Diversity, Equity, Decolonization, and Inclusion (DEDI) Committee Update #1
Department of Psychology, Queen's University
July 2020
Committee: Lisa Bas, Tess Clifford, Michele Morningstar, Trinda Penniston,
& Sari van Anders (chair)

The 2020-2021 DEDI committee met Friday July 24th for 1.5 hrs for our first meeting. We did an introduction to meet each other, learn about our own social locations and areas of expertise around DEDI work and topics. We oriented ourselves to our committee and the work we have ahead. We discussed some policy, process, and content issues, but still have the lion's share of our agenda to discuss. Here is a summary!

- Communication with Department
  - We would report back to the department – including those who wrote the grad student letter – by July 30th with an update.
    - We discussed doing this via the weekly departmental email and/or email to grad students and faculty.
  - We also discussed that we could give updates as appropriate in the Town Hall.
  - We will make a website, but it will take 1-3 months.
- Goals Document
  - We looked at the previous year's document as a guide and thought about ways it worked for our goals and updates we saw.
  - Please go to page 3 for our updated goals document.
- DEDI Committee Membership
  - We discussed how DEDI members are chosen/appointed:
    - AGSIP (association for graduate students in Psychology) ask grad students who is interested in various AGSIP positions. Students volunteer. This time two students volunteered, and AGSIP selected both and that was forwarded to the Head of Psychology, who forwarded these names to the DEDI chair.
      - Last year, this was only one grad student, but the DEDI committee decided two was more appropriate.
    - Faculty members are asked/appointed by the head (and can raise interest in this ahead of time), and are forwarded to the DEDI chair.
    - Undergraduate members are selected by the head (more details on process to come)
      - Last year, this was only one undergrad student, but the DEDI committee decided two was more appropriate.
  - We discussed the pros and cons of a committee that has 3 faculty representatives, 2 grad students, and 2 undergrads – but not more. We decided that decision-making and in-depth critical and thoughtful discussion was challenging enough with 7 people, and that it would be hard to build sustained working relationships that would be effective and productive if membership was in flux. We also decided that we had a lot of plans that needed a lot of support, that we wanted more advisement from committed stakeholders, and that we wanted ways for people enthusiastic about DEDI to get involved. We decided to create a DEDI Support Committee (who might think of a better name!) open to anyone in the department who wants to be involved in DEDI

work. And, if people were consistently involved in that committee, we might discuss whether it would make sense for them to join the DEDI committee. We will send out information about this in the coming month, including invitations.

- Decision-Making
  - o We decided that we would bring up an issue to discuss and have open discussion. The Chair will moderate and make sure everyone has a chance to contribute before any decision-making. If it seems like a clear consensus, the Chair will ask if anyone disagrees before calling a vote. Decisions will be made by majority vote.
- Meetings
  - o We decided to meet regularly once per month, and will schedule our August meeting. We will wait to schedule the September-January meetings until we have our undergraduate members.
  - o We will try to do some things over email, allowing for the 48 business hour rule (that we acknowledge we have work and life commitments such that responses before 48 business hours – two weekdays – cannot be expected).
- Next Steps
  - o We will be meeting in August, and will work on developing more policy and process documents for our committee to function well, and work on setting a timeline and agenda for change and action. We hope to have a preliminary timeline for some of this by the summer's end. This includes many items that overlap with those on the grad students' letter(s).

Goals
Psychology DEDI (Diversity, Equity, Decolonization, and Inclusion) Committee, Queen's University
07.27.20

The goal of the Psychology DEDI committee is to work towards lasting and meaningful change that makes our department diverse, equitable, decolonized, and inclusive in accordance with social justice principles. These principles include that: (a) progressive change needs to happen within structures, individuals, and our discipline; (b) that change is everyone's responsibility, and should not be disproportionately shouldered by marginalized groups; (c) and that power, privilege, and majoritized groups need to be named and addressed as well as oppression, marginalization, and minoritized groups.

We focus on DEDI work around the five equity-seeking groups identified by the Canadian government and/or Queen's University: (1) members of racialized groups/visible minorities, (2) women, (3) Indigenous/Métis/Inuit/First Nations people, (4) people with disabilities, and (5) LGBTQ (lesbian, gay, bisexual, trans/gender, queer) people. Some people clearly exist at the intersection of multiple oppressions that these five groups are subject to (e.g., not just misogyny, but misogynoir or transmysogyny). We also seek to work to improve the department for other minoritized groups, e.g., first-generation students, low income people, International students, etc. DEDI needs and actions sometimes overlap for these groups and sometimes are distinct and the DEDI committee aims to be thoughtful around shared and specific efforts.

The committee's work is to make change and we focus on the following areas, though not exclusively: teaching, supervision, research, service, climate, and hiring/recruitment. To that end, we develop principles, priorities, and procedures to help guide our work. We work with representatives of graduate students, undergraduate students, and faculty to inform and focus on change at all levels.

For information about past, present, and ongoing policies and change efforts, including those that successful or stalled, see our website: (coming soon). We aim to communicate updates regularly, with a large-scale overview annually.