

The background of the slide is a photograph of a snowy campus. In the foreground, there are several rainbow-colored flags hanging from a building. In the mid-ground, two blue banners with the UBC crest and the text 'GRADUATION UBC.CA' are hanging from a pole. The background shows bare trees and a building partially obscured by snow.

EDI STRATEGIC PLAN TOWN HALL

May 16, 2023

EDI Strategic Plan Town Hall | Goals

Update department about the EDI initiatives we have been carrying out, and solicit input for our work next year



EDI Strategic Plan Town Hall | Agenda

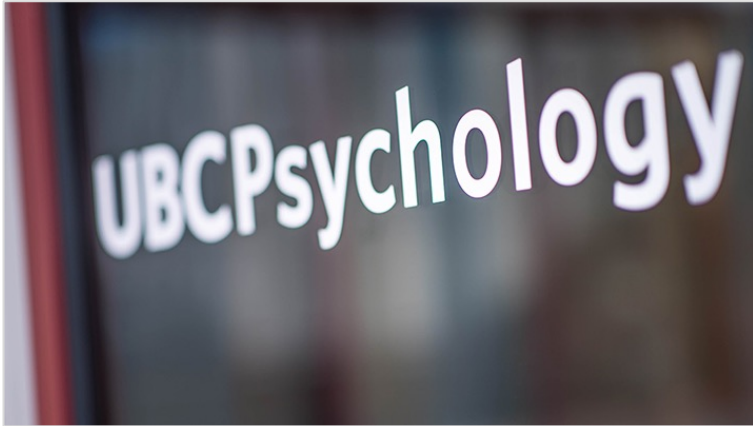
- Review our department 5-Year EDI Strategic Plan
- Summarize progress from each EDI Working Group
- Present results of our EDI Climate Survey
- Invite participation, questions, and discussion

Department EDI Strategic Plan

- EDI Task Force (2021) produced 45 recommendations:
 - 16 regarding hiring more diverse faculty
 - 25 regarding increasing the inclusive climate of the department
 - 4 regarding monitoring our progress

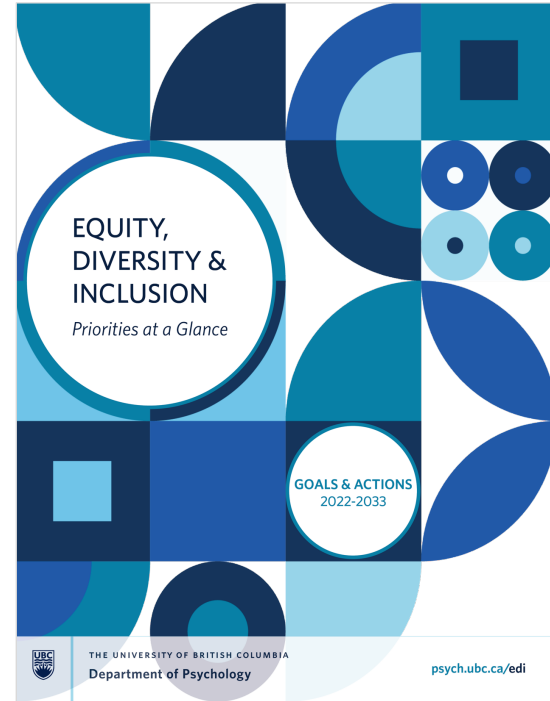
Department EDI Strategic Plan

- Recommendations adopted as our department 5-year EDI strategic plan (academic years 2022-2027)
- Finishing Year 1 of this plan



EDI Working Groups

- Dialogue and Learning
- Hiring
- Funding
- Consultation
- Website and Resources
- Wellness
- Mentorship
- Progress Monitoring



psych.ubc.ca/edi/initiatives/goals-actions/

EDI Dialogue and Learning

- **Goal 1:** Support learning and dialogue through events to support cultural shifts within the department
 - 6 Workshops with 148 RSVPs
 - Anti-racism Book Club
- **Goal 2:** Increase engagement in learning and dialogue opportunities with members of the department
 - EDI Dialogue and Learning Series Newsletter
 - 81 subscribers
 - 48-52 people opening/reading the newsletter each month
- **Goal 3:** Support other EDI working groups

