CULTURALLY SENSITIVE, NON-DISCRIMINATORY, AND RESPONSIVE TO THE NEEDS OF VULNERABLE COMMUNITIES**

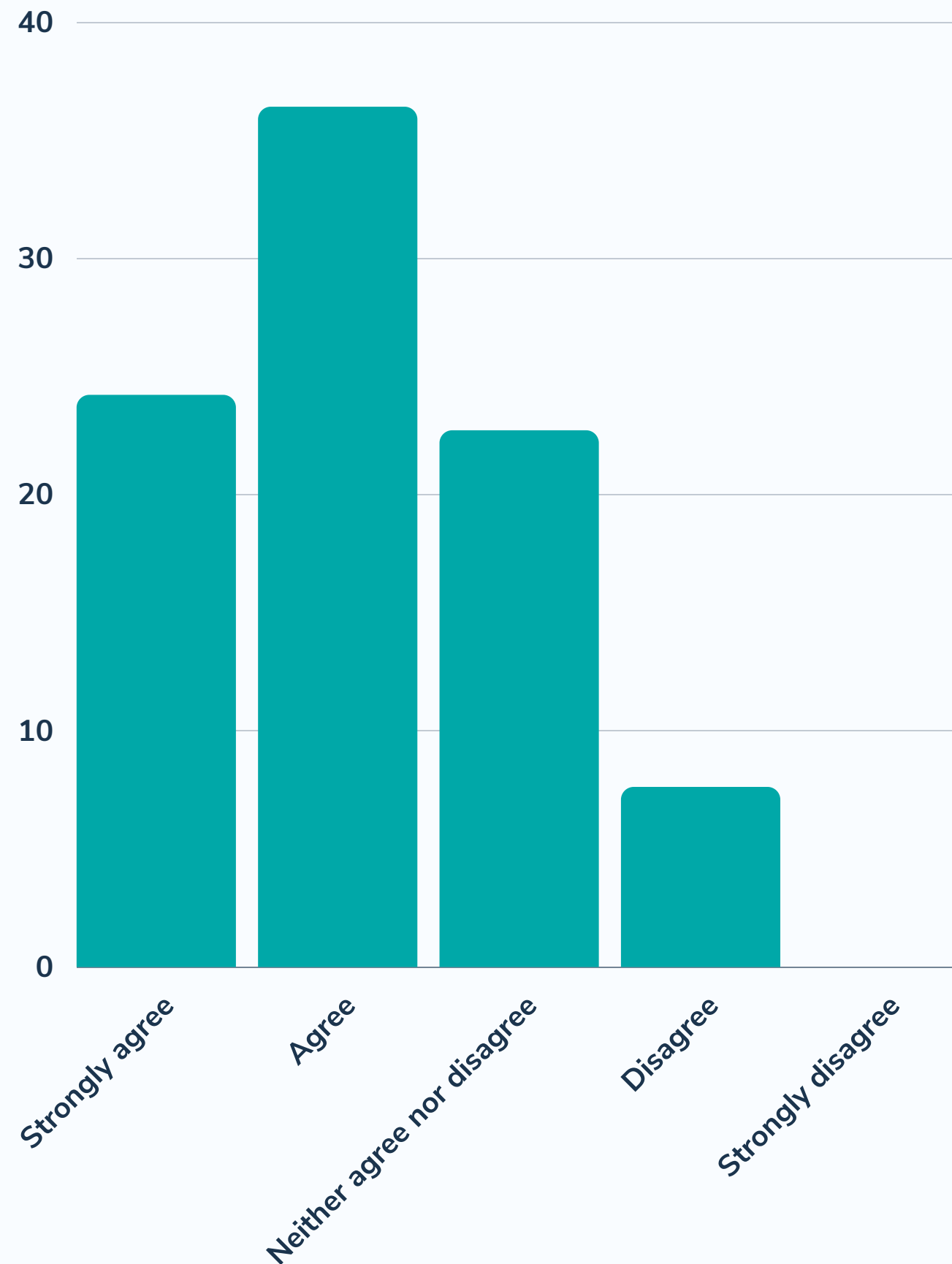


Most members agreed with this statement. However, over a quarter of the respondents were ambivalent (i.e., neither agree nor disagree) about whether IAFMHS was achieving these goals and three members disagreed.



