



# EQUITY, DIVERSITY & INCLUSION

*Priorities at a Glance*

GOALS & ACTIONS  
2022-2023



THE UNIVERSITY OF BRITISH COLUMBIA  
Department of Psychology

[psych.ubc.ca/edi](https://psych.ubc.ca/edi)

## EDI Consultation Working Group: *Priorities at a Glance*

### GOAL 1

Provide EDI-focused syllabus and course consultation to instructors within the department.

#### Action item 1:

Build guidelines on integrating EDI considerations in syllabus and course design. Step 1: Draft guidelines for EDI consultant work. Step 2: Edit guidelines for faculty. *Completion date: September 2022 (Step 1) | Antipated completion: August 2023 (Step 2)*

#### Action item 2:

Invite instructors to participate in EDI syllabus support: General invitation to faculty and individualized invitations.

*Ongoing*

#### Action item 3:

Follow up with faculty who participate to evaluate syllabus support.

*Ongoing*

**Aligns with EDI Task Force Recommendation(s):** Inclusion 4, 8, 10

### GOAL 2

Provide an EDI lens to Teaching Assistant (TA) training and TA support.

#### Action item 1:

Assist with workshop for TAs with focus on EDI topic (EDI in grading practices). *Anticipated completion: December 2023*

#### Action item 2:

Provide avenue for TAS for conversation, dialogue, complaints around EDI considerations.

*Ongoing*

#### Action item 3:

Advertise EDI consultants and available supports to TAs. Create webpage that lists services.

*Anticipated completion: January 2023*

**Aligns with EDI Task Force Recommendation(s):** Inclusion 4, 10, 11

### GOAL 3

Let the department know that EDI consultants are available to assist with EDI support and conversations, in line with the department's various needs.

#### Action item 1:

Create webpage that lists EDI consultant's services. *Anticipated completion: January 2023*

#### Action item 2:

Make connections and offers of consultation to members of the department when projects related to EDI arise.

*Ongoing*

#### Action item 3:

Publish profiles on projects consultants have assisted with in the EDI Dialogue & Learning newsletter.

*Anticipated completion: April 2023*

**Aligns with EDI Task Force Recommendation(s):** Inclusion 4, 6, 11, 14

## EDI Dialogue & Learning Working Group: *Priorities at a Glance*

### GOAL 1

Support learning and dialogue in departmental members through events with the goal of supporting cultural shifts within the department.

#### Action item 1:

Two session workshop on personalized land acknowledgments for the psychology community.

*Completion date: November 2022*

#### Action item 2:

Workshop by Dr. Lowick on gender/sex in psychological research.

*Completion date: August 2022*

#### Action item 3:

Host additional workshop for the psychology community (microaggressions?).

*Anticipated completion: April 2023*

**Aligns with EDI Task Force Recommendation(s):** Inclusion 5, 7, 8

### GOAL 2

Increase engagement in learning and dialogue opportunities with members of the department not already engaged.

#### Action item 1:

Two-part talk and dialogue about community-based participatory research and research with historically- excluded communities with Health area.

*Anticipated completion: February 2023*

#### Action item 2:

Launch EDI Dialogue and Learning Newsletter.

*Implementation date: November 2022*

#### Action item 3:

Launch one more initiative aimed at engaging our community in a new way.

*Anticipated implementation: March 2023*

**Aligns with EDI Task Force Recommendation(s):** Inclusion 5, 7, 8

### GOAL 3

Work and coordinate with other EDI working groups to support their goals and needs.

#### Action item 1:

Invite two or more EDI working groups to write and contribute EDI Dialogue and Learning Newsletter editions.

*Anticipated completion: April 2023*

#### Action item 2:

Support graduate admissions committee in faculty conversation on incorporating statement of challenges and broader conversation re: EDI and grad admissions.

*Anticipated completion: March 2023*

#### Action item 3:

Work with another working group (e.g., EDI consultants) to create an event for more learning and dialogue. *Anticipated completion: April 2023*

**Aligns with EDI Task Force Recommendation(s):** Inclusion 5, 7, 8, 16

## EDI Funding Working Group: *Priorities at a Glance*

### GOAL 1

Make the secret curriculum of graduate applications less secret and more accessible to increase the diversity of the pool of potential applicants.

#### Action item 1:

Create templates for faculty members' websites to make their values clear and tell potential applicants how to get in. *Completion date: Summer 2022*

#### Action item 2:

Create template email response faculty can send to prospective grad students to equalize information across potential applicants. Also discourage meeting with candidates early. *Completion date: Summer 2022*

#### Action item 3:

Assess/update information for prospective students on the main psychology site. *Anticipated completion: September 2023*

**Aligns with EDI Task Force Recommendation(s):** Inclusion 16

### GOAL 2

Formally use EDI in graduate admissions to increase the diversity of students accepted to UBC.

