

**Equity, Diversity, and Inclusion (EDI) Committee Update #17**  
**Department of Psychology, Queen's University**  
**November 2021**

**Committee Attendees:** Sari van Anders (chair), Andrea Santalla Escobar, Luis Flores, Lydia Mathi, Michele Morningstar, Mark Payumo, Sylvia Pinheiro

We met for 1.5 hrs on Thursday November 11<sup>th</sup>. If you have questions about the items, feel free to get in touch with Sari van Anders. Here is a summary!

- **Readings Groups:** We're scheduled for the winter! We also discussed how to encourage others to join in.
- **EDI TRC/Psychology updates:**
  - Sari sent the course proposal to the four elders who were consulted originally. She met with Al Doxtator who gave a thumbs up.
  - For the self-education resources, we received a thumbs up from Indigenous Initiatives.
  - Sari is focusing on finishing the course portion and will work on the research portion next.
- **Website Updates:**
  - Eric made the updates to the website!
  - For the pronunciation guide, 62% of faculty and staff responded, and 13% of grad students did. We asked Sylvia and Mark about their perceptions for the low uptake among grad students and discussed potential ways to move forward.
- **Staff members:**
  - There are mandatory training sessions that are flexibly timed since they are asynchronous and elective sessions 2-3 times/term in groups of 40-100 people with a facilitator, though some of these are also asynchronous. Sylvia will format an email and send to Sari.
- **EDI Actions and Equity-Deserving Groups Report Summary:** Sylvia and Mark are working on it and discussed how to format it, and whether to include plans (answer was no, since it's about evaluating what we've done). Sari will meet with Mark and Sylvia to communicate more about it.
- **Class Update:** Working with the one professor has been completed. Another issue has been reported, with more discussion to come.
- **Guest Speakers/Speakers' List:** Sari shared the guidance document about this with the committee, and is working on edits
- **Class Support:** Sari has been working with a faculty member and external consultants to address issues in course teaching. This is moving along.
- **DEAP reporting:** Sari is working on summaries.
- **Hiring plan:** Sari finished a draft and will send to Michele.
- **EDI 15/15:** Working on scheduling!
- **Undergraduate Research Internship:** Luis led discussion on thinking about this.
- **Graduate Student Proposal:**
  - Sylvia spoke with AGSIP and will be looking into social distancing and social events.

- Mark discussed creating a sticker board for visual representation of research and social locations. They are writing up a proposal for AGSIP and will share with the EDI Committee.
- Sylvia and Mark wrote proposals for the video project and will share with the Committee for input.
- **Undergrad Community Site:** Lydia and Andrea had put their proposal up on Teams, and the committee discussed.
- **Class & Curriculum Issues:** There has been a second complaint about transphobic content, and we will think about coming up with a structure to prevent and deal with this, beyond the existing guidance document and EDI 15/15 we've done. Sari will work on something to bring to the Committee and consult with CTL on.
- **NSERC USRA:** Sari was asked for information about these applications and how to consider EDI. Because of the short timeline for the committee to respond, there wasn't much time for a more sustained engagement but some discussion was had and then shared.