# International Dialogue

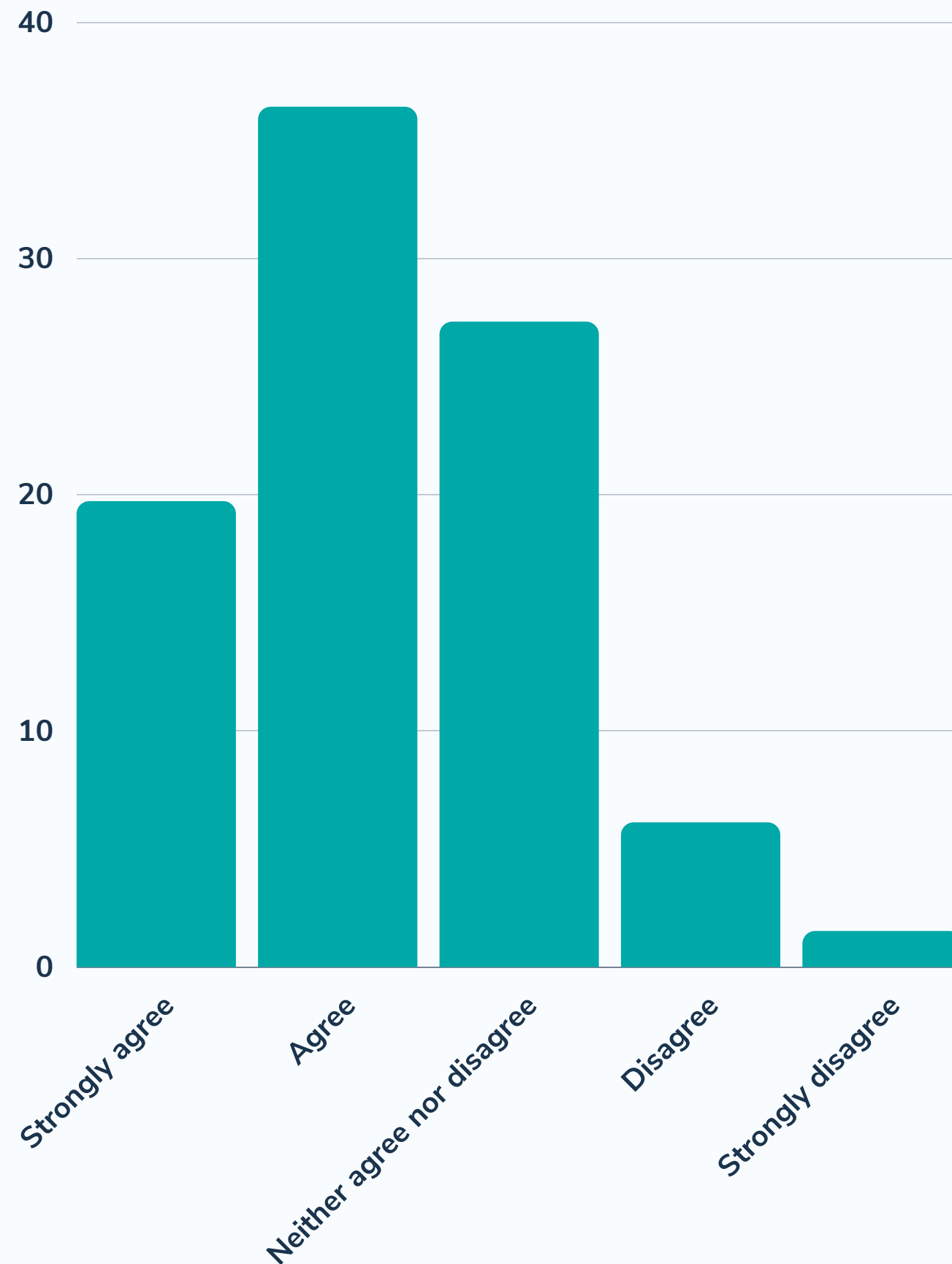
## IAFMHS PROMOTES AN INTERNATIONAL DIALOGUE ABOUT DIVERSITY ISSUES AND CONSIDERATIONS IN FORENSIC MENTAL HEALTH



Most members also believed that IAFMHS promotes an international dialogue about diversity issues and considerations in forensic mental health. However, nearly a quarter of members were ambivalent and five disagreed.

