

**Department of Psychological Sciences:
Fall Update on Anti-Racism and Inclusion, Diversity, & Equity (IDE) Actions
September 26, 2020**

Introductory remarks

As introduced with the inaugural Summer 2020 update (available at <https://psychology.missouri.edu/diversity-and-inclusion>), the goals of these quarterly updates on Departmental action and progress toward enhancing IDE include:

- Keeping IDE efforts, and the considerable work to be done, at the forefront of our collective attention
- Acknowledging and appreciating the efforts of those who contribute to IDE
- Fostering transparency in what plans, goals, and importantly, action steps the Department is taking
- Encouraging accountability for, and reporting on, progress toward our plans and goals

The Department Chair and the Associate Chair for Diversity and Inclusion compile and communicate these updates, but it is our collective responsibility to ensure updates are populated with progress.

Relevant actions since Summer (July) 2020

STRIVE 2020: We announce an organizing framework for conceptualizing the many facets of anti-racism and IDE work in which we are engaged. Please check out the STRIVE document, which emphasizes *support, training, representation, instruction, voice, and evaluation*, as the principles of a Department pledge to actively foster a climate of inclusion and belonging as we work to acknowledge, address, and combat racism. This pledge is about striving to reach our potential, to respect that each of us approaches this goal from a different place, to understand how history, power, and privilege shape our thinking, and to engage these imperatives with openness, humility, and compassion. Striving is used to capture the recognition that these are ongoing and evolving efforts.

Faculty/Staff Continuing Education: The Summer 2020 Quarterly Update announced the expectation that faculty/staff would engage in continuing education regarding anti-racism and IDE. We attach here a report on faculty/staff continuing education in 2020 to date. The original intent was to list relevant continuing education for each individual faculty/staff member to foster individual accountability and provide a statement to our students and colleagues about commitment and transparency. We value these goals. But upon reflection, we feel that in balance such a list is not the best vehicle toward meaningful progress. We need each of us – as faculty, staff, and students – to own the personal responsibility of educating, learning, and acting. It is hoped that the breakdown provided offers a sense of our department commitment, our need to continue learning, and a source of ideas about how one can seek further education. In that light, at the end of this document is a list of upcoming opportunities through the MU Division of IDE.

Upcoming meetings with Associate Dean Stephanie Shonekan: Associate Dean of Faculty Development, Graduate Studies, and Inclusive Culture, Dr. Stephanie Shonekan, will be zooming in to the department. Dean Shonekan will be meeting with GASP leadership on 9/29 and joining our faculty/dept meeting on 11/3 to discuss inclusive culture.

Upcoming effort to recruit a post doctoral scholar: We will be searching for a post doctoral scholar as part of the Preparing Future Faculty -Faculty Diversity - Fellowship Program (<https://gradschool.missouri.edu/postdoctoral-education/office-of-postdoctoral-education/>; PFFFD). The PFFFD is designed to promote faculty diversity by developing scholars for tenure-track faculty positions at the University of Missouri or elsewhere. A committee consisting of Laura King (social/personality), Tim Trull (clinical), Ashely Groh (Developmental), Jason Craggs (Cognition and Neuroscience) and Doug Steinley (Quantitative) has been established to help with the process of generating a competitive applicant pool. Please contact Jamie Arndt or any member of the committee to learn how we're spreading the word and/or if you have ideas. Many thanks to the group for helping with this important effort!

Increasing diversity in our graduate applicant pool: A working group has been formed to generate ideas about how we can increase the diversity of our graduate applicant pool. Please contact any member of the committee (Ann Bettencourt [chair], Jordan Booker, Clint Davis-Stober, Dennis Miller, and graduate students Olivia Warner and Genevieve Dash) to share ideas you might have. The goal is to have viable strategies identified by the end of the Fall

2020 semester and prioritized by Spring 2021 so that we can begin implementation. Many thanks to the committee members for taking on this important task!

Improving inclusive instruction: A working group has been formed to develop departmental strategies and resources for educating us about, and improving, our inclusive teaching. Please contact any member of the committee (Ann Bettencourt [chair], Scott Frey, John Kerns, Etti Naveh-Benjamin, and graduate students Courtney Jorgenson and Sarah Borowski) to share ideas you might have. The goal is to have an action plan ready for implementation Spring 2021.

Reminder: Drafts of Graduate Training Area Inclusion Improvement Plans are due by 10/15. Guidance is available at <https://psychology.missouri.edu/diversity-and-inclusion>

Upcoming continuing education opportunities through the Division of IDE:

Core Concepts Series

Time: Wednesdays noon-1 p.m.

Oct. 7: ADA 30: Celebrating 30 Years of the Americans with Disabilities Act.

Nov. 11: Ethnocentrism, Xenophobia & Racism: Lessons from Native American Resistance.

Nov. 16 (note that this is a Monday): Gender Identity and Solidarity, in conjunction with Trans Empowerment and Awareness Week.

Register for any or all here: https://missouri.qualtrics.com/jfe/form/SV_0rFIMMY4iERdBNr

Diverse Innovations Series

Time: Friday 10-11:30 a.m.

Dec. 4: Book Table Talk: *The Nickel Boys* by Colson Whitehead (2020 Pulitzer Prize). In this bravura follow-up to the Pulitzer Prize and National Book Award-winning #1 *New York Times* bestseller *The Underground Railroad*, Colson Whitehead brilliantly dramatizes another strand of American history.

Register here: https://missouri.qualtrics.com/jfe/form/SV_0vggKRsrWayPSQZ

Inclusion and Belonging Series

Time: Thursdays noon-1:30 p.m.

Sept. 10: Intersectional Failures of COVID-19: Layered Oppression in the Face of a Pandemic

Oct. 15: Lessons from Social Distance: What We Learned about Isolation and Belonging.

Nov. 19: Radical Hope after Local and Global Instability.

Register for any or all here: https://missouri.qualtrics.com/jfe/form/SV_cUzL6jPJ4WdDnjD

Please also visit the international programs website (<https://international.missouri.edu/events/>) for other educational opportunities. Of particular interest might be an upcoming webinar, as part of the tricontinental partnership series on race and racism, *The Many Meanings of Thomas Jefferson* (<http://calendar.missouri.edu/event/tri-continental-partnership-series-on-race-and-racism-the-many-meanings-of-thomas-jefferson#.X28wSUBFxPY>). This event will feature Dr. Stephanie Shonekan (Associate Dean in A&S, MU Depts of Music and Black Studies) and Dr. Jeff Pasley (MU Dept of History and Kinder Institute of Constitutional Democracy)

Time: 12-1:30pm

Oct 29th