

## Department of Psychological Sciences: Winter Update on Anti-Racism and Inclusion, Diversity, & Equity (IDE) Actions - February 1, 2021

### Introductory remarks

As noted with the inaugural Summer 2020 update, 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 Fall 2020 update

**Progress toward a webpage version of STRIVE:** The last update introduced an organizing framework to help guide the Department's efforts toward Anti-Racism and IDE. The STRIVE approach emphasizes *support, training, representation, instruction, voice, and evaluation* (PDF at <https://psychology.missouri.edu/diversity-and-inclusion>). We have begun working with the College's web communications team to convert this to a webpage that we hope will better convey a public commitment to these goals and increase accountability.

**Preparing Future Faculty – Faculty Diversity Postdoctoral Program:** As shared in the last update, we applied to, and were accepted to participate in, the PFFFD program, which is designed to promote faculty diversity by developing scholars for tenure-track faculty positions at the University of Missouri or elsewhere. The search committee (Ann Bettencourt, Jason Craggs, Ashley Groh, Laura King, Doug Steinley, Tim Trull) reviewed applications and conducted structured preliminary interviews with promising candidates. From this, we are excited to announce the following (virtual) visits and talks (calendar invites have been/will be sent).

- Dr. Donte Bernard: Feb 4<sup>th</sup> 3:30pm, *Understanding Risk and Resilience Among Black Youth and Emerging Adults*
- Dr. Allegra Midgette: Feb 18<sup>th</sup>, 3:30pm, *Meaning Making and Moral Reasoning about the Gendered Division of Housework in Chinese, South Korean, and American Families*

**Increasing Graduate Student Diversity.** The CDI and Dennis Miller, Director of Graduate Studies, have been working on plans for diversifying the graduate applicant pool, including developing a virtual open house for BIPOC prospective graduate students and building relationships with HBCUs in Missouri. Additionally, the Chair, Associate Chairs, and members of the Council of Directors attended a workshop entitled Strategies for Equity-based Holistic Review. The workshop offered a variety of strategies for enhancing diversity in the graduate admission process, such as having prospective students answer specific questions about their interests and qualifications, providing the information that faculty seek (as opposed to a very general personal statement); using specific evaluation rubrics for assessing the candidates' qualifications and potential. Those who attended the workshop will be applying these strategies to revise the graduate application process.

**Area inclusion improvement plans:** Graduate training areas have developed their Area Inclusion Improvement Plans. The plans were initially submitted in October and were reviewed by the Chair, Associate Chair for Diversity and Inclusion, A&S Associate Dean Stephanie Shonekan, and A&S Faculty Fellow for Diversity Sheri Marie-Harrison. The plans were then shared with area directors so further revisions could be considered. These revised plans are now available at <https://psychology.missouri.edu/diversity-and-inclusion>. Many thanks to all who contributed to this effort. The plans are one step toward initiating efforts to improve inclusive culture within our training areas.

**Meetings with A&S Associate Dean Stephanie Shonekan:** During Fall 2020, Associate Dean Shonekan met with the faculty to discuss IDE related efforts on the part of the College of Arts and Science as well as these efforts within our Department. Dean Shonekan congratulated our departmental efforts while also emphasizing the considerable work to do and the importance of continued progress. Associate Dean Shonekan also met with the graduate students, who shared their concerns about issues of diversity and inclusion.

**IDE Discussion in Semesterly Brown Bag Seminars.** During the 2020 Fall Semester, the CDI worked with faculty and graduate students to identify an article related to racism as well as diversity, equity, and inclusion. The group selected Roberts et al. (2020), "Racial Inequality in Psychological Research: Trends of the Past and Recommendations for the Future", in *Perspectives on Psychological Science*. The CDI developed guiding questions to foster discussion in the areas. Each of the five departmental areas met during their area seminar to discuss the article. The Seminar Organizer, the Departmental Chair, the Associate Chair for Diversity and Inclusion, and at least one member of the CDI facilitated the discussions. During the Spring Semester the CDI will choose an IDE-relevant article, authored by our current and former graduate students. Discussions will ensue as they did in the Fall.

**Psychological Sciences Fund to Support Underrepresented Participant Recruitment:** Inspired in part by discussions from our seminar series, we announced a new fund to support underrepresented participant recruitment (see PDF at <https://psychology.missouri.edu/diversity-and-inclusion> for more information). This fund, through which researchers in the department can request money to support diversifying research samples, is designed to help address one of the inequities that pervade psychological science: A continuing over-reliance on primarily White research participants. This over-reliance constrains the applicability of insights generated by the research, hinders representational knowledge, limits the type and focus of research questions examined, and reduces the capacity for underrepresented individuals to see themselves as playing an involved role in the research process.

**Advisory Group for Departmental Communications of Support and Statements:** Following a recommendation from last fall's GASP call-to-action, we have formed an advisory group to coordinate departmental statements and communications of support following impactful racial traumatic events and other injustices. The general idea is that this group would consider if/when particular events should prompt a response, and collaboratively compose and send out communications of support, or in some instances, statements. The group is composed of Jenna Strawhun, Ann Bettencourt, Kelly Boland, Olivia Warner, and Jamie Arndt. Many thanks to representatives of our Diversity Enhancement Committee for leading this effort.

#### **Appreciations, resources, and events:**

- Congratulations to graduate student **Cassandra Boness** for co-authoring a forthcoming paper in the *Journal of Clinical Child and Adolescent Psychology*, "A call to action for an Antiracist Clinical Science". Please take the opportunity to read this important work (even if you're not in clinical). Thank you, Cassie for your leadership! The paper can be accessed at <https://psyarxiv.com/xqwr4>.
- Thanks to Lisa Bauer for sharing that the *Society for the Teaching of Psychology* has published an open-access e-book titled "Incorporating Diversity in Classroom Settings: Real and Engaging Examples for Various Psychology Classes." A special congratulations to current and former graduate students **Eryn Adams** and **Mike Corcoran**, who co-authored chapters in this series. Thank you, Eryn and Mike for these contributions! The books are available at
  - Volume 2: <http://teachpsych.org/ebooks/diverse2>
  - Volume 1: <http://teachpsych.org/ebooks/diverse1>
- We are very fortunate to have a talk this month by **Dr. Lisa Flores** from ESCP. Her talk, *Moving the Needle: The Psychology of Latinx Retention in STEM*, is on Feb 11 at 3:30; and is part of a broader visit to the department.