Equity, Diversity, and Inclusion (EDI) Committee Update #18
Department of Psychology, Queen's University
December 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 December 9th. If you have questions about the items, feel free to get in touch with Sari van Anders. Here is a summary!

- **Readings Groups:** Last Reading Group went well, though Al was unable to attend. Next reading group is scheduled. Sari will send Michele the prompts so they can be shared for people interested in doing the self-guided reading.
- **EDI TRC/Psychology updates:**
  o Sari is getting the course proposal ready to share with the department.
  o For the self-education resources, we received a thumbs up from Indigenous Initiatives.
  o Sari is will work on the research portion next semester.
- **Website Updates:**
  o There are still some clean-ups but most everything is updated.
  o The new website was supposed to be more accessible but Michele ran an accessibility audit and there are still issues so she will communicate with Eric about this.
  o **Staff members:**
    o Sylvia had thought to send out an email with information to the whole department (not just staff) and Michele suggested waiting until February when things were less busy.
- **EDI Actions and Equity-Deserving Groups Report Summary:** Sylvia and Mark sent information to Sari, and Sari provided feedback. Sylvia and Mark are discussing edits.
- **DEAP reporting:**
  o For items 1, 2, and 3, Sari worked on edits and the next step is to send to Kate or Cynthia.
  o For items 4, 5, and 6, Sari will work on next semester. Sari asked if this was worth the committee's time, since it takes energy and time away from actual priorities and seems more like paperwork, and we ultimately decided we should either do it or explain why not.
- **Hiring plan:** Michele and Sari are meeting on Monday and will report back.
- **EDI 15/15:** Next is Monday December 13th.
- **Pronunciation Guide:** The same amount of faculty and staff have done it, and the grad students increased to 21%. Mark and Sylvia will bring up with AGSIP. Michele will speak with Mark and Kate about getting this on the new grad student orientation. Sari suggested posting the ones we received already, which might help encourage others. We discussed offering to record for people if they wanted, and Michele will create a new email offering to help.
- **Encouraging participation:** We discussed different ways to encourage participation. For now, we settled on asking our department head to help spearhead a discussion at the faculty meeting about what the department's goals would be for its EDI involvements.

- **Undergraduate Research Internship:** Luis led discussion on thinking about this, including reporting back on themes from articles he read (notably: the duration of the program the level of engagement in the lab was predictive of positive outcomes).
- **Graduate Student Proposal**:
  - Sylvia shared screen to show initial EDI initiative ideas. These included a graphic illustration of the building and a sticker mural. Hoping for a collaborative project but social distancing might make that challenging. We discussed how to deal with potential vandalism or if grad students did not participate (Sari's concerns :)).
- **Undergrad Community Site:** We discussed how to direct people to report violations, since that is not what this site is for. We discussed more about the site and what could go on it.
- **Class & Curriculum Issues:** We discussed some ideas that might go into a proposal. Sari planned to bring to CLT, and then Kate/Cynthia/Meghan, and then to dept meeting.
- **New Business**
  - Mark and Sylvia will be meeting with the SGPS.