EDI Hiring

- **Goal 1:** Increase the outreach of job ads and attract more diverse applicants
- **Goal 2:** Implement information-driven and process-attentive changes to the job search process
- **Goal 3:** Develop resources for different stakeholder groups to boost information, empowerment, and implementation

EDI Funding

- The Psychology Inclusive Excellence (PIE) Student Fund: **\$13,320**
 - Supports students who have overcome historical, persistent or systemic marginalization
 - Funds RA positions and opportunities to work directly with faculty researchers in a psych lab
- PIE Fund a featured fund on UBC Giving Day, Apr 5, 2023
 - Received **\$4,645** from **35** donors. Gifts totalling \$2,500 were double-matched by psychology
 - Challenge unlocked! Total raised with the match: **\$9,645**
- Coming Home to Psychology | UBC Homecoming, Sept 22, 2023
 - PIE Fund officially launched, build goodwill with our alumni
 - Guest talk with psych alumni Dr. Julia Kam, Psychology Research Showcase, Scavenger Hunt

EDI Consultation

Team of graduate student consultants, with interest and competencies in EDI-related areas:

- Syllabus consultation
- TA training: EDI support
- Building EDI resources



Lucy De Souza



Denny Dramkin



Michelle Hunsche



Victoria Wardell

EDI Website and Resources

- Complete redesign of UBC Psychology's EDI webpage(s) and Student Guide:
 - Goal: ensure resources, information, and stories are inclusive, accessible, and deliver the best user experience for all
- Extensive User Experience Research (UXR) performed to inform content, structure, and navigation:
 - Psychology Student Guide: canvas.ubc.ca/enroll/ERJB9T
 - EDI Website: psych.ubc.ca/edi

Special thanks to: Web Resources Working Groups members Audrey Aday, Rachele Benjamin, Benjamin Cheung, Kate Guan, Zoe Lin, Khushi Mehta, Catherine Rawn, Ron Steckly, Viktoriia Tian, the volunteer UXR team, and members of our community who shared their feedback.

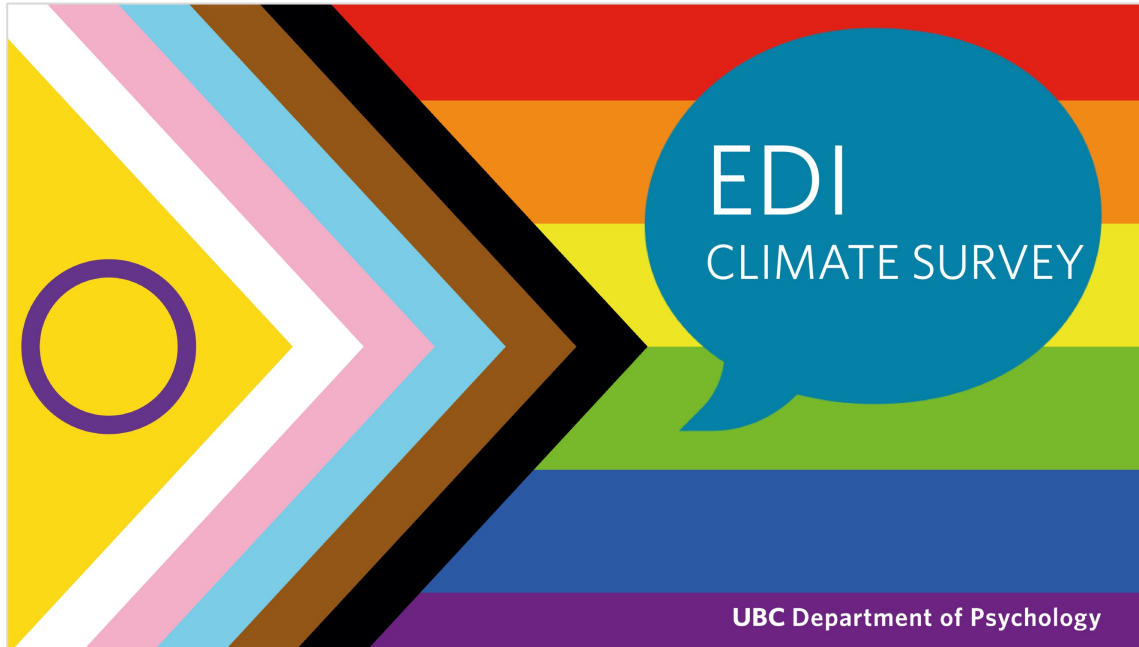
EDI Wellness



EDI Mentorship

- Mentoring: small group meetings & one-on-one
- Online workshops on professional topics
(e.g., applying for grad school in psychology, confronting racism in psychology, clinical career options)
- Enhanced mentor training
- Fee vouchers to cover cost of graduate application for UBC Psychology
- Virtual community space on Discord

