Department of Psychological Sciences STRIVE approach to anti-racism and Inclusion Diversity, and Equity (IDE)

The Department pledges 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.

S – Support for BIPOC students, faculty, and staff for mental health, coping, and resilience on the heels of racial trauma; support for faculty, staff, and students to actively participate in education and training.
What is the department doing?
- Working with Department Wellness Resource Committee, Diversity Enhancement Committee, and Committee on Diversity and Inclusion to develop strategies to support students
- Co-sponsoring the Healing from Racial Injustice discussion group
- Seeking to have conversations about investment in trained counselors to provide mental health services to BIPOC students
- Funding 50% of registration fees/travel for attending any conference/workshop devoted to anti-racism and IDE

T – Training and education for undergraduate/graduate students, faculty, and staff about discrimination and disparities based on race, gender, sexual orientation and other aspects of human diversity
What is the department doing?
- Building on forthcoming mandatory university IDE training with the expectation for our faculty/staff to engage in continuing education, and transparently reporting in aggregate, on completion of such efforts
- Requiring Training Area Inclusion Improvement Plans for areas to recruit incoming graduate students
- Developing a required course on racism and/or multiculturalism for graduate students
- Implementing semesterly dedicated IDE area brown bag seminar program
- Developing undergraduate focused diversity movie club

R – Representation - improving the recruitment and retention of diverse faculty, staff, and students within the department
What is the department doing?
- Prioritizing the ability to mentor diverse students in faculty search requests to the Dean
- Participating in recruiting as part of MU's Preparing Future Faculty -Faculty Diversity - Development program
- Forming a working group to develop strategies to improve the diversity of graduate applicant pool; participating in TigerVIew Campus Visitation Program
- Educating faculty on holistic graduate student admission review
- Continuing support and improvement of, and seeking funding for, undergraduate research scholars program

I – Instruction - enhancing our ability to teach the science of psychology with inclusive pedagogies
What is the department doing?
- Developing a working group to identify and implement strategies, including constructive syllabi review and required TEQ items, to provide resources and supports for instructors to invest in inclusive teaching content and approaches.

V – Voice – an encompassing goal of keeping anti-racism and anti-discrimination at the forefront of collective attention, providing avenues for listening, understanding, and constructive dialogue
What is the department doing?
- Providing quarterly department IDE updates to ensure that goals and progress are disseminated and monitored
- Requiring Training Area representation on the department Committee for Diversity and Inclusion
- Expecting area wide involvement in development of Training Area Inclusion Improvement Plans
- Establishing an action plan, and internal review process, for departmental responses to racial injustices

E – Evaluation – how to evaluate and assess the success of the aforementioned efforts for improving anti-racism and IDE
What is the department doing?
- Requiring annual monitoring and revision of Training Area inclusion improvement plans
- Undertaking discussion forums for sharing results of 2019 Gender Climate Survey to identify areas for improvement
- Supporting College led effort to recognize IDE work in P&T and annual faculty evaluations

Note: Web version will have a complementary link with each point: "What can you do?" with suggested action steps