

**Equity, Diversity, and Inclusion (EDI) Committee Update #6**  
**Department of Psychology, Queen's University**  
**December 2020**

**Committee: Lisa Bas, Tess Clifford, Michele Morningstar, Trinda Penniston, Isabel Magsucang, Alix Young (absent), & Sari van Anders (chair)**

The 2020-2021 EDI committee met for 1.5 hrs on Thursday December 10<sup>th</sup> for our sixth meeting. If you have questions about the items, feel free to get in touch with Sari van Anders. We welcomed each other back, updated ourselves about what we did in the previous meeting and between that meeting and this one, and then discussed the rest of our agenda. Here is a summary!

- Updates:
  - Tess sent the grad/lab social injustice guidance document out and got some positive feedback.
  - Sari sent the social location and teaching guidance document out and got some positive feedback too.
  - Sari worked with Alix, Isabel, and the Psych DSC on nominating graduate and undergraduate department members for the Young, Black, and Gifted celebration.
  - Sari reported that at least 30% of faculty signed up for the reading group! Scheduling will come soon.
  - Sari will be scheduling the TRC/Psychology meeting (she had to wait until next semester was scheduled for lab meetings, teaching, etc.) asap.
  - Sari organized and will be leading the discussion on gender, success, sexism, and mentorship (Thursday Dec 17<sup>th</sup> noon) with co-hosts Stanka Fitneva, Kate Harkness, and Beth Kelley.
  - The DEAP materials will take a while!
  - Michele has been working on the OneDrive/Teamsdocument (we will try to address this over Teams once people have had a chance to read it)
  - Because next semester is so challenging for everyone and time is so limited for Sari, and because we have been putting in so many hours since the committee started meeting in July (probably 1-2 years worth by this point!), we will slow down next semester and meet for 30 minutes monthly instead of 1.5 hours.
  - Our timeline check-in will be picked up in May
  - If people have individual complaints/concerns about discrimination (e.g., someone is transphobic, racist, etc.), this should be directed to the university ombudsperson who may work with the human rights office.
- Grad student letters update (Trinda and Lisa)
  - This was posted on Teams close to our meeting so there wasn't enough time for members to look in advance, but people will look in the following week. Trinda and Lisa put all the items into a document organized into things that haven't been done and things that have, along with a proposed timeline. We will discuss more in the coming meetings.
- Website update (Michele)
  - It's done and ready to go live!
  - Michele will be our point of contact and we will add "website member point of contact" into our policy for the committee

- Feedback (Sari/Lisa)
  - Lisa had brought up the question of Sari giving feedback to members if there were issues with policy or group rules; Sari asked how people would prefer this. The group decided it would likely be an email with an invitation to discussion if the person would like.
- International students questionnaire/survey (Sari/Lisa)
  - The group discussed the issue most related to our committee and discussed the extent of it and any possible ways to address it. We decided we would think more broadly about related issues over the coming semester, paying attention to the specifics of international students within the larger context of racialized lived experiences as we work through this.
- List for speakers across areas (Lisa)
  - This is done! Sari will share with department for record-keeping.
- Support committee (Lisa)
  - We discussed issues, questions, and concerns.
- Grad admissions discussion (Michele)
  - We discussed how to move forward on this.
- Business arising
  - Consultant names (Sari): members were invited to send Sari names and other info about potential consultants.
  - Social justice in the lab (Sari): we discussed holding a workshop for people interested in bringing in more social justice perspectives to their labs, probably for the summer.
  - Accessible documents (Sari): We discussed holding a mini/short workshop on making documents accessible for the department.
  - Repository of resources (Michele): We discussed how/where to do this!