# Education, Training & Research

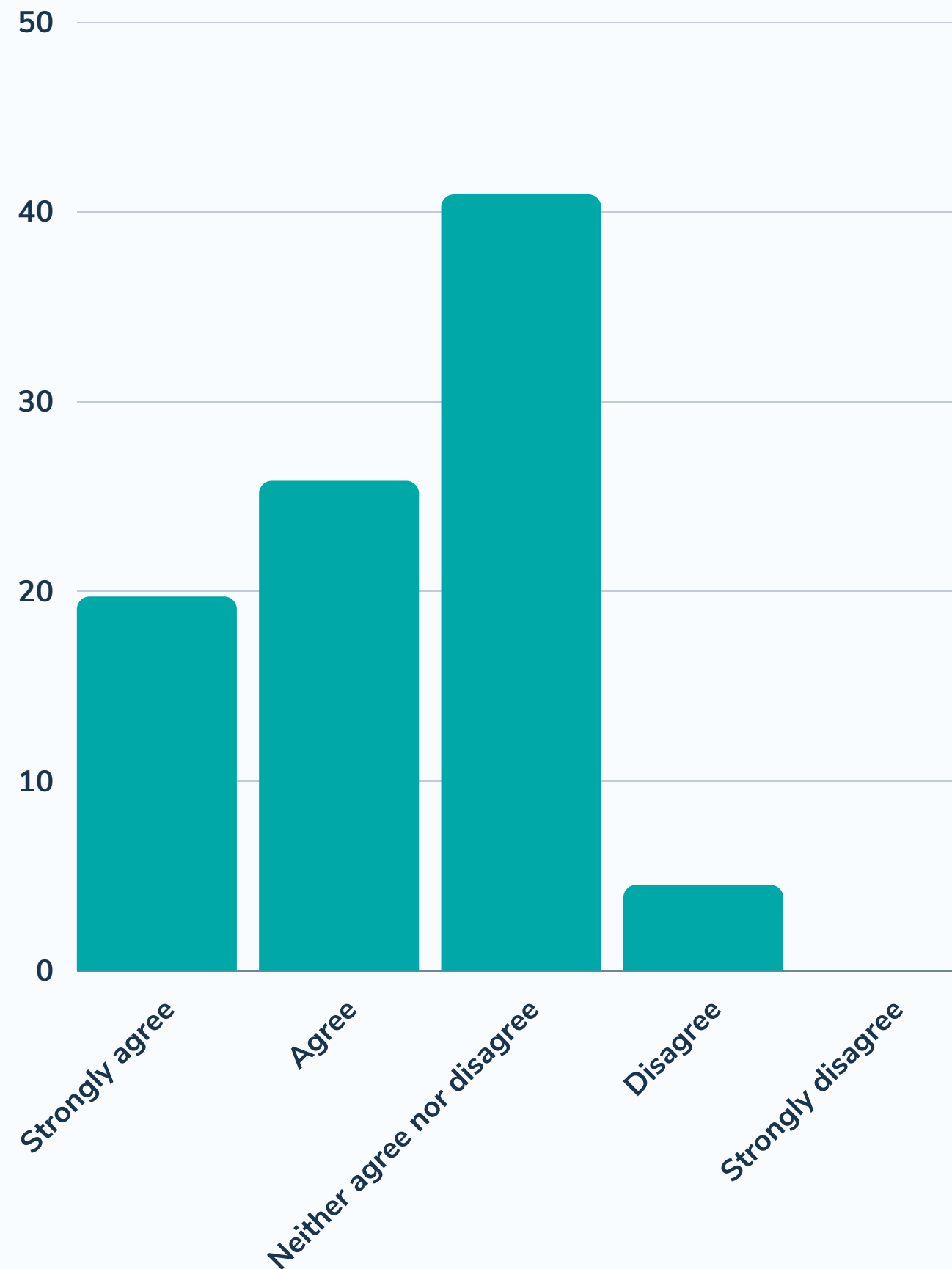
## IAFMHS PROMOTES EDUCATION, TRAINING AND RESEARCH IN DIVERSITY ISSUES IN FORENSIC MENTAL HEALTH SERVICES



Similarly, most members agreed that IAFMHS promotes education, training, and research in diversity issues in forensic mental health services, while more than a quarter of the respondents neither agreed or disagreed and five indicated that they did not believe IAFMHS was achieving this goal.