EDI Progress Monitoring| EDI Climate Survey



Data Collection

Round 1: A snafu

Round 2: 130 respondents

Role	<i>n</i>
Undergraduate student	43
Graduate student	31
Postdoc	3
Staff	6
Sessional or contract faculty	8
Tenure-stream faculty	33
Prefer not to disclose	6

Respondent Demographics

- Age
 - < 20: 9%
 - 20-29: 48%
 - 30-49: 24%
 - 50+: 11%
- Gender
 - 28% identified as men
 - 66% identified as women
 - 2% identified as non-binary*
- 25% first generation status
- Aggregated sexual orientation:
 - 75% straight/heterosexual
 - 19% LGBTQ+
 - 5% declined data aggregation
- 13% identified as having a disability
- Aggregated ethnicity/race
 - 53% identified as White
 - 42% identified as BIPOC
 - 5% declined data aggregation

Other Relevant Characteristics

- Religious affiliation
- Political affiliation
- Parent/caregiver
- Immigrant
- Emeritus status
- Neurodivergence
- Body size
- Socioeconomic status
- Mental health

item	1 = strongly disagree, 7 = strongly agree	Mean response	Std. dev
In general, while conducting my work I feel included and respected.		5.91	1.16
I am comfortable talking about my background, cultural experiences, gender, age, and/or sexual orientation with my peers and others in the department.		5.53	1.61
I feel I belong in this department, in the sense of feeling like I fit in or am an important member of the department or my workgroup.		4.98	1.65
In my work environment, I feel like I need to hide a part of myself to be successful.		3.18	1.81
I often worry that I do not have things in common with others in the department.		3.68	1.84
I feel a good sense of collegiality with people in the department.		5.32	1.44
I have had recent experiences in the department in which I felt unsafe or excluded as a result of my membership in an underrepresented group.		2.57	1.84
Within the past year I have witnessed discrimination or harassment within the context of the department.		2.89	2.06
Within the past year I have experienced discrimination or harassment within the context of the department.		2.02	1.55
In our department, it is my experience that those from underrepresented groups are treated fairly.		5.30	1.52
In general, while conducting my work, people of all cultures, genders, ages, and backgrounds are respected and valued.		5.75	1.38
Jokes based on race, ethnicity, sexual identity, age, or gender are not tolerated in our department.		5.60	1.44
My work environment supports an open expression of ideas, opinions and beliefs.		5.48	1.42
I can voice a contrary opinion without fear of negative consequences.		4.16	1.86
I feel well supported when I need accommodations (for example, family obligations, mental health, disability, etc.).		5.42	1.56
I have role models in the department who have similar identities to me.		4.69	1.90

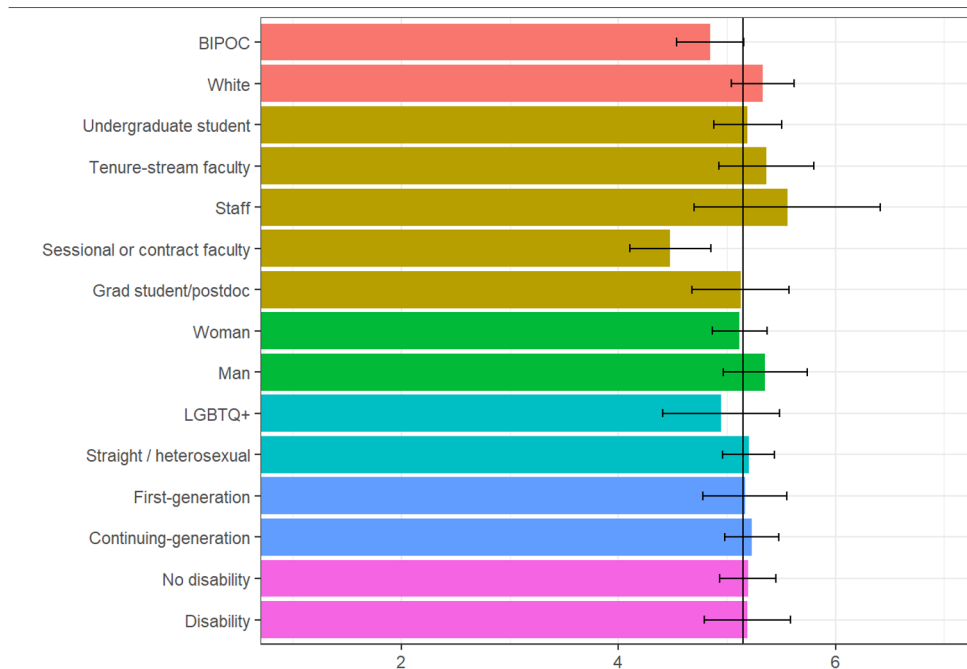
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Inclusion

