PYSCHOLOGICAL 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.

WHAT WE'VE DONE THIS SEMESTER:

- Education and Professional Development Goals

  o Provided access to SafeZone trainings to faculty, staff, and graduate students within the department.

  o Advertised and garnered department use of a repository of DEI resources for faculty and students. This includes a publicly accessible calendar of department, university, and community events along with a publicly accessible resource repository for undergraduate students that can be found [here](#).

    ▪ Actively implemented advertisement and educational opportunities using the repository to increase departmental use of DEI related resources.

  o Continued efforts to sponsor and host colloquia focused on DEI in psychological sciences. Two colloquia have been held this semester. This includes a colloquium with [Dr. Kendra Royston](#) in February 2022 and [Dr. Jay Dolmage](#) in April 2022. Future colloquia are planned with [Dr. Amanda Diekman](#) in Fall of 2022 and [Dr. Cydney Dupree](#) in Spring of 2023; other speakers TBD.

  o **What's next?**

    ▪ In collaboration with Auburn University's Office of Inclusion and Diversity (OID), a Diversity, Equity, and Inclusion (DEI) workshop for faculty will be held on July 26, 2022.

    ▪ Offer [SafeZone](#) training for undergraduate students in Fall 2022.

- Student and Faculty Recruitment, Inclusion, and Equity Goals

  o All PhD programs have begun re-evaluating their admissions process to increase diversity of applicant pools and improve equity in admission and decision processes.

  o Department of Psychological Sciences faculty approved revision of tenure & promotion documents to incorporate and give credit for DEI activities. This has been passed along for college and university approval.

  o We have formally incorporated the [Scholars Committed to Opportunities in Psychological Education(SCOPE)](#) program into the DEI committee as a major initiative.

Spring 2022 Updates

- This semester, we began planning and recruiting for the Summer 2022 program. The program will be hosted virtually on June 4th with many faculty and graduate students within the department volunteering their time as mentors and breakout room leaders.

  o **What's next?**

  - We will be evaluating options for increasing graduate student stipends.

  - Pending approval at college and university level, the updated promotion and tenure guidelines incorporating DEI activities will be implemented

  - In the coming year, we will update faculty annual review and other promotion documents for professional faculty (i.e. lecturers, clinical track, and research track), using similar language to the updated tenure and promotion documents

- Climate Goals

  o We hosted the first Graduate Student Town Halls for all graduate students within the department as a way to continually monitor department climate on April 15, 2022.

  o In collaboration with OID, we have identified a campus-wide climate survey that will be regularly disseminated to students, faculty, and staff.

  o We have been in continued and direct communication with Auburn University Facilities Management to improve the accessibility of Cary Hall. We are receiving regular updates on any progress made in this endeavor.

  o **What's next?**

  - Consult with Auburn's OID to create a sustainable plan for the regular collection and use of data on departmental climate.

  - Consult with Auburn's OID to create a system for anonymous reporting of critical incidents and install system.

  - Continue working with Auburn's facilities department to improve accessibility for Cary Hall (i.e.parking and signage for individuals with disabilities)

Spring 2022 Updates

- Mentoring Goals

  o We developed a mentoring program, evaluation method, and feedback measures. These materials are currently under review by the Executive Committee of the department.

  o **What's next?**

    ▪ Gain approval from the Executive Committee of mentoring program, evaluation method, and feedback measures.

    ▪ In collaboration with OID, we will schedule a training session for effective mentoring strategies to be hosted in late Fall 2022 for both faculty and graduate students.

    ▪ We will also be developing Faculty-led talks on special topics of interest to graduate students (e.g.,acquiring external funding related to Diversity, Equity and Inclusion) based on input from the graduate students.

- Curriculum and Courses Goals

  o We created Undergraduate- and Graduate-level teaching-related DEI resources in the DEI Repository and shared these with the faculty.

  o Held multiple roundtable discussions with the Undergraduate and I/O programs to discuss DEI content into coursework.

  o **What's next?**

    ▪ We will continue to hold and organize roundtable discussions by program area on DEI goals and incorporate into classes.

    ▪ We will try to set up a training in collaboration with the Office of Accessibility

    ▪ We will expand trainings for the current resources and activities and may connect with Biggio's DEI training team for this as well

    ▪ We will work on adding consideration of DEI goals to peer teaching evaluations.

    ▪ We will develop a tracking system for local implementation of DEI repository teaching resources and current Undergraduate and Graduate DEI activities.

    ▪ We will begin reviewing departmental syllabi once published rubric becomes available (currently under embargo).

Spring 2022 Updates

- Research and Diversity Science Goals

  o We held two zoom PIVOT meetings (curated programming to advance opportunities for graduate students) for I/O and CABS graduate students and shared the recordings with these programs (and the repository).

  o We continued to gather materials for the department's Diversity website, especially for funding and other DEI-related opportunities.

  o We finalized rubrics for departmental milestones (e.g., thesis, dissertation) and are incorporating feedback from program heads.

  o **What's next?**

      ▪ We will hold PIVOT meetings for Clinical and ABA graduate students.

          ▪ We will continue gathering samples for the repository funding opportunities and add these to the repository

          ▪ We will hold trainings for graduate students on including statements regarding their ethical relationship with research participants, particularly for those working with BIPOC and other minoritized participant samples

      ▪ We will implement the rubrics for departmental milestones to encourage students to connect their work with DEI goals.

          ▪ We will also connect with Undergraduate programs for doing the same with RAs

      ▪ We will apply for funding to extend Undergraduate research and DEI opportunities (S-STEM proposal is in the works, as well as looking into Auburn-level opportunities)

      ▪ We will publish a departmental website focused on diversity-relevant research.