

Diversity, Equity, Decolonization, and Inclusion (DEDI) Committee Update #3
Department of Psychology, Queen's University
September 2020
Committee: Lisa Bas, Tess Clifford, Michele Morningstar, Trinda Penniston,
& Sari van Anders (chair)

The 2020-2021 DEDI committee met for 1.5 hrs on Thursday September 10th for our third meeting. If you have questions about the items, feel free to get in touch with Sari van Anders. We welcomed each other back, updated ourselves of what we did in the previous meeting and between that meeting and this one, and then discussed the rest of our agenda. Here is a summary!

- Website: Michele led this discussion, clarifying a number of issues for the website that is under development. For example, it will be its own page on the department website, but also accessible via a link from the internal committee page. The website will have our summaries (literally what you are reading now!) and we did not decide whether we could put our internal department policies or group rules on the site and will come back to discuss this. We also discussed having a DEDI email or individual emails, sharing concerns about trolling vs. wants for openness. Michele had spoken with Inclusive Geo about their online format, and they had those worries but have had no adverse experiences. We decided to revisit this issue of emails because of time considerations. We also discussed how to share committee information (e.g., via Teams, OneDrive, email, etc.) during this item.
- Budget: Tess led this discussion, and we reviewed the budget that she had prepared. Trinda had a question about one item – that was related to a proposal that also needed discussion – and we decided to approve the budget with that item's amount held for more general activities until we could discuss the proposal. The budget proposal is just over 10k, which is close to last year's budget and thus seemed reasonable. We also decided to ask for administrative support (e.g., meeting minutes) which currently Sari is providing via her lab coordinator. We will be submitting the budget to the department asap.
- Support committee: Lisa led this discussion, and we reviewed her proposal. Because it was worded more as a call for support committee members and less as a description of what this committee would be, we agreed to postpone the larger discussion until next meeting, and Lisa would prepare a proposal that was more focused on what the committee would do and its structure. We also discussed a few wording issues in it, including noting that we were specifically interested in members from the five equity-seeking groups.
- Proposals: Sari led this discussion of a number of proposals she had developed to move the committee's work forward. They are listed here:
 - Six Action Proposals, which were all voted forward except where noted
 - Timeline (see below this update for a version of this!)
 - Graduate Student Letters
 - DEDI Reading Groups
 - Cross-Canada DEDI Graduate Student Groups
 - Trinda asked for more information on this proposal, so we postponed a vote until next meeting.
 - Teaching
 - DEDI Speakers
 - Seven Policy Proposals, which were all voted forward except where noted.

- What is our committee for?
 - Trinda raised a question about item 1di and we agreed to modify the proposal to discuss and vote on at the next meeting.
- Members
 - Lisa brought up a question about whether we should have at least one male on the committee. Our discussion focused on: we encourage diversity, would like to have men as members, encourage men to volunteer and join (and will informally reach out), majorities should and need to be doing DEDI work, but that it does not make sense to reserve a spot for men and we will instead focus on encouraging members from the five equity seeking groups (which of course can include men who are members of those groups).
- DEDI Committee Internal Communication
- DEDI External Communication
- DEDI Committee Member Education
 - We ran out of time for one item (5c) and delayed discussion and vote until next meeting.
- External Consultants
- Budget (just a brief note about timing of it for the future)
- Four Group Rules (we voted in advance of the meeting to approve all of these)
 - Items that make committees work well and that will aim for;
 - Items that make committees *not* work well and that we will aim to avoid;
 - How we, as a committee and individual members of it, can keep issues of oppression and marginalization at the forefront of our minds as we do our committee's work;
 - How we, as individual committee members, can consider our own expertise in relation to the five equity-seeking groups as we discuss committee matters and use these insights to self-monitor, listen/step forward, learn more, etc.
- Business arising:
 - DEDI Accommodations Guidance Document: We discussed the accommodations document that Michele is leading work on. Because it focuses on undergrads, Sari suggested that Michele consult with Meghan, who had some corrections and suggested getting in touch with QSAS, so Michele is working on that.
 - Sari discussed some related issues with a grad student in the department, and Tess volunteered to work on a Grad student version of the Accommodations Guidance Document once the undergrad version is done.
 - We discussed the note about anti-Asian discrimination that Sari drafted and how to disseminate it, and agreed Sari would check with the grad student who experienced a specific instance of discrimination and get back to Cynthia, the department head.
 - We discussed bringing up International Students in our committee meetings as per Lisa's interest/suggestion. Because the meetings are so full focusing on the five equity-seeking groups in our mandate right now, Lisa suggested postponing the discussion of the international students until the winter and the group agreed.