I feel included and respected;
comfortable talking about my
background; I belong; need to hide
(reversed); don't have things in
common (reversed); sense of
collegiality

1 = strongly disagree, 7 = strongly agree



Error bars: 95% CIs

Black line: Overall sample mean

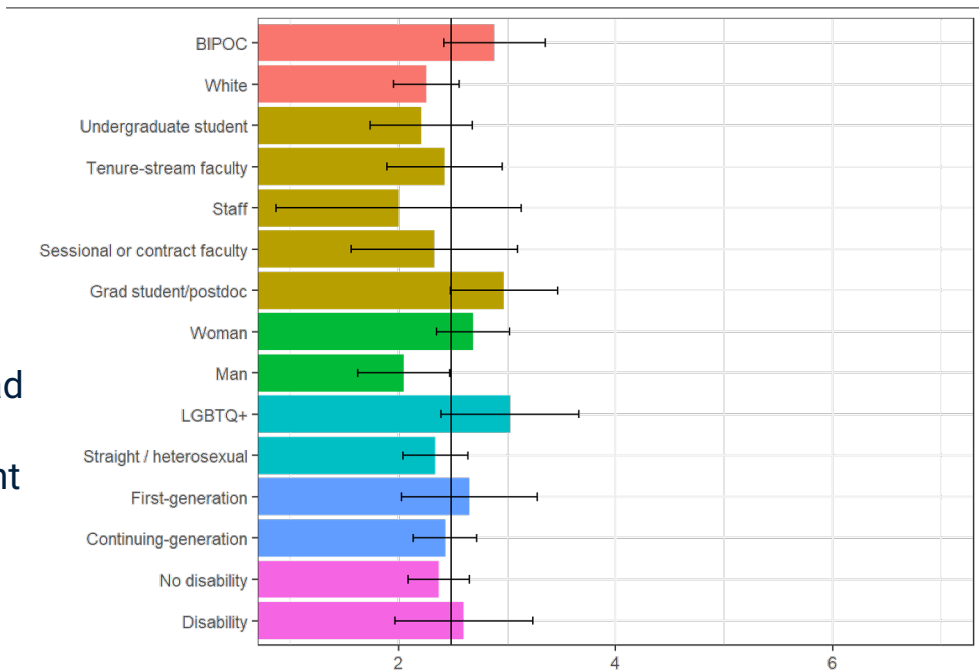


Unsafe

Feel unsafe/excluded; witnessed or experienced discrimination/harassment

- 20% had *witnessed* discrimination/harassment
 - Likely to be women (81%), BIPOC (56%), grad students (33%)
- 10% had *experienced* discrimination/harassment
 - Likely to be women (85%), BIPOC (77%), undergrad or grad students (69%)