# Membership, Leadership & Research Opportunities

## IAFMHS ACTS TO SUPPORT AND CREATE MEMBERSHIP, LEADERSHIP, AND RESEARCH OPPORTUNITIES FOR MEMBERS OF UNDER-REPRESENTED GROUPS

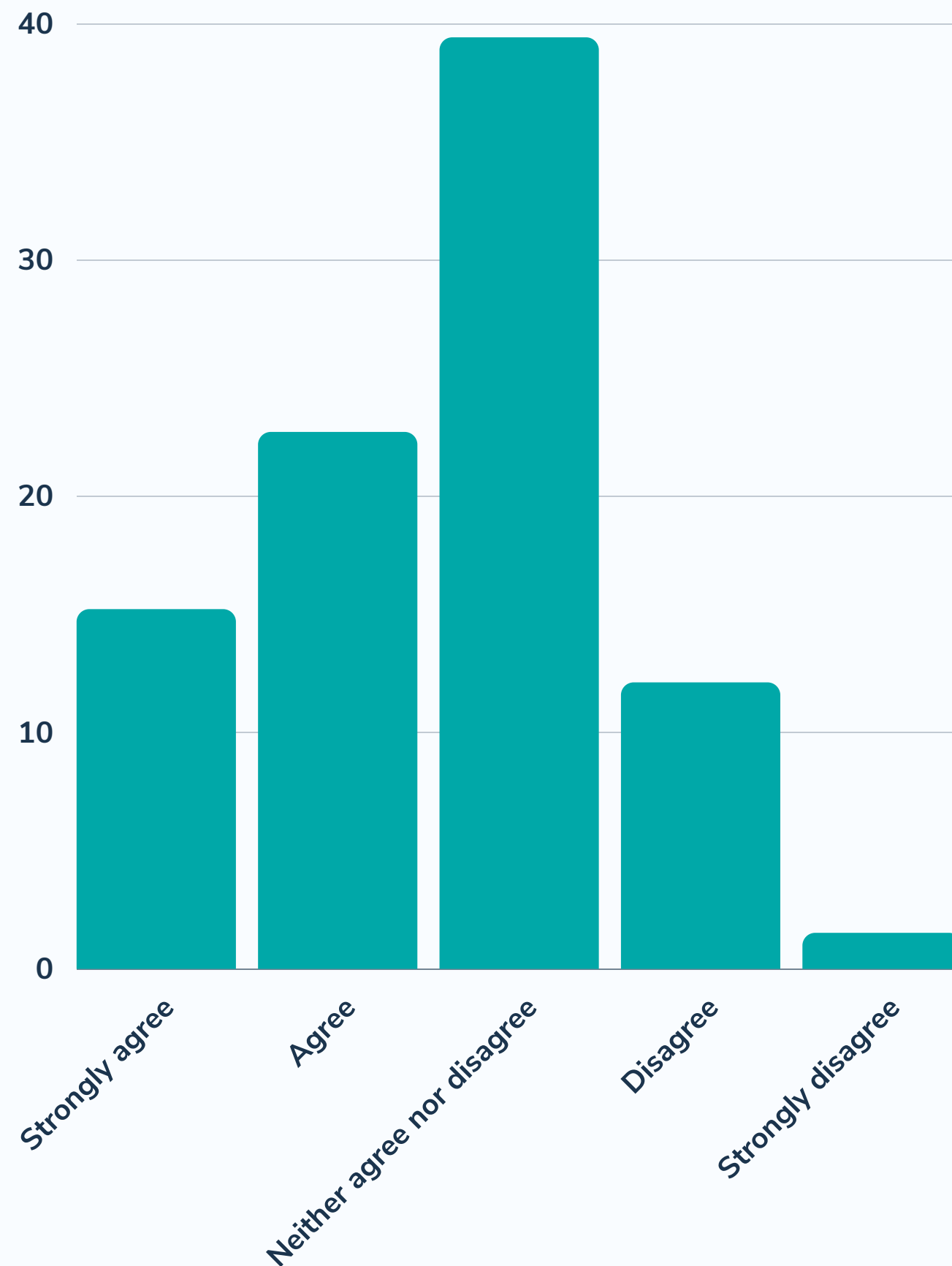


Opinions were divided regarding whether IAFMHS acts to support and create membership, leadership, and research opportunities for members of underrepresented groups, with about half of the respondents reporting that they agreed and approximately the other half reporting that they neither agreed nor disagreed

