# UCDAVIS DEPARTMENT OF PSYCHOLOGY

# Department of Psychology Integration of DEI Efforts

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# Informed action = education + impact-focused action

- We have faculty and student DEI committee members... we refer to these as the "faculty branch" and "student branch" of the DEI committee
  - Both "branches" are consulted on departmental decisions and policy making regarding Diversity, Equity and Inclusion

### Collective education for DEI Committee Members:

- Academics for Black Survival and Wellness (~60-hour training on how to recognize and push back against racism and white supremacy culture within academia and beyond)
- Accelerate Asynchronously (~20-hour professional development course on incorporating equitable and inclusive practices in the classroom)
- Hollaback! Bystander Intervention training (1 hour workshop on how to intervene in anti-Asian/Asian-American harassment)
- CEE consultations and training on incorporating inclusive practices in the classroom
- Articles, books, discussions

- Be explicit about goals and how <u>outcomes</u> will be assessed
  - These are articulated in our DEI committee's mission and approach statement.

## UC Davis Psychology Department DEI Committee - Faculty Branch Our Mission and Approach

We believe that diversity drives excellence in education and research. Diverse experiences and perspectives form the basis for real innovation. And yet, the history of higher education, science, psychology, and our own university and department reveal that our institutions, policies, and procedures have been largely built to privilege, value, and normalize a small subset of voices. This committee aims to identify, disrupt, and dismantle systemic racism, exclusive practices, and inequitable policies in our department and to create new systems, practices, and policies that enable an inclusive and antiracist departmental culture where diverse faculty, students, and staff can survive and thrive.

To that end, the Faculty Branch of the DEI committee will support, facilitate, and provide resources for our department's collective work toward diversity, equity, and inclusion (DEI) goals. We plan to provide this support in a way that is informed by (1) student and faculty input, (2) the campus strategic vision for diversity and inclusion, and (3) evidence about what works to promote meaningful and sustained progress on issues related to diversity, equity, and inclusion (including what works in other departments).

We will ground our efforts in an understanding of the history of our country, state, and university, which highlights the ways in which our institutions were built to cater to affluent, White, Western, cis male people, often by oppressing and marginalizing anyone deemed non-White and especially Black and Indigenous people (including Black and Indigenous Latinx people). We will adopt an intersectional approach, which directs our attention to continually question who is empowered and who is most marginalized by existing interlocking systems of oppression, and then work to bring those most marginalized into the center. We aim to position DEI—with a particular focus on disrupting White supremacy culture—as central and essential to every aspect of our department, including the work of each department committee. We will look for opportunities to coordinate with DEI efforts in other departments, the campus DEI office, and the UC Davis Transformative Justice Education Center. We recognize that changing the culture of our department will require a sustained, broad, deep, and multi-pronged effort and we will set our goals and accountability plans accordingly.

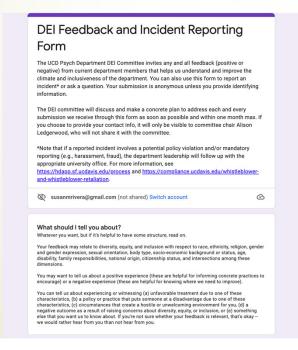
- 3. Centralize DEI activities whenever possible so that they don't depend on particular individuals
  - We have a dedicated (and very effective) DEI committee, but DEI goals are integrated into the charges of all departmental committees

Department Committee DEI Goals for 2020-2021

Committee	DEI Goal(s)
Trainee Recruitment, Retention, &	Paid summer research internship program;
Support	Integrate holistic review for grad applications not picked
	up by current system (for next year)
Instructional Support and	Connect with the Center for Educational Effectiveness to
Innovation Committee	begin monitoring equity gaps in undergraduate courses;
	Create tailored resources to help faculty increase
	inclusiveness in their courses
Undergraduate Curriculum	Develop a list of steps that faculty can take to change
Committee	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
Graduate Curriculum Committee	decolonize their graduate course syllabi
Mentoring and Personnel	Proactive self-education: Members will learn more about
Advancement	what it takes and what it means to be effective mentors
, tavaneement	to diverse faculty, to improve the inclusive excellence of
	the department's mentoring programs.
Space & Building Considerations	Investigate how to create space that promotes DEI in new
Committee	and existing buildings
Departmental Visibility	Organize and promote a grad school open house for URM
Committee	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

- Systematize activities for evaluating DEI efforts and repeat them regularly
  - Annual Climate Survey for students, staff, and faculty.
     We collect data on:
    - Identities
    - DEI priorities
    - Climate perceptions

- Systematize activities for evaluating DEI efforts and repeat them regularly
  - i. Annual Climate Survey for students, staff, and faculty
  - ii. DEI Feedback and Incident Reporting Form



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

- Systematize activities for evaluating DEI efforts and repeat them regularly
  - i. Annual Climate Survey for students, staff, and faculty
  - ii. DEI Feedback and Incident Reporting Form
  - iii. Annual "DEI Feedback and Improvement" faculty meeting
  - → Faculty branch of the DEI committee presents the climate survey data in a faculty meeting and we discuss what was learned and how to address issues

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  - iv. Monthly DEI Newsletters

# Example of Monthly DEI newsletter

### **DEI Committee November Update**

Both in response to your feedback and to help hold ourselves accountable for making progress on our goals, the Department DEI committee will be emailing out a monthly "newsletter" with a brief update on what we've been working on, DEI initiatives being advanced in other department committees, and a couple recommended resources that we have checked out personally and think will be useful to many of you.

