

Virtual Essential Requirements Conference

March 12–13, 2026



MARYLAND
PSYCHOLOGICAL
ASSOCIATION



Thursday, March 12th

9:00 AM – 12:15 PM EST

“Training Future Colleagues: A Cultural and

Developmental Approach to Supervision”

Presented by Shavonne Moore-Lobban, PhD

Intermediate-Level Course

(3.0 Supervision CE Credits)

1:00 PM – 4:15 PM EST

“Ethical Practice in a Diverse World: Cultivating Cultural Humility and Clinician Resilience”

Presented by Jessica Fraser, PsyD

Introductory-Level Course

(3.0 Diversity OR Ethics CE Credits)

Friday, March 13th

9:00 AM – 12:15 PM EST

“Ethics Beyond Risk Management: Looking Through

CLEAR+ Lenses in Times of Rapid Change”

Presented by the MPA Ethics Committee

Intermediate-Level Course

(3.0 Ethics CE Credits)

1:00 PM – 4:15 PM EST

“Ethics Under Pressure: Managing Bias, Countertransference, and Safety in Supervision/Consultation”

Presented by Dana Crawford, PhD

Intermediate-Level Course

(3.0 Ethics OR Supervision CE Credits)

The Maryland Psychological Association (MPA) is approved by the American Psychological Association to sponsor continuing education for psychologists. MPA maintains responsibility for this program and its content.

FOR MORE INFORMATION:

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**Thursday,
March 12th**

9:00 AM – 12:15 PM EST

"Training Future Colleagues: A Cultural and Developmental Approach to Supervision"

Presented by Shavonne Moore-Lobban, PhD

*Intermediate-Level Course
(3.0 Supervision CE Credits)*



Session Description

Providing supervision to psychology trainees is a multifaceted experience. It is an important opportunity to teach, enhance, and refine a trainee's ability to provide ethically appropriate services to the public, and to support, encourage, and inspire future colleagues in their ability to positively contribute to our professional environments. Scholarly literature consistently highlights the importance of a well-established and strong supervisory relationship in this process (Bordin, 1983; Vekaria et al., 2023). Importantly, being in a relationship with a supervisee should be grounded in approaches that are culturally and developmentally appropriate for where the trainee is personally and professionally. There is an art to the provision of psychological science that can be developed and taught through thoughtful, intentional, and relational supervision.

This presentation will focus on the integration of cultural and developmental approaches to building a strong supervisory relationship, and on the utilization of such relationships for necessary personal and professional growth of trainees. The presenter will review relevant theories, discuss best practices, outline factors that influence quality supervision, and elicit conversation about the type of future clinicians and colleagues' participants hope to have. This presentation will include activities for audience participation and interactions, including Q&A and case vignettes that will be used throughout the time. Notably, this presentation will be grounded in a positive approach to understanding and approaching supervision and training.

Learning Objectives

1. By the end of this presentation, participants will be able to discuss at least 1 cultural and developmental consideration for approaching supervision with trainees.
2. By the end of this presentation, participants will be able to identify at least 2 best practices for developing a positive supervisory relationship.
3. By the end of this presentation, participants will be able to formulate a plan for enhancing their approach to the provision of quality supervision and training practices.

Speaker Bio

Dr. Shavonne Moore-Lobban is a licensed and board-certified counseling psychologist with extensive experience in clinical practice, education, and leadership. She currently serves as the Campus Director of The Chicago School's Washington DC Campus, and as the Director of their APA-Accredited internship. She is a distinguished leader in the American Psychological Association (APA), having served as President of APA's Society of Counseling Psychology, Chair of APA's Board for the Advancement of Psychology in the Public Interest, collaborator on several APA resolutions, statements, and workgroups, recipient of an APA Presidential Citation for excellence and leadership in addressing trauma and oppression, and most recently she was awarded the status of APA Fellow. She has made significant contributions to research including publishing two books. She has been called to participate in government efforts to address sexual exploitation, and to provide support to victims of the Boston Marathon Bombing during federal court proceedings. Dr. Moore-Lobban is passionate about building collaborative partnerships and working collectively to foster positive change, be it change for individuals, organizations, or larger systems.



**Thursday,
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“Ethical Practice in a Diverse World: Cultivating Cultural Humility and Clinician Resilience”

Presented by Jessica Fraser, PsyD

Introductory-Level Course

(3.0 Diversity OR Ethics CE Credits)



Session Description

Clinicians today face ethical challenges at the intersection of culture, identity, and professionalism often while managing their own mental health and burnout risks. This 3-hour workshop offers a practical, evidence-informed approach to navigating these challenges. Participants will learn a research-grounded decision-making framework for culturally ethical practice, explore signs of burnout and compassion fatigue, and develop resilience strategies that align with both professional standards and self-care. Through interactive case vignettes, reflective exercises, and peer discussion, attendees will leave with a clear action plan they can apply in the coming week. While this approach draws from robust research in ethics and burnout prevention, it remains flexible and context-sensitive. Important considerations (e.g., variable client demographics, organizational constraints) and potential limitations (e.g., resource availability) will be discussed to ensure responsible, practical application.