Data presented as % of respondents

# Informs professional communities and public

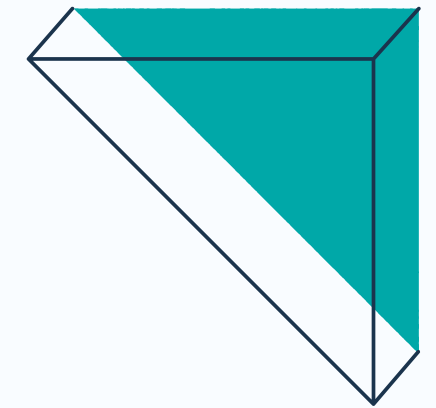
## IAFMHS INFORMS PROFESSIONAL COMMUNITIES AND THE PUBLIC ABOUT CURRENT DIVERSITY ISSUES IN FORENSIC MENTAL HEALTH SERVICES



Similarly, opinions were divided regarding whether IAFMHS informs professional communities and the public about current diversity issues in forensic mental health services. Most members neither agreed nor disagreed.



# Improvement of Equity, Diversity, and Inclusion



## SUGGESTIONS FROM MEMBERS

**01** IAFMHS could increase accessibility, highlight diversity, diversify leadership, diversify the focus of research and practice, be proactive in including diverse individuals, review processes and procedures, and incorporate survey feedback.

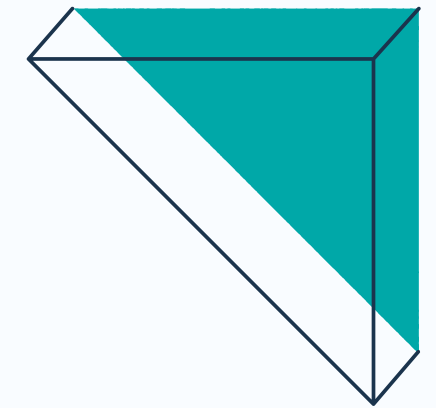
**02** IAFMHS should increase accessibility to the Association in general as well as to resources for members. A couple members advocated for continued financial support for “researchers from low-income countries” to increase membership accessibility.

**03** Improved accessibility of resources for members whose primary language is not English, such as the “website could be available in French/Spanish etc.,” “welcoming a small percentage of entries in other languages during the conference,” and “provide access/links/direction to translated copies of useful assessment tools in various languages.”

**"I am really grateful for an EDI committee being formed - that seems like an excellent first step! Some ideas would be more dedicated conference sessions and workshops on diversity issues (e.g., keynote speakers), and scholarships and awards for students from diverse and underrepresented groups. It might be possible to do a special issue for the International Journal of Forensic Mental Health. The organization and journal could also release statements showing their commitment to diversity issues and describing the steps the journal and organization [are taking] to advance work on diversity."**



