

Equity, Diversity, and Inclusion (EDI) Committee Update #21
Department of Psychology, Queen's University
March 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 March 10th. 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 sent the course proposal and there was a lot of back and forth about it.
 - Michele worked on the TRC resources and they are up to the website. Will share an email to send out.
 - Sari is halfway done the research resources and will share when ready.
- **Website:** There are some issues that will be addressed. Various changes and updates to make.
- **University training email:** Suzanne will be sending an email to the department about mandatory training at the end of April; Sylvia will share on Teams so everyone can take a look.
- **EDI Actions and Equity-Deserving Groups Report Summary:** Finished and shared with department.
- **DEAP reporting:**
 - Sari went final edits on 1-3 to Cynthia and Kate.
 - Sari worked on 4-6, and we need to identify plans for the priorities. Brainstormed about admission and selection of learners, support programs and services for learners,
 - For admission and selection of learners
 - Sari worked on edits in response to comments from Kate and Cynthia and faculty recruitment/promotion/career development/retention.
- **Hiring plan:**
 - Indicated to Kate and Cynthia we'd be sharing.
 - Sent to dept, no questions yet.
 - Will bring to Q&A at dept meeting.
 - Will call for a vote at the subsequent meeting.
 - Hoping it might be useful for other departments.
- **EDI 15/15:** went well – new time seems to work. Might ask for next year if department can hold off scheduling events one Friday a month to reserve that time for EDI.
- **Pronunciation Guide:** Will be putting it up and letting people know they can still submit!
- **Class & Curriculum Issues:** Meghan is sharing with undergrad committee. Waiting on feedback.
- **Undergrad Community Site:** Going smoothly. Start adding image captions for accessibility. Working on new posts about Black History/Black Futures ideas. More post discussion.
- **Reading Group for June:** Asked whether we should; group agreed we should.
- **Undergraduate Research Internship:** Working on questionnaire about barriers to involvement, discussion of any questions to add. Considerations of time burden and what is best. Will let Kate and Cynthia know about survey in advance.
- **Graduate Student Proposal:**

- Video project:
 - Drafting up storyboard of video to send to Eric
 - Narrowed down choices for professors to invite
 - Discussed project at grad student town hall and asked for volunteers.
- Art project:
 - Draft of design and budgeting
 - Put call for artists to help with all, and volunteers for details.
- **Committee Member Self-Education:**
 - Luis reported on research about barriers to undergraduate involvement in research.