1 = strongly disagree, 7 = strongly agree



Error bars: 95% CIs

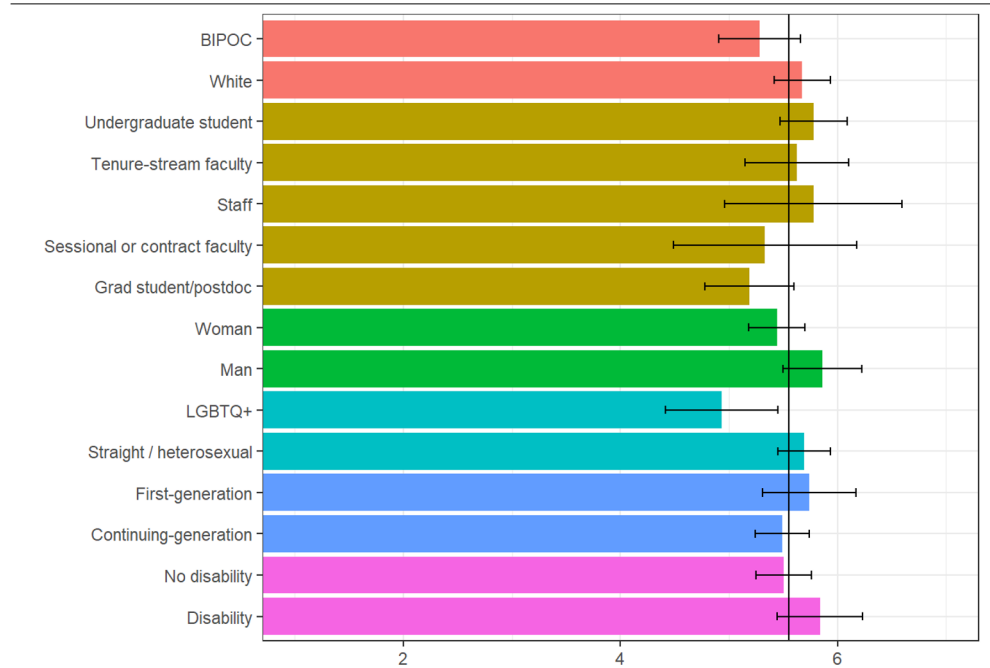
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Diversity

Underrepresented groups treated fairly; people of all groups respected/valued; jokes about groups not tolerated

1 = strongly disagree, 7 = strongly agree



Error bars: 95% CIs

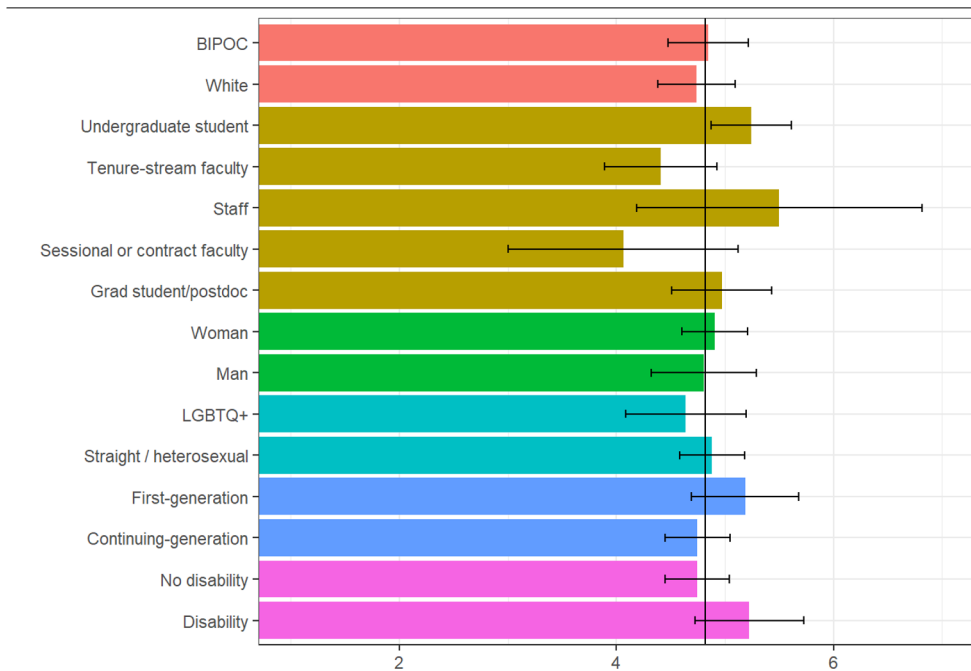
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Speaking openly