### Recent work:

In our last update, we said we hoped to do the following by now:

- (1) collect data on student and staff DEI priorities and climate perceptions
- (2) develop and launch a new DEI feedback and accountability system.

We're happy to report that we have met these objectives.

### In addition, we have:

- (3) received our first submissions to our <u>DEI feedback form</u> (thank you!), actively discussed and thought deeply about the constructive criticism, and started taking concrete steps to address it.
- (4) Revised our mission and approach statement.
- (5) Started working with the Undergraduate Curriculum Committee, the Graduate Curriculum Committee, and the Instructional Support and Innovation Committee on a plan to support faculty in decolonizing our syllabi.

**By our next update**, we hope to report that we have analyzed and discussed the data on student and staff DEI priorities, recommended updates for the department website, and set up an accountability system for departmental committee progress on DEI goals.

### Three recommended resources:

- (1) Looking to build an anti-racist lab? Check out these ten simple rules.
- (2) For non-Black folks looking to move beyond statements of solidarity to meaningful anti-racist actions and accountability, we recommend this short, clear paper by psychologists Malik Boykin et al.
- (3) If you're ready to think deeply about creating more inclusive cultures in the organizational spaces that you occupy, this document on organizational culture is a great place to start.

Featured work by other committees: The Trainee Support Committee is developing a Summer "Pathways to Graduate Training" Program. This summer program will provide a paid full-time research and training experience to UC Davis undergraduate students who are from backgrounds that are traditionally underrepresented or excluded in STEM fields, with a specific focus on supporting students' preparation for graduate school and applications to graduate school during the subsequent fall. Faculty mentors who participate in the program will be required to complete training in DEI related to mentoring students on the transition to graduate school. We are currently seeking funding and developing the application procedures and will be seeking involvement from current graduate students in the future. Questions, comments, concerns? Reach out to Eliza Bliss-Moreau (eblissmoreau@ucdavis.edu).

If you have any questions or feedback, please feel free to reach out to any of us at any time by email or via our feedback form!

Alison Ledgerwood, Yuko Munakata, Shelley Blozis, Danielle Stolzenberg, Charan Ranganath, and Andy Todd

- Systematize activities for evaluating DEI efforts and repeat them regularly
  - i. Annual Climate Survey for students, staff, and faculty
  - ii. DEI Feedback and Incident Reporting Form
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  - iv. Monthly DEI Newsletters
  - Annual renewal of DEI Goals for each departmental committee
    - shared responsibility for continually advancing DEI in every aspect of our department

1. Psychology 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.

# 2. Psychology **Distinguished Scholar Program**

Fellowship which provides one year of financial support and recognize outstanding academic achievement and potential for research in psychology 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.

# 3. All-faculty DEI Trainings

Workshops once per quarter, during the faculty meeting timeslot (+ 1 hour)

In response to the 3rd commitment listed on the statement we put on our department webpage in May of 2020:

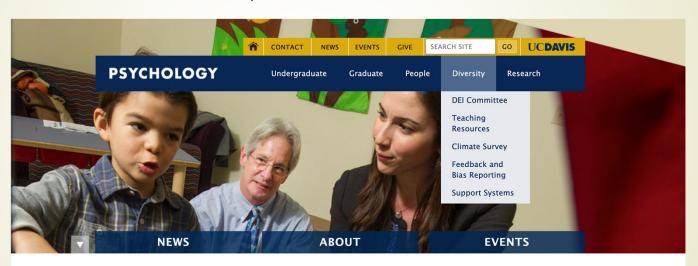
"To confront our own biases and learn to think and act in ways that affirm and support our communities of color, and to commit the time and resources necessary to ensuring that this learning occurs."

### 2020-2021:

- Microagressions (led by Mikael and Binnie)
- Understanding Unconscious Bias (led by Mikael and Binnie)
- Anti-racist teaching strategies (led by Rachel Stumpf, CEE)

# 4. Website Re-vamp

Make DEI efforts prominent on our website



# Courses Quick Facts Featured Faculty All Psychology Courses #12 Graduate Programs.com Andrew Todd Fall 2021 BETWEEN 21-57 Rankings Out of 236 National Research Council Rankings

- Incorporating DEI into Faculty Search Processes
  - Last year and this year, authorized for faculty searches. Utilization of multiple approaches to increase equity in the review process to increase likelihood of attracting excellent and diverse scholars:
    - 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.
    - First-pass evaluation of blinded/redacted statements (Contributions to DEI and Research) to develop long list of candidates
    - Sharing evaluation criteria with candidates, and with the department, prior to interviews
    - 7. + many other practices recommended by STEAD workshop