

Equity, Diversity, and Inclusion (EDI) Committee Update #5
Department of Psychology, Queen's University
November 2020

Committee: Lisa Bas, Tess Clifford, Michele Morningstar, Trinda Penniston, Isabel Magsucang, Alix Young, & Sari van Anders (chair)

The 2020-2021 EDI committee met for 1.5 hrs on Thursday November 12^h for our fifth 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 about 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!

- Updates:
 - Our name change passed so our name is officially the Equity, Diversity, and Inclusion (EDI) Committee.
 - Sari has been working on getting through the DEAP materials but it will probably take another month for her to work through it and then delegate tasks (it's got a lot of material).
 - Trinda had her email sent to AGSIP about communicating about our EDI committee with graduate students.
 - Michele is working on getting the website ready with Eric.
 - edi.psychology@queensu.ca is the new email for people to email the committee (Michele will monitor it).
 - We all read the TRC report.
 - Lisa has updated the department speaker list document and will upload it again so people can see it.
 - Sari will update the timeline without everyone needing to vote on it.
 - Lisa had sent the committee a really useful article ([Why Diversity Programs Fail](#)) and Sari went through the highlights of the article and its conclusions about what makes diversity programs succeed.
- Policy Discussion: We finished updating our policies!
- Support committee: Lisa made changes to the document, which we discussed. We (Sari) wondered whether we should postpone this until next year given how full our hands were but the consensus was that we should keep going with it because of the momentum and its plusses.
- Accommodations letters:
 - Undergrad: Michele has this one ready to go out (it has since been sent out) after a lot of consulting with various department and university members. It provides information for undergraduates and instructors on accommodations for experiences of social injustice.
 - Grad: Tess is working on finalizing this one after a lot of consulting with various department and university members as well. It provides information for faculty supervisors on potential ways to support grad students in their labs who experience social injustice (outside the lab).
- International students and Taking: we discussed that grad students who have traveled outside of Canada because of COVID (e.g., to home countries) are allowed to TA and that the

university is working on this, and we hope they change their policy (and/or provide a clearer rationale for it).

- Action Proposals:
 - Tess: We have not heard from faculty on what they'd like for department EDI training so we will look to the grad student letters once Trinda and Lisa share their lists with us, and query faculty directly.
 - Michele: We discussed Admissions (GRE and beyond) to clarify how our committee might be involved in discussions about incorporating EDI considerations into grad admissions.