Learning Objectives

1. Define cultural humility and explain its ethical significance in clinical care
2. Apply a structured ethical decision-making framework to complex, multicultural cases
3. Identify early warning signs of burnout and compassion fatigue in themselves and colleagues
4. Develop a tailored resilience plan using evidence-based strategies within professional limits

Speaker Bio

Dr. Jessica Fraser, Psy.D., is a licensed clinical psychologist, educator, and CEU speaker with over a decade of experience serving diverse communities. As founder of Unchained with Dr. Jess, she integrates empirical psychology with spiritual and cultural awareness. Dr. Fraser has delivered workshops for NASW-Maryland and other professional audiences, specializing in ethics, cultural humility, clinician resilience, and trauma-informed supervision. Her presentations emphasize evidence-based practices grounded in respect, practicality, and ethical clarity. Known for an engaging, interactive style, she equips clinicians to apply new techniques immediately, while being mindful of individual contexts and limitations.



Friday, March 13th

9:00 AM – 12:15 PM EST

“Ethics Beyond Risk Management: Looking Through CLEAR+ Lenses in Times of Rapid Change”
Presented by the MPA Ethics Committee
Intermediate-Level Course
(3.0 Ethics CE Credits)

Session Description

This workshop was developed by members of the MPA Ethics Committee in collaboration with the MPA Diversity Committee. The workshop includes both didactic and experiential segments to facilitate learning. The CLEAR+ Lenses ethical decision-making model will be presented followed by break-out groups facilitated by Committee members. During the break-out sessions, participants will have the opportunity to apply ethical principles and APA guidelines while utilizing the CLEAR+ Lenses model. This workshop will address timely and relevant ethical issues of concern to psychologists.

Learning Objectives

1. Identify the 6 main components of the CLEAR+ lenses model
2. Apply ethical reasoning to situations encountered by psychologists in their professional life
3. Recognize the overlapping nature of ethical, clinical, administrative, legal, risk management, and contextual factors in ethical decision making
4. Understand the need for ongoing efforts to ensure informed consent

Presenters: LaShaun Williams, Psy.D., Ethics Committee Chair; Ethan Bliss, Ph.D., Vice Chair; Jennifer Bakalar, Ph.D.; Colleen Spada, Psy.D.; Michael Heitt, Psy.D.; Cara Jacobson, Psy.D.; Tonya Lockwood, Psy.D.; Mindy Milstein, Ph.D., Diversity Committee Chair; Gina Santoro, Ph.D.; Rosalind Sheppard, Ph.D.; Teresa Trabue, Psy.D.

The Ethics Committee provides education related to ethical concerns to MPA members, other psychologists and members of other professions through its continuing education programs. The Committee also provides ethics consultation to MPA members upon request to address questions involving their own professional activities. However, the committee neither investigates, adjudicates, nor mediates ethical complaints.

The Committee is guided by the American Psychological Association (APA) Code of Ethics, the Maryland State Code of Ethics as well as the standards of the profession.



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“Ethics Under Pressure: Managing Bias, Countertransference, and Safety in Supervision/Consultation”
Presented by Dana Crawford, PhD
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Session Description

Clinical psychologists are navigating a rapidly shifting landscape marked by epistemicide—the systematic suppression of knowledge—and institutional retrenchment. These forces directly affect how clinicians speak about identity, safety, and lived experience in therapy, supervision, and peer consultation. The stakes are ethical, not political. Psychologists must uphold professional responsibility, safeguard client welfare, maintain competence, and manage countertransference in environments where essential conversations may be discouraged or punished.

This 3-hour ethics workshop gives clinical supervisors and consultants concrete tools to maintain ethical practice, support supervisees effectively, guide consultees, and protect clients from harm. Using the Crawford Bias Reduction Theory & Training (CBRT), participants learn to identify internal reactions, manage stress responses, and intervene skillfully when bias or cultural rupture shows up in therapy, supervision, or consultation.

Learning Objectives

1. Identify specific ethical risks created by epistemicide and institutional retrenchment and explain how these pressures affect clinical competence, supervision quality, and client safety.
2. Describe the physiological, emotional, and cognitive components of countertransference that arise during culturally charged moments and assess how these reactions influence ethical decision-making in therapy, supervision, and consultation.
3. Apply the LET-UP framework to demonstrate ethically sound responses to cultural ruptures, bias-based harm, or emotionally reactive interactions with clients, supervisees, or peers.

Speaker Bio

Dr. Dana E. Crawford is a licensed clinical psychologist and nationally recognized speaker who has reshaped how institutions approach equity and healing. With over 20 years of clinical experience, Dr. Crawford combines deep psychological expertise with practical frameworks for organizational and cultural transformation.

As the originator of the Crawford Bias Reduction Theory & Training (CBRT), Dr. Crawford has delivered over 400 trainings across healthcare, education, business, and government sectors, reaching thousands of professionals seeking to build more equitable and trauma-informed workplaces. Her work addresses the intersection of nervous system regulation, implicit bias, and systemic change—demonstrating how individual healing creates institutional transformation.

Dr. Crawford's expertise spans PTSD, moral injury, environmental and organizational trauma, and childhood trauma. She is particularly sought after for addressing the nervous system foundations of high performance, leadership resilience, and maternal health equity. Whether speaking to C-suite executives, clinical teams, or educators, she brings authenticity, research-backed frameworks, and the lived wisdom of two decades transforming how we understand bias, trauma, and change.