#### Action item 1:

Create statement of challenges; add this to statement of intent (because G&PS forbids asking directly about applicant demographics). *Completion date: Summer 2022*

#### Action item 2:

Adopt holistic rubric currently used in clinical area, where diversity is a feature used in evaluating applicants. *Implementation date: December 2022*

#### Action item 3:

Use the holistic rubric and statement of challenges in this year's application cycle. *Anticipated completion: January 2023*

**Aligns with EDI Task Force Recommendation(s):** Inclusion 16

### GOAL 3

Develop and fundraise for the Psychology Inclusive Excellence (PIE) fund to support diverse graduate and undergraduate students.

#### Action item 1:

Hold psychology homecoming event to fundraise from alumni and build relationships with them. *Initially implemented: September 24, 2022*

#### Action item 2:

Fundraise from faculty members and alumni through UBC giving day. *Anticipated implementation: April 2023*

#### Action item 3:

Adjudicate PIE Awards. *Anticipated implementation: June 2023*

**Aligns with EDI Task Force Recommendation(s):** Inclusion 22, 23, 24

## EDI Hiring Working Group: *Priorities at a Glance*

### GOAL 1

Increase the outreach of job ads and attract more diverse applicants.

#### Action item 1:

Boost visibility of UBC Psychology job ads. Step 1: Create list of diverse discipline-wide and area-specific platforms to disseminate job ads. Step 2: Share list with department's communications team and hiring areas ahead of the respective search.

*Completion date: April 2022 (Step 1) / Completion date: May 2022 (Step 2)*

#### Action item 2:

Implement wide-net dissemination approach and document effectiveness. Step 1: Write job ads with specific EDI-commitment section and post on as many platforms and websites as possible (including list in Action item 1, Step 1). Step 2: Add a question to application form to find out where applicants heard about the position and examine the data.

*Completion date: April 2022 (Step 1) / Completion date: October 2022 (Step 2)*

#### Action item 3:

Write formal summary of the new outreach strategy for future searches, including a report of outreach effectiveness, lessons learned, and suggestions for further improvement.

*Anticipated completion: June 2023*

**Aligns with EDI Task Force Recommendation(s):** Hiring 2, 3, 13

### GOAL 2

Implement information-driven and process-attentive changes to the job search process.

#### Action item 1:

Track applicants' self-reported demographic characteristics and lived experience (voluntary) through Faculty of Arts survey and - with explicit consent - link this information to individual application files in real-time. *Implementation date: October 2022*

#### Action item 2:

Implement concrete steps towards a greater integration of EDI considerations into current ongoing search processes (e.g., shift orientation to initial screenings from bar for inclusion to bar for removal; dedicated multi-rater assessment of applications through EDI lens; re-design of long lists with an eye to representation of under-represented groups and a greater number of retained candidates).

*Implementation date: October 2022*

#### Action item 3:

Document and formalise ad-hoc process into a set concrete, actionable recommendations for future searches that can be adapted to the specific search context.

*Anticipated implementation: June 2023*

**Aligns with EDI Task Force Recommendation(s):** Hiring 4, 7, 8, 9, 10

### GOAL 3

Develop resources for different stakeholder groups to boost information, empowerment, and implementation.

#### Action item 1:

Organise community meeting with graduate students to explain and discuss approaches to hiring and associated EDI practices for this year's searches, prior to their launch.

*Completion date: October 26, 2022*

#### Action item 2:

Debrief and analyse search experiences after their conclusion through meeting with search heads and associate head, equity, diversity, and inclusion.

*Anticipated completion: May 2023*

#### Action item 3:

Write task force report taking stock and looking ahead, to be shared with the wider community at the department of psychology.

*Anticipated completion: June 2023*

**Aligns with EDI Task Force Recommendation(s):** Progress Monitoring 1

## EDI Mentorship Working Group: *Priorities at a Glance*

### GOAL 1

Provide professional development and mentorship opportunities for students from diverse, under-represented, and/or marginalized backgrounds who are interested in pursuing graduate studies and careers in psychology.

#### Action item 1:

Online workshop series and cover the cost of graduate applications for mentees applying to UBC Psychology for graduate school.

*Implementation date: November 2022*

#### Action item 2:

Set up infrastructure for mentees' requests for mentor matching.

