

Equity, Diversity, and Inclusion (EDI) Committee Update #16
Department of Psychology, Queen's University
October 2021

Committee Attendees: Sari van Anders (chair), Luis Flores, Mark Payumo, Sylvia Pinheiro, Michele Morningstar, Lydia Mathi, Andrea Santalla Escobar

We met for 1.5 hrs on Thursday October 7th. If you have questions about the items, feel free to get in touch with Sari van Anders. Here is a summary!

- **Readings Groups:** We're scheduling for November with Al Doxtater!
- **EDI TRC/Psychology updates:**
 - Sari met with Jan Hill about Laurentian courses, and we are both waiting on more information.
 - Sari is almost finished with the syllabus proposal.
 - For the self-education resources, Michele is working through to make sure that we are complying with goal of having 80% of material be from Indigenous authors.
 - Sari has started gathering information about research with Indigenous communities and asked the EDI-SC to find more.
- **Website Updates:** Sari and Michele met and have a plan; Michele is halfway through a mock-up; Eric will hopefully be able to attend to this in late October.
- **Staff members:**
 - Sylvia spoke with Human Rights and Equity, and was told all employees are required to do some EDI training but how much and what kind depends on the type of employee. Sylvia will go through curriculum, and noted that the course on culture and respecting difference could be good to let people know about. Sylvia will look into this.
- **Undergrad Members:** We welcomed our new undergraduate members!
- **EDI Actions and Equity-Deserving Groups Report Summary:** Sylvia and Mark will get to this for next meeting.
- **Guest Speakers/Speakers' List:** Sari is working on guidance document about this. Sylvia is working on getting information about brown bag speakers from AGSIP.
- **Class Support:** Sari has been working with a faculty member and external consultants to address issues in course teaching. This is moving along.
- **DEAP reporting:** Sari is working on summaries.
- **Hiring plan:** Discussion continued about plans.
- **Undergrad Community Site:** Discussed this proposal from previous undergrad members to ask if Lydia and Andrea want to continue.
- **EDI Teams Channel:** This is up and going well!
- **Name Pronunciations:** These have been sent out.
- **EDI 15/15:** A proposed topic was given and will be the next focus "Handling EDI Discussions in the Lab".
- **Internship:** Luis agreed to take the lead on this.
- **Graduate Student Proposal:** met with and discussed with AGSIP, but will leave to next term. Will work on structures for plans.

- **Budget:** We agreed to divide up guest speaker honoraria for fall, winter, and summer (\$500 each), and to provide funds for community requests from outside of Queen's (\$500) and inside Queen's (\$1,000). We agreed to funds for supporting consulting about the course (\$1,000) and books for the reading groups (\$350/semester). We allotted \$1,000 for undergraduate initiatives and the same for graduate initiatives. This left room to increase for any one category and budget for other things that may come up.
- **Centre for Teaching and Learning:** Michele reminded us that someone contacted us from the center and offered to work with the dept if there were questions about curricular reviews; Michele will check in to see what exactly they can do and support.