

Psychology EDI Truth and Reconciliation Commission (TRC) Meeting

11.06.20 prepared by Sari van Anders, EDI Committee Chair with input from Allen Doxtator.

Revised 11.16.20

The Psychology EDI Committee and Allen Doxtator, an Indigenous Elder and Cultural Advisor with Queen's Office of Indigenous Initiatives, will hold an EDI TRC meeting for faculty and graduate students in Psychology to discuss the [Queen's Truth and Reconciliation Commission \(TRC\) Task Force Final Report](#). Within this structured setting, this meeting will: facilitate engagement, knowledge, and understanding of what the Queen's TRC report is about; provide ways for department members to consider how the TRC recommendations are relevant to the department; and develop action ideas, suggestions, and plans for addressing the TRC recommendations within the department. The goal is to work with Indigenous knowledge and community members towards a department that is a more just space for Indigenous members and communities; this will need to be one step of many.

The meeting will be 1.5 hours and held remotely, led by Allen Doxtator and Sari van Anders (EDI Committee Chair). Faculty, graduate students, and post docs will be welcome. Allen's secretary will take minutes/notes that will be shared with Sari. In advance of the meeting, we will ask participants to read the TRC report, and we will create groups to each focus on a set number of TRC recommendations.

Agenda:

1. (1 min) The meeting will commence with Sari offering tobacco to Allen and asking him for guidance as the department works towards thinking about the TRC and engagement with Indigenous department members and communities.
2. (2 min) If the tobacco is accepted, Sari will introduce Allen.
3. (10 min) Allen will present/discuss the Queen's TRC Report and what Indigenous leaders are trying to do and make happen, and how help is needed in this.
4. (20 min) Sari will give an outline of the remainder of the session. Participants will then go to their break-out rooms to discuss the recommendations. Allen and Sari will pop in and out of those meetings to help structure, answer questions, prompt thinking, etc.
 - a. The groups should (re)read the recommendations, out loud if they prefer or to themselves. They should each keep their own notes.
 - b. The groups will consider how their recommendations are relevant specifically to the Psychology Department.
 - i. In case the groups need some prompting, some contexts that might be useful in considering the recommendations:
 1. Psychology as a discipline historically;
 2. Psychology as a discipline today;
 3. Our faculty make-up;
 4. Our graduate student make-up;
 5. The research foci within our department;
 6. Barriers and resistances to change;
 7. Psychology within a local, national, and global context.
 - ii. Groups should note at least 1-2 ways each recommendation (or at least most of them!) is relevant to the Psychology Department and be ready to report

back to the meeting (one person should be selected, being thoughtful about representation in who speaks).

- c. The groups will also work together to consider suggestions, ideas, and plans for applying their recommendations to the department.
 - i. Some considerations for discussion might include:
 1. What would this idea involve? What resources would it need?
 2. How long would the idea take?
 3. Who would be involved?
 4. What barriers might exist?
 5. How would the department know if this idea succeeded?
 6. What might be unintended impacts (both good and bad)?
 - ii. Groups should note at least three ideas, suggestions, and/or plans and be ready to report back to the meeting (one person should be selected, being thoughtful about representation in who speaks).
5. (20 min) Group spokespeople will report back to the meeting about their specific discussions and ideas. Allen and Sari may briefly comment or ask questions.
6. (25 min) This will be time for open discussion and questions, facilitated by Sari and Allen.
7. (2 min) Allen and Sari will conclude the meeting and thank participants, and Sari will suggest a timeline for planning on working on at least 3 ideas, with a date to follow up on the remainders.