Open expression of ideas;
I can voice a contrary opinion

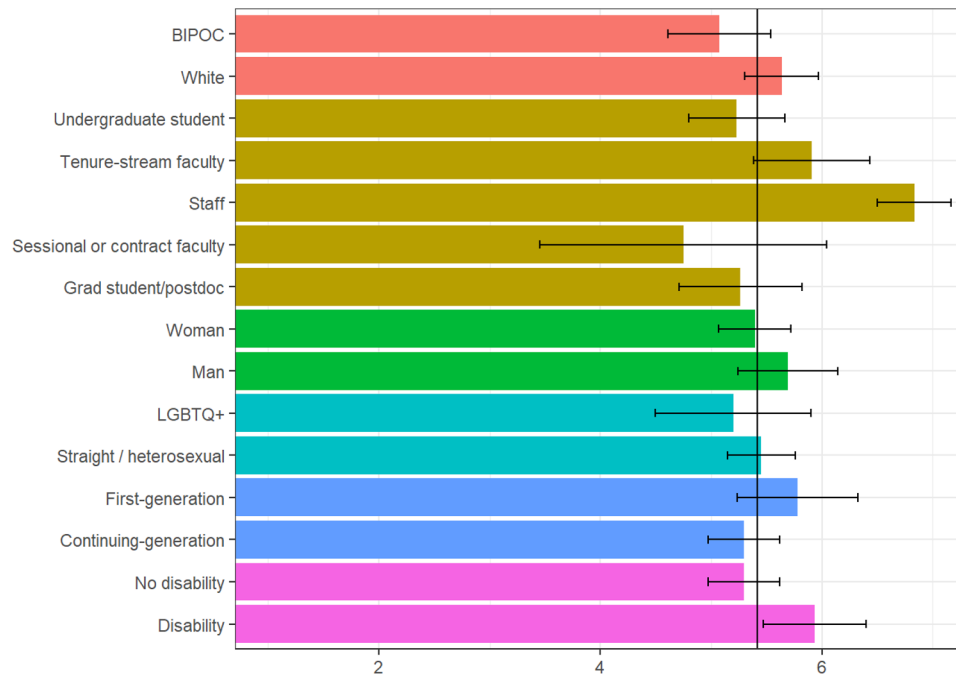
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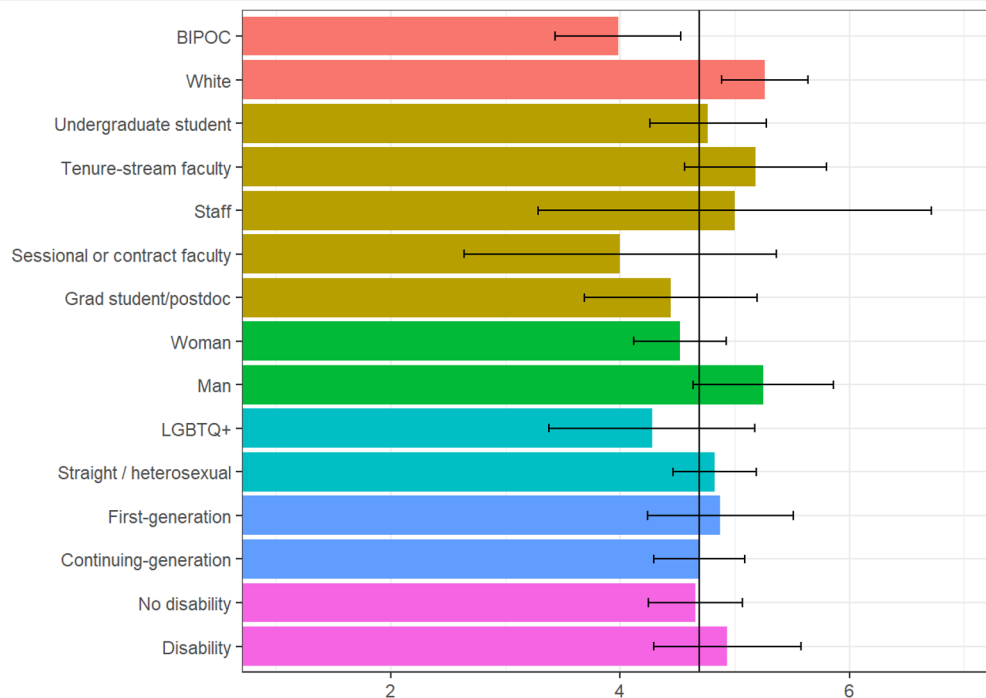
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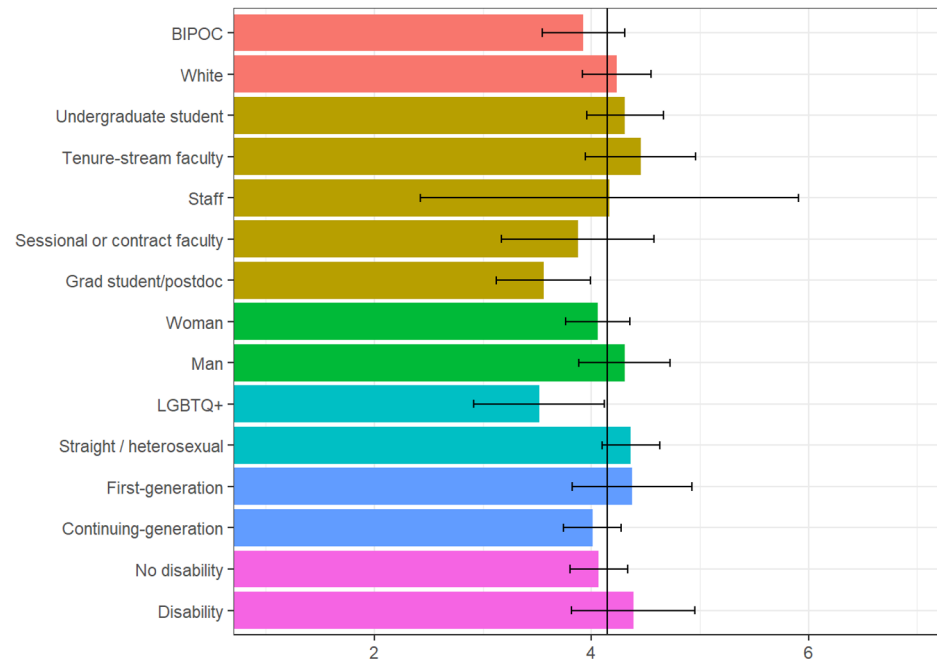