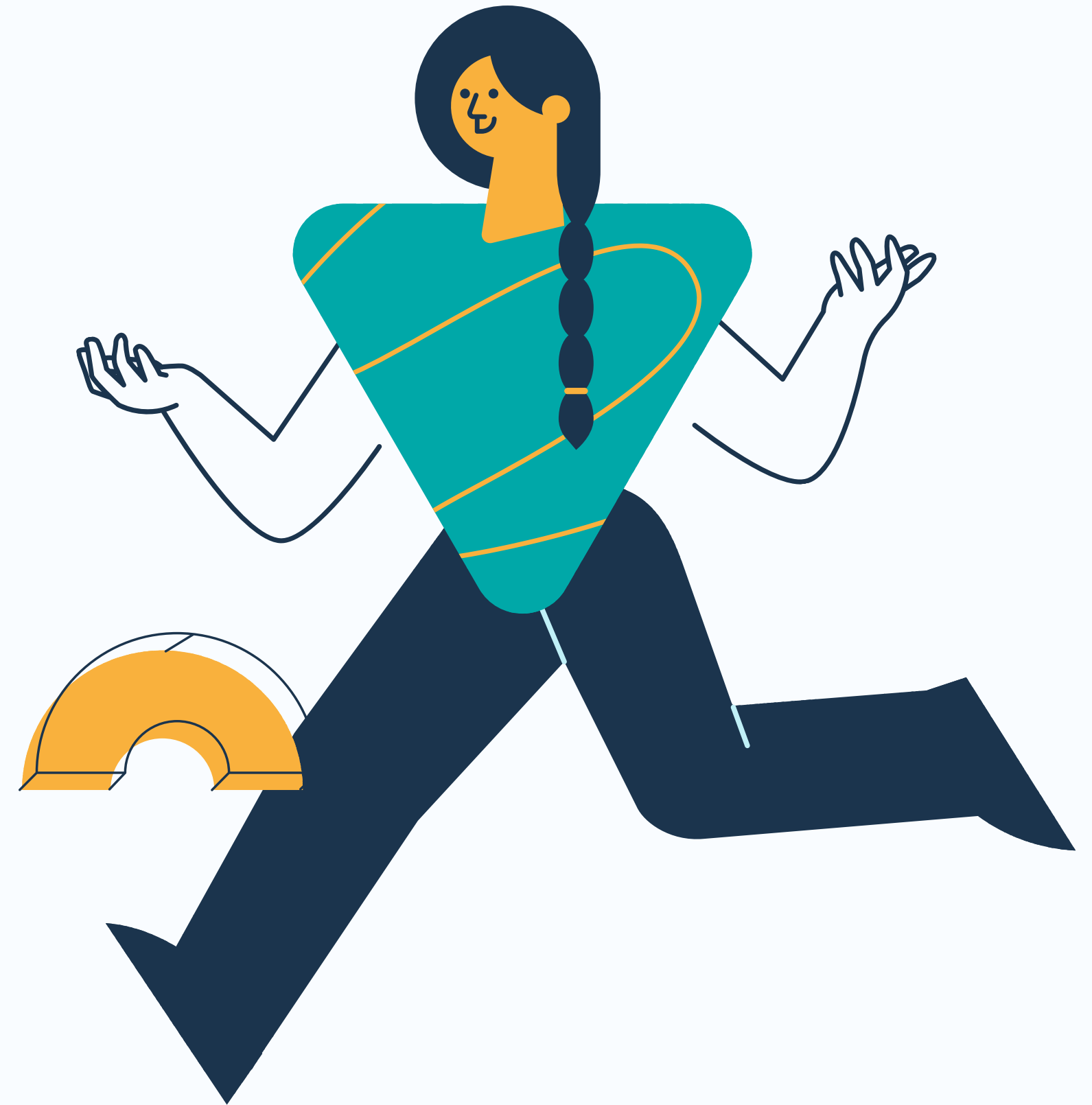
# Improvement of Equity, Diversity, and Inclusion



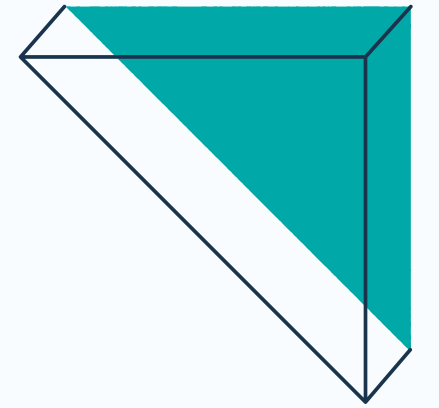
## SUGGESTIONS FROM MEMBERS

- 04** IAFMHS could highlight diversity moving forward.
- 05** IAFMHS could diversify leadership, as there is a need for greater representation and inclusion of Black, Indigenous, and Persons of Color, as well as of experts outside of psychology on the Association's board.
- 06** IAFMHS could diversify the focus of research and practice in the Association, such as decreasing our focus on “risk assessment research” and increasing our focus on supporting “forensic nurses to add to the multidisciplinary clinical point of view.” IAFMHS could also be more proactive in including diverse individuals, such as creating a section or network group.

**"Privilege people who identify as a minority, marginalised or oppressed. Relinquish some of our professional power to those with lived experience expertise. Not just a special interest group 'add on' - but centralised within the core business of IAFMHS."**



# Improvement of Equity, Diversity, and Inclusion



## SUGGESTIONS FROM MEMBERS

**07**

IAFMHS could examine its “processes and procedures” to ensure that it supports equity, diversity, and inclusion.

**08**

Last, one member encouraged the Association to use the feedback and suggestions from the survey itself.

