

Equity, Diversity, and Inclusion (EDI) Committee Update #19
Department of Psychology, Queen's University
January 2022

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 January 13th. If you have questions about the items, feel free to get in touch with Sari van Anders. Here is a summary!

- **EDI TRC/Psychology updates:**
 - Sari shared the course proposal about Psychology and Indigeneity with the Undergraduate committee.
 - Sari will be working on resources for self-education for doing research with Indigenous communities.
- **Website Updates:**
 - Michele is working with Eric on the self-education section, and Lydia will help.
 - More website issues have been resolved.
- **University training email:** Sylvia will connect with Suzanne and send her an email draft.
- **EDI Actions and Equity-Deserving Groups Report Summary:**
 - Sari looked at the report and there are missing activities that Sylvia will add in communication with Sari.
 - Reminder that date range is July 1-June 30.
- **DEAP reporting:** Sari did edits for #1-3, and shared the document with Kate and Cynthia. Kate sent back some comments, and Sari will work on those, and get started on #4-6.
- **Hiring plan:** Ready to share with group, and still need to add citations. Sari and Michele will complete it.
- **EDI 15/15:** It went well and had the most broad level of engagement. There was a suggestion for a future one to focus on lab guides; Sari is working on lab guides so will work on that.
- **Pronunciation Guide:** Discussion of how to interest more grad students in doing this. Sylvia and Mark shared thoughts about what might be barriers.
- **Encouraging participation:** As a follow-up from last department meeting where we postponed the topic, Kate will bring this up to lead discussion in the upcoming department meeting.
- **Class & Curriculum Issues:** Sari checked with CTL, and the proposal worked according to them, and they gave some great suggestions. Sari made those changes, and checked to see if committee wanted to see them before sharing elsewhere (no one did). Sari will send to Kate and Cynthia.
- **Undergrad Community Site:** Lydia and Andrea led discussion and answered questions about the new site. Sari said she would let Meghan, Kate, and Cynthia know this was in the pipeline. All discussed how to manage difficult or challenging comments. The site will go live January 19th.
- **Undergraduate Research Internship:** Luis described leading a directed readings course with undergrad students to help with the project. There was a lot of interest, and he selected four students. They will be reading through existing research on similar programs and this will help him develop a report to summarize barriers. He may have them develop a survey to ask department students what they'd like to see in a program like this.

- **Graduate Student Proposal:**
 - Mark discussed the video project proposal, and indicated this would hopefully start in March. Sylvia will draft an email to Eric to ask for support.
 - Mark discussed proposing the sticker idea to AGSIP who liked the idea and the next step will include the mock-up.
- **Committee Member Self-Education:**
 - Michele read and reported on Invisible Women by Caroline Criado-Perez.
 - Mark read and reported on Our Elder Brothers: The Lifeblood of Resurgence by Leanne Betasamosake Simpson.
 - We all discussed posting bulleted points on Teams and maybe the undergrad Instagram accounts (we also thought about the reading book prompts for this too).
- **New Business**
 - Sylvia and Mark met with SGPS, and asked for guidance on what to share/not share from our committee.