The 2020-2021 EDI committee met for 30 minutes on Thursday April 8\textsuperscript{th} for our tenth 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!

- EDI Social Injustice Notes: How to Ask the EDI Committee to Write/Disseminate (please see page 2!).
- Join the EDI Support Committee and get involved in working towards continued positive EDI change in the department (please see page 3!).
- Updates:
  - Reading groups: Second reading group went well (Sari & Trinda) – we will put up our prompts for self-directed reading and education on the EDI site in the next 1-2 months (Trinda, Michele)
  - TRC Update: We are waiting to finish up the plans for the support committee, since that will support these initiatives (Sari, Lisa)
  - Speakers List: The list was pretty sparse so we will ask for help from the support committee to flesh out (Sari)
  - Teaching Tips Solicitation: Given how stressed/busy everyone is, we decided to postpone this to May (Sari)
  - Accessible Documents Workshop: Given how stressed/busy everyone is, we decided to postpone this to May (Sari)
  - Website: The site will be updated for content and for accessibility (Michele)
  - Undergraduate Research Experiences: Sari brought some preliminary discussions to the group reflecting ongoing discussion with Luis Flores (e.g., how long would it be?)
  - Accommodations Ambassador: Discussion about sending emails and more communication to see about this and clearer information for undergraduates (Michele)
  - Things got pretty heavy/busy for everyone with the new shutdown, so we will look at the timelines and update as needed in the coming month(s) (Sari)
  - Grad student focus group: We agreed to fund the graduate student letter writers who wanted to do a more in-depth set of focus groups on graduate student experiences and EDI (Sari, Trinda).
Procedure for Social Injustice Support Notes

We sometimes put out notes in support of those impacted by social injustice on behalf of the EDI Committee and/or the Department. We do so guided by points in the committee’s principles and policies. These include that we: are action-not show-oriented, are mindful of including discussions of relevant actions in any EDI statement, do not rush when possible, and focus on long-term lasting change and responding to urgent issues of social justice related to EDI in the department. Our committee principles define “urgent” as an EDI committee member or other department member raising it as such. However, some items may be presented as urgent because prior action has not been taken. This may reflect (a) those who have asked for change but not been heard, or (b) those who have not responded to change requests but now see the need for change. We will include (a) but not (b) in our definition of urgent. We aim to attend to no more than one urgent issue per month. Requests for Social Injustice Support Notes can come from department members and/or EDI Committee members in a process as follows:

EDI Committee Member initiated Social Injustice Support Note: An EDI Committee member can propose a Social Injustice Support Note on a specific topic to the Committee. To do so, they should either bring it up at an EDI Committee Meeting or via Teams including the following information (brief and concise is fine and welcome). The EDI Committee will then vote on whether to proceed and, if there is a positive vote, will then vote on the Social Injustice Support Note once drafted.

1. Topic description including community/equity-seeking group experiencing the social injustice;
2. How the topic meets the principles for an EDI Social Injustice Support Note;
3. Why the topic is best addressed via a Social Injustice Support Note vs. another medium (e.g., the person’s own social media account, etc.);
4. Points to consider including in the note (e.g., be sure to mention this identity term, refer to these events, etc.);
5. Points of concern (e.g., avoid this common error; ensure to discuss X, etc.);
6. Any time sensitivity with explanation (e.g., no immediate urgency; asap because of recent event X, etc.);
7. A proposal of which committee member would write it (e.g., themselves, the Chair, etc.).

Department Member initiated Social Injustice Support Note: Any member of the department can propose a Social Injustice Support Note to the EDI Committee or bring an issue to its attention that might merit one. To do so, they should communicate to any EDI Committee member about the issue. It would be most helpful to provide responses to items 1-6 above to help the EDI Committee decide but we recognize this is not always possible and might put more work on those experiencing social injustice. Accordingly, department members can provide those responses to 1-6 but, alternatively, can merely communicate the issue. In so doing, it would be most helpful if there was a clear request for a note of support but, again, this is not required. The EDI Committee will then vote to proceed, ask for more information, and/or do research to better understand the issue. If there is a positive vote, the EDI Committee will then draft a Social Injustice Support Note, vote on it, and then share with the department member to comment on. If there are changes, the EDI Committee will then re-vote.
Join the Psychology Department’s Equity, Diversity, and Inclusion Support Committee (EDI-SC)

We are looking for interested undergraduates, graduate students, postdocs, faculty, and staff to join the EDI support committee (EDI-SC).

This is a great opportunity to assist with the EDI activities undertaken by our department’s EDI committee. The work of the SC is integral to EDI, and we hope it will provide a diverse array of opportunities for departmental members to work on EDI committee initiatives, give feedback and share concerns, and assist the EDI committee with the implementation of tasks to work towards continued positive change within the department. We also hope it will help build community towards making change.

What should you expect, if you are interested in volunteering your time? We will ask you about your interests, and then we will record your name, email, position, and interests in an excel spreadsheet. Members of the EDI committee will either contact you directly or the whole group when looking for help with a specific EDI initiative. For example, if you have interest and/or expertise in teaching and/or racism, we might ask you to help us find syllabi from courses outside our university that are relevant to a course like Psychology of Racism. Or, we might ask the whole EDI-SC to rank order a set of actions to help us prioritize. When the EDI Committee emails you, we would include an estimated timeline and/or deadline. If we email you directly, you could accept or decline if you were too busy or the topic wasn’t up your alley. If we email the group, you would just respond if you were interested and otherwise, ignore!

If you are interested and want to help create a more diverse and just environment in our department, then we would like to hear from you! To apply, please send a brief email to Suzanne DeSousa, our EDI staff support member, at psyc.office@queensu.ca with the following:

- Your name and email address;
- A brief note outlining why you want to join the EDI-SC and what you hope to achieve as a member of the committee (1-4 sentences is fine!);
- Any skills or interests that we should know about (e.g., you love lit searches; you have a passion for teaching; you are a member of and/or involved in specific equity-seeking groups, etc.).