DEDI Timeline

09.17.20 prepared by Sari van Anders, DEDI Committee Chair

Commented [SvA1]: Note, this is what we agreed to at our meeting, but the approved proposals from the meeting need to be incorporated :)

There are more activities than we have time to do right now or even this year. We will use this timeline for the year to ensure we are able to make change immediately and lay the groundwork for longer-term actions and change. Midway through the year, we will review how our actions and proposals address the five equity-seeking groups and department constituents (e.g., undergrad, grad, faculty, etc.) attending to gaps, using our “DEDI Big Picture” excel file. We will update and revise our timeline as needed, and refer to it at each monthly meeting.

- July 2020
 - Clinical Hiring (DEDI Chair Sari phoned four clinical faculty to ask them to consider DEDI in hiring focus, read materials, emailed, and asked two consultants for input)
 - First committee meeting
 - Introduced ourselves, discussed what makes a committee work well, discussed purpose of our committee, developed/finalized goals document, planned on how/when to report back to department, discussed how members are chosen and what committee constitution should look like, discussed support committee, decision by vote, can operate in meetings or email, letters from grad students, response timelines within committee
 - Meeting summary sent out to department
 - Meeting with Jill Jacobson about Social-Personality Grad student letter (DEDI Chair Sari)
 - Meeting with Cynthia Fekken, Department Head (DEDI Chair Sari)
 - Meeting with Meredith Chivers, Clinical area chair (DEDI Chair Sari)
 - Discussions with grad student letter writers and planning for town hall (DEDI Chair Sari)
- August 2020
 - Planning meetings about Town Hall (DEDI Chair Sari)
 - Town Hall (initiated/organized by grad students; DEDI Committee Chair chaired)
 - Planning DEDI Committee meeting schedule
 - Initial meeting with Undergrad Chair Meghan Norris about DEDI and UG
 - Meeting with Jane Mao, representative invited to represent QBAS (discussed accommodations around social injustice)
 - Second committee meeting
 - Updates, committee name, consultants, website, budget
- September 2020
 - Proposals on accommodations guidance document, timeline, grad student letters, DEDI reading groups, cross-Canada DEDI graduate student groups, teaching, DEDI speakers.
 - Incorporate agreed-upon proposals into timeline
 - Meet with Four Directions Indigenous Elder (DEDI Chair Sari)
 - Meet with Psychology Professor Emeritus involved in past Queen’s DEDI initiatives John Berry (DEDI Chair Sari)
 - Undergrads join committee

Commented [SvA2]: Discussion carried over to October

- Finalize and submit budget (Tess)
- Finalize and have website up (Michele)
- Add prioritized items from grad student letters to DEDI timeline (Trinda and Lisa)
- Third committee meeting
- October 2020
 - Mentoring across difference proposal (Sari)
 - Consultants and consultant guidance letter proposal (Sari)
 - Admissions and (not just) GRE discussion proposal (Michele?)
 - DEDI training courses proposal (Tess?)
 - Fourth committee meeting
- November 2020
 - Hiring materials and focus proposal (Sari and Trinda?)
 - Organize resources and add to timeline/priorities (Sari)
 - Online DEDI resources for department (Michele?)
 - Fifth committee meeting
- December 2020
 - Undergraduate summer DEDI proposal (Sari and Luis)
 - Review how DEDI actions of the year and proposed map onto five equity-seeking groups and different department constituents.
 - Sixth committee meeting
- January 2021
 - Department DEDI data proposal (Lisa and Michele?)
 - Seventh committee meeting
- February 2021
 - Eighth committee meeting
- March 2021
 - Social action planning proposal (Sari)
 - Ninth committee meeting
- April 2021
 - Develop budget for 2021-2022 year.
 - Tenth committee meeting
- May 2021
 - Eleventh committee meeting
- June 2021
 - Brief new committee members for July turnover.
 - Twelfth committee meeting