

PSYCHOLOGICAL SCIENCES DIVERSITY, EQUITY, AND INCLUSION COMMITTEE



MISSION STATEMENT

The Department of Psychological Sciences at Auburn University recognizes, values, and upholds the contributions of students, staff, and faculty from diverse race, ethnicity, sexual orientation, gender expression or gender identity, age, country of origin, disability, physical stature and body size, religious or spiritual beliefs, socioeconomic class, and political beliefs. We are especially committed to increasing the representation of those populations that have been historically excluded from participation in U.S. higher education as a whole, and the field of psychological sciences, specifically.

Acknowledging the history and effects of systemic racism and discrimination, our department firmly stands for social justice for all people within and beyond our campus, particularly for Black, Indigenous, and People of Color.

Aim 1: Enhance recruitment of Department of Psychological Sciences faculty and graduate students from historically marginalized/excluded backgrounds, while also working to improve retention of existing faculty and students by ensuring they thrive and feel supported.

Completed:

- Facilitated Scholars Committed to Opportunities in Psychological Education (SCOPE) 2024, which is slated for Summer 2024.
- Garnered funding and executed Auburn University Bridges into Excellence (AUBiE) Fellows program for three junior scholars: Mx. Rebecca Harmata, Ms. Eliany Perez, and Ms. Jamilah Silver.
- Continue to encourage the College of Liberal Arts to approve the department-approved tenure and promotion policy that provides credit for DEI activities.
- Partnered with Curtis House a community outreach event related to mental health, stress, and well-being (4/20/24).
- Representative attended Diversifying Clinical Psychology programming hosted by Council of University Directors of Clinical Psychology (CUDCUP) and Virtual Grad School Fair hosted by Tuskegee University.

Next for Fall 2024:

- Implement equitable, best practices in hiring for searches slated for Fall 2024.
- Consider identifying outside funding sources to support AUBiE program for 2025.
- Continue to encourage the College of Liberal Arts to approve the department-approved tenure and promotion policy that provides credit for DEI activities.
- Once tenure and promotion policy are approved at college and institution level, update the Faculty Annual Review policy to incorporate and encourage DEI activities and obtain department level approval.
- Partner with Curtis House on more events related to health, well-being, and professional success (e.g., eating disorder prevention, stress and work/life balance, suicide prevention).

Aim 2: Provide programming to enhance the intergroup competencies and practices of the faculty and graduate students in the Department of Psychological Sciences.

Completed:

- Hosted in-person department colloquium from disabilities advocate, Mr. Jim de Jong.
- Hosted the AUBiE fellows program.
- Safe Zone training scheduled for incoming clinical graduate students

Spring 2024 Updates

- Subcommittee on Grad Student Engagement hosted monthly office hours for undergraduates interested in learning more about psychological research and careers in psychology.
- Spearheaded by the subcommittee on Graduate Student Engagement, developed an event calendar with relevant DEI dates, holidays, and initiatives to facilitate greater community and campus engagement.
- Facilitated support socials for grad students in psychology, HDFS, and counseling psychology.

Next for Fall 2024:

- Under the guidance of the subcommittee on Graduate Student Engagement, continue refining the DEI event calendar.
- Under the direction of the subcommittee on Graduate Student Engagement, hold monthly 'Walk in My Shoes' events to facilitate perspective taking among members of department and Auburn community.
- In collaboration with Psi Chi, facilitate [Safe Zone](#) training for undergraduate and graduate students.
- Implement identified programming topics for AY 24-25 (e.g., virtual talk by Dr. Chardée Galán on cultural humility training in graduate school, grad-school contributors to the leaky pipeline in mental health careers and advancing antiracism in clinical science).

Aim 3: Advance research and support for incorporating DEI goals and materials into our curriculum and courses.

Completed:

- Continue curating and promoting the DEI Resource repository. Added nearly 100 new resources related to DEI topics, academic writing, research, and undergraduate success.
- Conducted roundtable meetings with stakeholder groups in the department.

Next for Fall 2024:

- Continue curating resources for the resource repository and build awareness to expand classroom use.

Aim 4: Expand resources, access, and publicity for diversity science research.

Completed:

- Continued to add resources to the research repository on DEI related research resources and best practices.
- Facilitated the award of six undergraduate research awards (Auburn University Undergraduate Research Fellowships).

Spring 2024 Updates

- With graduate support, facilitated three undergraduate and three graduate student presentations at the College of Liberal Arts inclusive Excellence Conferences.

Next for Fall 2024:

- Share 'Research & Researcher Highlights' on our department's website to highlight researchers from minoritized and non-traditional backgrounds as well as DEI-supporting research from our department.

Aim 5: Assess and address department climate for stakeholders and cultivate inclusive physical space in the department.

Completed:

- Developed and implemented climate survey for department faculty, staff, and graduate students to assess climate and help develop future initiatives.
- Coordinated a departmental talk from members of the [Bias Education and Response Team](#) to help provide further information on university responses for reporting bias incidents.
- Coordinated with graduate student subcommittee chair to help support continued efforts to support graduate students from marginalized or underrepresented identities.
- Initial physical improvements made to Cary Hall to make the building ADA compliant.

Next for Fall 2024:

- Share summary of data from Spring 2024 climate survey.
- Continue supporting and potentially expanding graduate student community support network.
- Continue to advocate to make Cary Hall fully accessible to wheelchair users Implement climate survey 2024 and analyze data.
- Continue interfacing with grad student groups to flag climate relevant issues.
- Work to update artwork/signage to represent current faculty and staff.