



# Department Case Study – Integration DEI Efforts



# Principles of DEI work:

**Be explicit** about goals and how outcomes will be assessed

- ▶ These are articulated in DEI committee's mission and approach statement.

# Principles of DEI work:

**Centralize** DEI activities whenever possible so that they don't depend on particular individuals

- DEI committee may lead in these efforts, but DEI goals are integrated into the charges of **all** departmental committees

Committee	DEI Goal(s)
Trainee Recruitment, Retention, & Support	Paid summer research internship program; Integrate holistic review for grad applications not picked up by current system (for next year)
Instructional Support and Innovation Committee	Connect with the Center for Educational Effectiveness to begin monitoring equity gaps in undergraduate courses; Create tailored resources to help faculty increase inclusiveness in their courses
Undergraduate Curriculum Committee	Develop a list of steps that faculty can take to change their courses to enhance DEI; Audit existing curriculum to identify gaps (e.g., cultural psychology) and strengthen DEI content in existing courses
Graduate Curriculum Committee	Develop a support system for faculty to diversify or decolonize their graduate course syllabi
Mentoring and Personnel Advancement	Proactive self-education: Members will learn more about what it takes and what it means to be effective mentors to diverse faculty, to improve the inclusive excellence of the department's mentoring programs.
Space & Building Considerations Committee	Investigate how to create space that promotes DEI in new and existing buildings
Departmental Visibility Committee	Organize and promote a grad school open house for URM students; Promote the accomplishments and works of diverse students, postdocs, and faculty on Twitter
Distinguished Speaker Committee	Develop and launch a permanent student-curated distinguished speaker series
Subject Pool Coordinator	Create a new procedure to regularly check and update prescreening questions for inclusiveness



# Principles of DEI work:

Annual Climate Survey for students, staff, and faculty.

Collect data on:

- ▶ Identities
- ▶ DEI priorities
- ▶ Climate perceptions



# Principles of DEI work:

## DEI Feedback and Incident Reporting Form

→ Feedback on DEI-related issues and addressing areas that need improvement, so that department has a built-in process for responding to these concerns as they come up



# Principles of DEI work:

Annual “DEI Feedback and Improvement” faculty meeting

→ Faculty branch of the DEI committee presents the climate survey data in a faculty meeting and discuss what was learned and how to address issues



# Principles of DEI work:

**Explore opportunities to “message” progress to entire department**

Monthly DEI Newsletters





# Principles of DEI work:

Annual renewal of DEI Goals for each departmental committee

- ▶ *shared responsibility* for continually advancing DEI in every aspect of our department
- ▶ ensure that new members are apprised of efforts so that there is continuity






# Additional DEI Initiatives

## **Diverse Mentoring Initiative**

Designed **to recognize and reward** (via a stipend) graduate students who are engaged in the sustained mentoring of ethnically and racially diverse undergraduate students and support educational activities that promote diversity and inclusion in psychology.





# Additional DEI Initiatives

## Distinguished Scholar Program

**Fellowship which provides one year of financial support** and recognize outstanding academic achievement and potential for research to candidates meeting one or more of the following criteria:

- ▶ Demonstrates potential to bring to their academic research the perspective that comes from their understanding of the experiences of groups historically underrepresented in higher education or underserved by academic research generally.
- ▶ Provides evidence of academic achievement while overcoming barriers such as economic, social or educational disadvantage.
- ▶ Demonstrates potential to contribute to higher education through the understanding of the barriers facing women, domestic minorities, students with disabilities, and members of other groups underrepresented in higher education careers, as evidenced by life experiences and educational background.
- ▶ Exhibits a record of leadership or significant experience teaching and mentoring students from groups that have been historically underrepresented in higher education.



# Additional DEI Initiatives

## **All-faculty DEI Trainings/Professional Development**

Workshops once per quarter, during the faculty meeting timeslot  
(provided by DEI and Academic Affairs – using case studies relevant to your department)



# Additional DEI Initiatives

## Website Re-vamp

- ▶ Make DEI efforts prominent on our website
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# Additional DEI Initiatives

## Incorporating **DEI into Faculty Search** Processes

- ▶ Utilization of multiple approaches to increase equity in the review process to increase likelihood of attracting excellent and diverse scholars:
  1. Deliberate composition of search committees to include individuals dedicated to a process designed to reduce bias
  2. Deliberate wording of job ads to signal commitment to diversity
  3. Careful construction of rubrics for candidate evaluation
    - ▶ DEI committee input on rubrics
  4. Calibration exercises (using sample DEI statements) to help ensure committee members are using the rubrics similarly.
  5. First-pass evaluation of blinded/redacted statements (*Contributions to DEI and Research*) to develop long list of candidates
  6. Sharing evaluation criteria with candidates, and with the department, prior to interviews
  7. + many other practices recommended by STEAD workshop and campus Advancing Faculty Diversity recruitments.