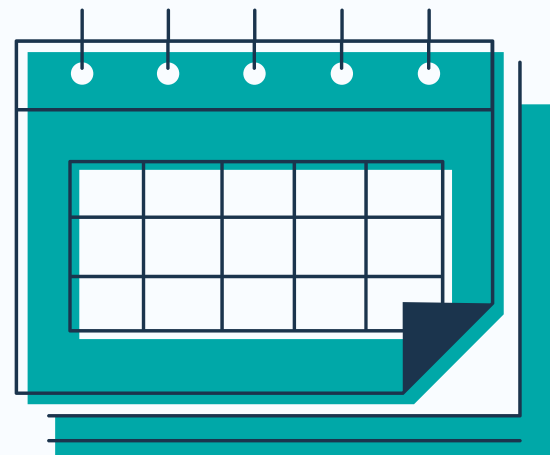
# Summary

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## AREAS FOR IMPROVEMENT AS HIGHLIGHTED BY MEMBERS



The Association



Conferences



Publications and  
Communication

# Recommendations

## THE ASSOCIATION

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That the IAFMHS Board:

- Assigns to EDIC the task of undertaking a review of current policies and procedures of the IAFMHS to best reflect an emphasis on equity, diversity and inclusion;
- Develops a plan to proactively reflect equity, diversity and inclusion in the leadership structure of the organization;
- Develops a plan to enhance accessibility of membership from low-income and diverse communities to improve equity, diversity and inclusion;
- Develops a plan to enhance accessibility of student membership from low-income and diverse communities to improve equity, diversity and inclusion;
- Develops a plan to support researchers from low-income and diverse communities to improve equity, diversity and inclusion;
- Establishes a 'special interest group' on equity, diversity and inclusion to explore practice innovation and research potential.



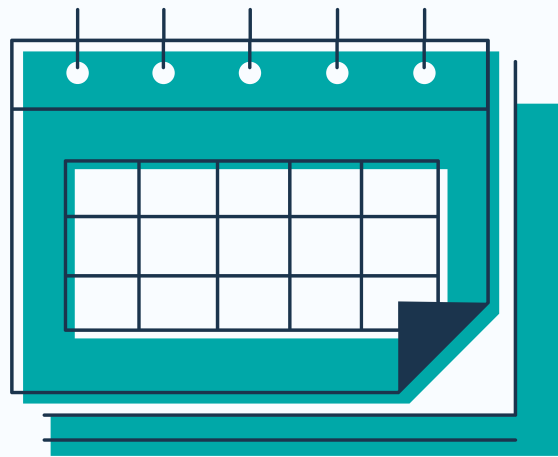
# Recommendations

## CONFERENCES

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That the IAFMHS Board:

- Develops a plan to enhance conference attendance from low-income countries and diverse communities to improve equity, diversity and inclusion;
- Assigns to conference organizers the planning of a dedicated number of symposia, discussions and guest presentations on issues of equity, diversity and inclusion at annual conferences;
- Develops a plan for consideration of the inclusion of languages other than English during the annual conference.





# Recommendations

## PUBLICATIONS AND COMMUNICATION

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That the IAFMHS Board:

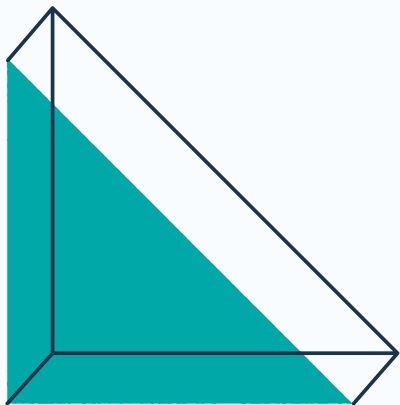
- Develops a communication plan that supports the equity, diversity and inclusion agenda of the IAFMHS (including strategies for social media, the newsletter, the journal, press releases, etc.);
- Considers resourcing the translation of evidence-based practice guidelines (including the use of assessment tools) into various languages, reflective of its membership.