*Implementation date: November 2022*

#### Action item 3:

Small-group mentoring meetings and building an online community for the mentees and mentors on Discord.

*Implementation date: November 2022*

**Aligns with EDI Task Force Recommendation(s):** Inclusion 16, 17

### GOAL 2

Provide training and support for graduate students and postdoctoral scholars in Psychology to help them in developing skills in mentorship, with a focus on mentoring students from historically under-represented backgrounds.

#### Action item 1:

Revise the mentor training course on Canvas.

*Completion date: October 2022*

#### Action item 2:

Conduct training sessions for mentors.

*Completion date: November 2022*

#### Action item 3:

Pair grad student/postdoc mentors with a faculty member on the Mentorship Working Group who will serve as their mentoring resource.

*Anticipated implementation: Spring 2023*

**Aligns with EDI Task Force Recommendation(s):** Inclusion 11

### GOAL 3

Share our experience and resources with other programs/units within and outside UBC, such as through presentations, consultations, and resources.

#### Action item 1:

Give presentations to other units and programs about mentorship and equity, diversity, and inclusion.

*Implementation date: October 2021*

#### Action item 2:

Provide consultation to other units and programs about mentorship-related initiatives.

*Implementation date: March 2021*

#### Action item 3:

Share resources developed in the UBC Psychology Diversity Mentorship Program.

*Implementation date: February 2022*

**Aligns with EDI Task Force Recommendation(s):** Inclusion 21

## EDI Progress Monitoring Working Group: *Priorities at a Glance*

### GOAL 1

Develop templates that can be used by all EDI working groups to plan their 2022W goals and to later review and report on their progress toward those goals.

#### Action item 1:

Create drafts of goal planning and reflection forms.

*Completion date: June 24, 2022*

#### Action item 2:

Consult with faculty who are involved in EDI work to gather their input.

*Completion date: June 24, 2022*

#### Action item 3:

Meet with each WG to introduce and explain the forms and to support them as they plan for the year.

*Completion date: August 15, 2022*

**Aligns with EDI Task Force Recommendation(s):** Progress Monitoring 1

### GOAL 2

Initiate a departmental "climate" survey.

#### Action item 1:

Design the survey based on previous examples, consultation from EDI Committee, and pilot testing.

*Anticipated completion: January 1, 2023*

#### Action item 2:

Collect survey data from the department community

*Anticipated completion: February 21, 2023*

#### Action item 3:

Analyze survey data.

*Anticipated completion: March 31, 2023*

**Aligns with EDI Task Force Recommendation(s):** Progress Monitoring 1

### GOAL 3

Write and disseminate the first annual EDI progress report.

#### Action item 1:

Gather narrative statements and any supporting data from WGs on their progress.

*Anticipated completion: May 15, 2023*

#### Action item 2:

Write the report using data from WG reports and the climate survey.

*Anticipated completion: June 10, 2023*

#### Action item 3:

Disseminate within department and in public-facing website content.

*Anticipated completion: June 30, 2023*

**Aligns with EDI Task Force Recommendation(s):** Progress Monitoring 1

## EDI Website & Resources Working Group: *Priorities at a Glance*

### GOAL 1

Revamp UBC Psychology's EDI webpage and Student Guide; ensure resources, information, and stories are inclusive, accessible, and deliver the best user experience.

#### Action item 1:

Evaluate and understand the psychology community's experiences and information needs through user research, feedback forms, and web accessibility tools.

*Completion date: August 2022*

#### Action item 2:

Renew, source, and add resources and content; perform structure and navigation redesign of department's EDI webpage(s) and Student Guide.

*Completion date: August 2022*

#### Action item 3:

Develop an EDI editorial strategy to feature the stories and unique experiences of people who have been historically underrepresented.

*Anticipated completion: March 2023*

**Aligns with EDI Task Force Recommendation(s):** Inclusion 6

### GOAL 2

Provide guidelines and information for how UBC policy, procedure, and reporting works for individuals who have experienced or witnessed harassment, discrimination, and exclusion.

#### Action item 1:

Develop a response flowchart(s) for individuals needing help or seeking support on how to report incidents.

*Anticipated completion: March 2023*

#### Action item 2:

Ensure information is accurate, clear and accessible to everyone.

*Anticipated completion: March 2023*

#### Action item 3:

Include information in highly visible and accessible locations on the psychology website and student guide.

*Anticipated completion: April 2023*

**Aligns with EDI Task Force Recommendation(s):** Progress Monitoring 4

### GOAL 3

Provide greater EDI research resources, training and funding opportunities for researchers who want to implement EDI considerations and practices in their research.

