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To Whom It May Concern:

I am writing on behalf of a consortium of training directors of Psychology Internship/Residency programs in the Greater Toronto Area (GTA) who have had the benefit of several seminars and workshops provided by Devan Nambiar of Rainbow Health Ontario.

Completion of a recognized clinical internship is a requirement of all doctoral-level professional psychology training programs in North America. Internships are 12 months in duration and occur at the end of course work and prior to the conferring of the doctoral degree. Training in diversity is a mandatory component of our programs, and we contacted Devan Nambiar of Rainbow Health to provide one aspect of this training to the combined interns/residents of our respective programs, about 35-40 individuals. These interns/residents are from CAMH, UHN, several other GTA hospitals, University Counselling Centres and Children's Mental Health Centres.

Devan has presented on behalf of Rainbow Health to two cohorts of our doctoral interns/residents, once in 2016 and again this year in November 2017.

I have personally sat in on one of the workshops and found Devan to be knowledgeable, engaging and a wonderful presenter.

Feedback from the participants was very positive as well. Participants noted that Devan created an atmosphere of openness and safety. He had a great sense of humour, had a lighthearted way of talking about difficult topics, was non-judgemental and encouraging.

They felt that his style helped to break down barriers and made it comfortable to participate. He highlighted the importance of asking questions versus knowing, both in the presentation itself and with clients, i.e., being open and curious is more important than being an expert.

Even so, Devan provide a wealth of current information and resources. Participants reported that they subsequently felt much more informed and more able to competently handle a client identifying with the LGBTQ community.

Devan continues to graciously accept our invitations to speak to each new cohort of psychology residents and will presenting to us again in 2018-19.

Sincerely,

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