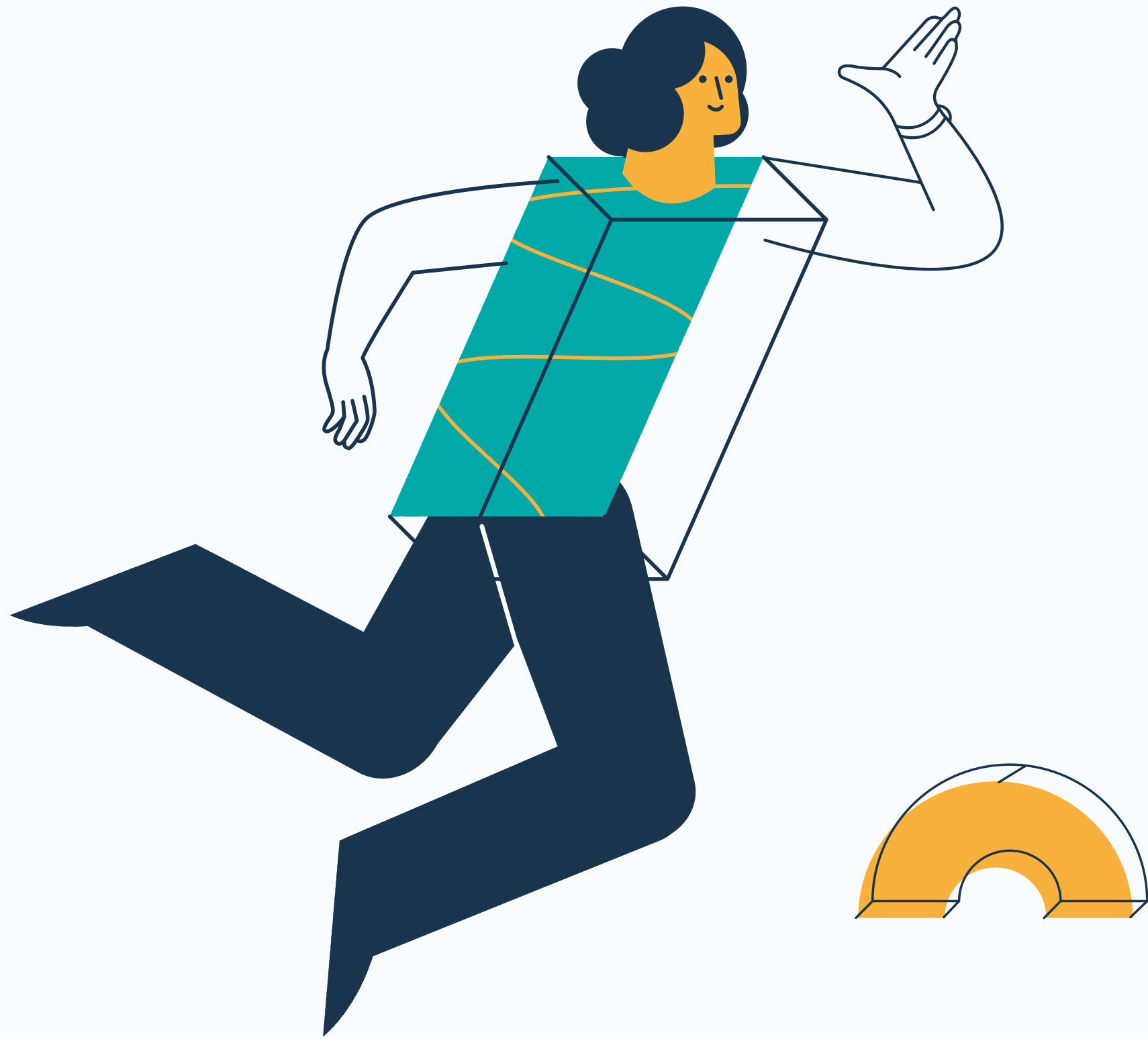


# Limitations

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One of the limitations of the survey was that it was conducted in English and hence the survey may have reduced access to members whose primary language was not English. Furthermore, it should be considered that the survey's response rate was 21% and that findings may not be representative of IAFMHS's whole membership.





# Next steps

1. This report and all recommendation have been accepted by the Board of Directors.
2. An action plan will be developed with the essential support of our EDIC committee and wider membership.

Please check out our website for further updates [www.iafmhs.org](http://www.iafmhs.org).

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## Acknowledgements

Alicia Nijdam-Jones, Brian McKenna, Hanie Edalati, Jourdan Jackson, Maria Aparcero-Suero, Roger Tan Boon Meng, Sajid Muzaffar, Sarah Schaaf, Stephane Shepherd, Viola Vaughan-Eden, Wendy Olsen, and Megan Georgiou.