#### Action item 1:

Establish process for sourcing and monitoring EDI-related research support, tools, frameworks resources and information.

*Anticipated implementation: May 2023*

#### Action item 2:

Survey researchers at UBC and beyond for EDI research resources and content.

*Anticipated completion: May 2023*

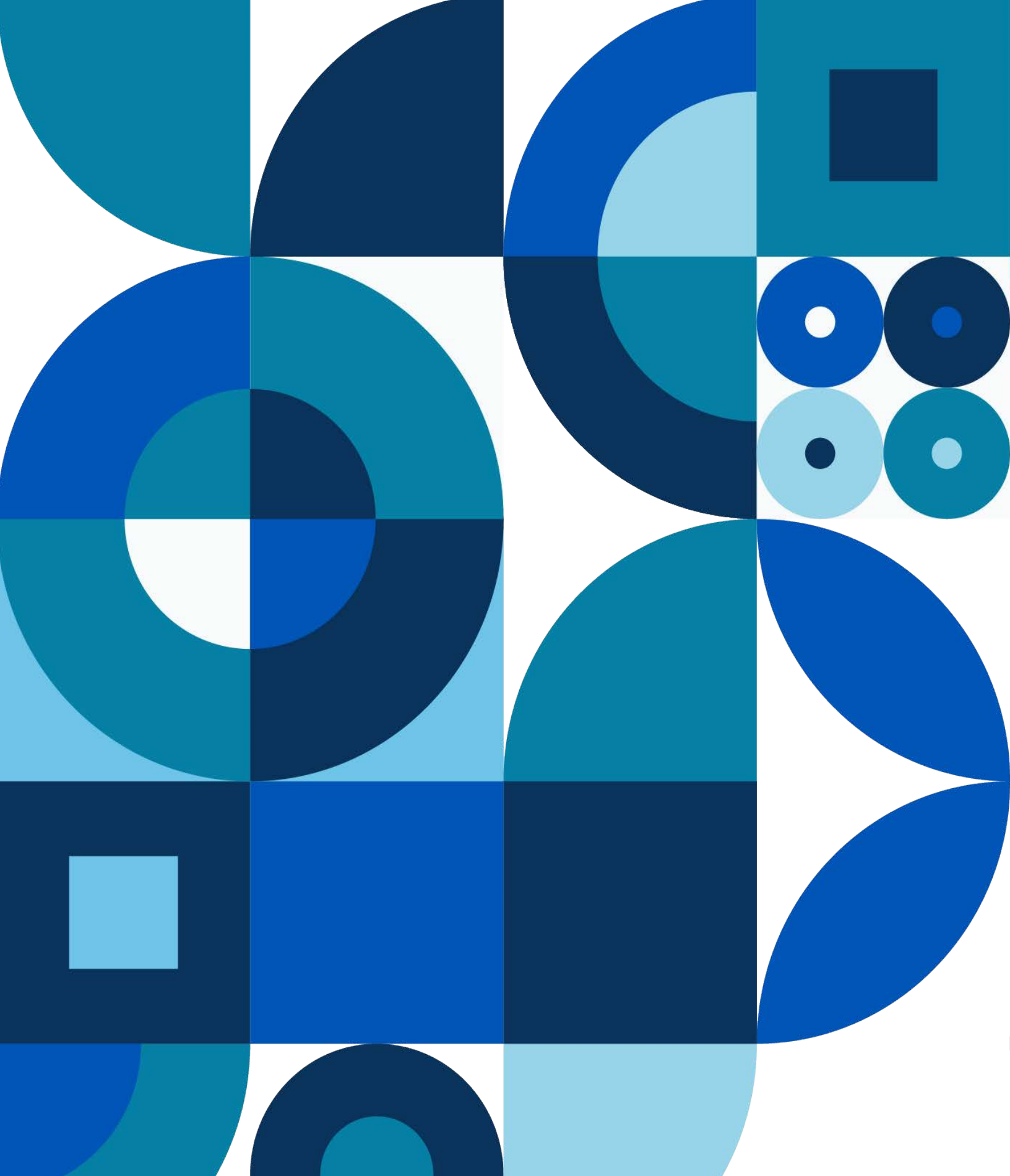
#### Action item 3:

Consult with UBC VP Research Office, Equity and Inclusion Office, and Tri-Council funding agencies in Canada.

*Anticipated completion: June 2023*

**Aligns with EDI Task Force Recommendation(s):** Inclusion 6, 14





THE UNIVERSITY OF BRITISH COLUMBIA  
Department of Psychology

[psych.ubc.ca/edi](http://psych.ubc.ca/edi)