

**Diversity, Equity, Decolonization, and Inclusion (DEDI) Committee Update #2**  
**Department of Psychology, Queen's University**  
**August 2020**  
**Committee: Lisa Bas, Tess Clifford, Michele Morningstar, Trinda Penniston,**  
**& Sari van Anders (chair)**

The 2020-2021 DEDI committee met for 1.75 hrs on Friday August 28<sup>th</sup> for our second meeting. We welcomed each other back, updated ourselves of 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!

- Meetings: Because we don't have the undergrad members (who are not decided by the committee), we set our Sept and Oct meetings firm, and tentative meeting days/times until April. Once we have the undergrad members, we may change Nov-April meeting schedules.
- Committee Name: We discussed whether "decolonization" is the right term in our committee name given its actual definition (brought up by van Anders). We discussed how this is not "just a semantics issue" but that language is crucial, including in communicating what our committee can be expected to do and what it should be held accountable for doing/not doing. The discussion was based largely in content from this article: (<https://academicmatters.ca/a-move-towards-conciliation-in-academia/>). We decided to further consult with Four Directions.
- Consultants: We discussed the utility of guidance for people with questions about DEDI issues (brought up by van Anders), and agreed to develop and put out a guidance letter for the department that contained best practices → a quick summary is: Google/read/search, then ask DEDI committee, then ask individuals; avoid (over)relying on people or any one person from a minoritized group, including Black or other racialized social locations. We also discussed the need to have experts in DEI issues (especially social locations not represented in our committee's expertise) whom our committee can consult, and the importance of not asking them for free labour. We agreed to put consultants into our budget.
- Website: We will be starting work with the department to make a DEDI website. It will have our committee members, goals document, updates, actions (planned, underway, successfully completed, couldn't complete and what were barriers), timeline, and potentially a way for people to contact us anonymously (this brings up problems like trolls and harassment as well as benefits like people being able to communicate concerns without having to identify themselves). Not all of these will go on the website immediately.
- Internal Repository: We will keep the internal site for more detailed record-keeping, for current and future members of the committee.
- Budget: We will develop a budget over the next 1-2 weeks. It will have funds for consultants, speakers, training sessions, and potentially other items. We discussed having a stipend for the graduate student members (brought up by van Anders) but they noted that they had volunteered for this committee and did not feel that compensation was appropriate as a result, and because it could create inequities with grad students volunteers on other committees (who are also not compensated) and grad students working on DEDI issues not on this committee. We discussed having a DEDI award to recognize outstanding DEDI service and/or research with details TBD (brought up by van Anders) (in part to respond to considering ways to compensate people from marginalized groups doing a lot of DEDI work, including the grad student group with the recent letter, and that their letter specifically noted

the need for compensation for DEDI work), but some members of the committee raised concerns that not everyone has a chance to do DEDI service work or scholarship (both of which some members disagreed with) and that people might do DEDI work for the wrong reasons though it also might encourage people to bring in DEDI considerations to their work. We decided to revisit DEDI awards again in the future and not put them in this budget or plan for them this year. Because we decided not to compensate grad members, we agreed it would not make sense to compensate undergrad members.

- Next steps:
  - Items listed above.
  - Additional proposals continuing our work to develop more policy, process, and action documents will be sent out to the committee before the next meeting (early September). van Anders will be focusing August 31<sup>st</sup>-Sept 4<sup>th</sup> on this to help advance the committee's work because the incremental work is taking too long and we all feel the urgency of getting to impactful work!
  - We had hoped to have a preliminary timeline for our committee by the summer's end, but were not able to get to that agenda item (and many others). This timeline will be part of van Anders' batch of proposals for the committee to vote on at the next meeting and then disseminate more broadly closely after that (so, not *that* long after the summer's end!).