1 = strongly disagree,
7 = strongly agree

Error bars: 95% CIs
Black line: Overall sample mean

item	1 = not enough, 4 = the right amount, 7 = too much	Mean response	Std. dev
How much is equity, diversity, and inclusion valued in our department?		4.15	1.38
EDI issues discussed & considered: Committee / faculty / staff meetings		4.17	1.25
EDI issues discussed & considered: Graduate admissions		3.96	1.43
EDI issues discussed & considered: Courses		3.69	1.26
EDI issues discussed & considered: Lab meetings		3.83	0.98
EDI issues discussed & considered: Research		3.47	1.17
EDI issues discussed & considered: Dept colloquia, social events, or other events		3.78	1.28
EDI issues discussed & considered: Faculty & staff hiring		4.27	1.68

How much is EDI valued in our department?



1 = not enough
4 = the right amount
7 = too much

Error bars: 95% CIs
Black line: Overall sample mean

Is EDI considered enough in _____?

Highlights of group differences

- Most people said EDI was considered the right amount in **lab meetings**
- BIPOC and LGBTQ+ respondents felt EDI was not considered enough in most other settings
 - Especially **grad admissions** and **faculty/staff hiring**
- LGBTQ+ (vs. straight) participants felt EDI was not considered enough in **department colloquia, social events, or other events**

Concerns and Suggestions

- Significant concerns regarding graduate student funding
- Importance of mandatory trainings (e.g., anti-bullying; power dynamics in academia)
- Possibility of hiring individuals external to the department with professional expertise in EDI initiatives

Conclusions

Some areas where we are doing well:

- First-gen and continuing-gen respondents give similar responses, as do respondents with vs. without disabilities.
- On average people feel EDI is valued the right amount.

Some areas for improvement:

- 20% have *witnessed* and 10% have *experienced* harassment/discrimination.
- LGBTQ+ and BIPOC participants generally feeling worse and like EDI is not considered enough compared to straight and white participants.
- Many sessional/contract faculty feel they do not belong, cannot express opinions.

EDI Involvement

Together, we can work toward a more equitable, inclusive and welcoming community for everyone!

- EDI Working Groups: Join the effort to advance EDI in psychology
- Diversity Mentorship Program: become a mentee or mentor
- EDI Dialogue and Learning Series: Events and newsletter



psych.ubc.ca/edi/involvement/

Thank you!

- Questions and discussion



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Department of Psychology