



EQUITY, DIVERSITY & INCLUSION

Priorities at a Glance

GOALS & ACTIONS

2023-2024



THE UNIVERSITY OF BRITISH COLUMBIA
Department of Psychology

psych.ubc.ca/edi

EDI Consultation Working Group

Priorities at a Glance

GOAL 1

Provide EDI-focused syllabus and course support to instructors in the department

Action item 1: Prior to each term, reach out to instructors for participation in syllabus/course support with consultants.

Complete by: August 2023; December 2023

Action item 2: Provide workshop on developing inclusive exams and multiple-choice questions.

Complete by: January 2024

Action item 3: Begin conversations on incorporating a decolonization lens more broadly into the *Introductory Psychology* curriculum.

Complete by: April 2024

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

GOAL 2

Assist other EDI working groups in their initiatives

Action item 1: Continue to support/facilitate community dialogues and communities of practice with the Learning & Dialogue working group.

Complete by: April 2024

Action item 2: In support of the Community of Practice on Ableism/Disability, invite a guest speaker from the Disability Advocacy Group.

Complete by: April 2024

Action item 3: Assist with other EDI-related events that arise (i.e., EDI town hall).

Complete by: April 2024

Aligns with EDI Task Force Recommendation(s): Inclusion 3, 4, 11

GOAL 3

Provide EDI-related support to the department in line with arising needs and interests

Action item 1: Review EDI forms submitted by each area of the department and identify any goals/work that consultants may be able to help with.

Complete by: November 2023

Action item 2: Respond to EDI-related concerns raised by students and department members: e.g., HSP pre-screening questions.

Complete by: December 2023

Action item 3: Create resources/data on RA hiring practices in the department with an EDI lens.

Complete by: January 2024

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

EDI Dialogue and Learning Group

Priorities at a Glance

GOAL 1

Support sustained learning/unlearning and connecting that with actionable changes

Action item 1: Continue Community of Practice (CoPs) from the summer (e.g., Ableism/Disability) and start two new CoPs based on current department interest.

Complete by: October 2023

Action item 2: Share one tangible “deliverable” or “outcome” with the broader department from each summer CoP in Semester 1.

Complete by: December 2023

Action item 3: Support one tangible “deliverable” or “outcome” with the broader department from each CoP in Semester 2.

Complete by: April 2024

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

GOAL 2

Provide department with offerings of EDI related learnings and opportunities to engage

Action item 1: Continue the monthly Dialogue & Learning newsletter to connect with our existing readership. Maintain 50% of folks opening the newsletter. Increase the subscription of the newsletter to 100 people.

Complete by: April 2024

Action item 2: Maintain and ideally grow the Anti-Racist Book Club

Complete by: Every month until April 2024

Action item 3: Offer at least 1 Dialogue & Learning workshop each semester.

Complete by: December 2023, April 2024

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

GOAL 3

Support communication within other working groups

Action item 1: Use the Dialogue & Learning newsletter to communicate information from at least 2 working groups, one each semester.

Complete by: December 2023, April 2024

Action item 2: Engage and coordinate with the new Community Engagement working group.

Complete by: October 2023

Action item 3: Connect with PSYCH undergraduates to bring their voices into the departmental EDI sphere.

Complete by: April 2024

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



EDI Funding Working Group

Priorities at a Glance

GOAL 1

Fundraising
for the PIE
fund

Action item 1: Put on Fall Homecoming fundraising event for the Psychology Inclusive Excellence (PIE) fund.

Complete by: September 2023

Action item 2: Call for financial commitments from Faculty.

Complete by: November 2023

Action item 3: Advertise in the lead-up to Giving Day.

Complete by: April 2024

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

GOAL 2

Establish mechanism
to provide PIE
funding to
undergraduate
students

Action item 1: Consult regarding other awards.

Complete by: November 2023

Action item 2: Make a departmental announcement.

Complete by: November 23, 2023

Action item 3: Advertise application process.

Complete by: January 2024

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

GOAL 3

Continue to establish
mechanism to
provide PIE funding
to graduate students

Action item 1: Consult graduate admissions committee.

Complete by: November 2023

Action item 2: Make a departmental announcement about funding plans.

Complete by: November 2023

Action item 3: Adjudicate awards (3-4 available).

Complete by: January 2024

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

EDI Hiring Working Group

Priorities at a Glance

GOAL 1

Process Consolidation

Action item 1: Consolidate hiring process with search committee through regular check ins.

Complete by: December 15

Action item 2: Document progress to facilitate EDI-attentive future searches.

Complete by: March 1

Action item 3: Develop long-term hiring strategy.

Complete by: April 30

Aligns with EDI Task Force Recommendation(s): Hiring 1A

GOAL 2

Participation Enhancement

Action item 1: Boost graduate student participation in hiring. Help build transparency around interviewing and evaluating candidates.

Complete by: January 15

Action item 2: Boost faculty participation in hiring.

Complete by: January 15

Aligns with EDI Task Force Recommendation(s): Hiring 1A

GOAL 3

Transparency and Communication

Action item 1: Publish updates on hiring in Newsletter to raise awareness, boost transparency, and dialogue around the hiring process.

Complete by: December 15

Aligns with EDI Task Force Recommendation(s): Hiring 1A

EDI Mentorship Working Group

Priorities at a Glance

GOAL 1

Provide mentorship for students from under-recognized backgrounds who are interested in research graduate studies or psych careers

Action item 1: Select mentees into UBC mentorship program.

Complete by: September 30

Action item 2: Match mentees with mentors.

Complete by: October 6

Action item 3: Host mentorship workshops.

Complete by: throughout year; complete by year end

Aligns with EDI Task Force Recommendation(s): Inclusion 5

GOAL 2

Train and support graduate students and postdocs to mentor students from under-recognized backgrounds

Action item 1: Incorporate feedback from previous year's survey of mentors who participated in the mentorship program.

Complete by: September 30

Action item 2: Hold weekly office hours to be available for questions, concerns, feedback.

Complete by: ongoing

Action item 3: Hold mentor mingling events in Nov. and Feb.

Complete by: February 2024

Aligns with EDI Task Force Recommendation(s): Inclusion 4

GOAL 3

Connect with mentorship programs outside UBC to learn from and promote diversity in academia

Action item 1: Mentorship working group to connect with the Canadian Summer Research Opportunities Programme (SROP).

Complete by: September 30

Action item 2: Respond as needed to emails and requests.

Complete by: ongoing

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



EDI Progress Monitoring Working Group

Priorities at a Glance

GOAL 1

Organize the Progress Monitoring Working Group's workflow

Action item 1: Create a workflow document for the Progress Monitoring Working Group tasks for the year.

Complete by: November 4th, 2023

Action item 2: Centralize Progress Monitoring Working Group documentation (e.g., create a OneDrive Folder).

Complete By: November 20th, 2023

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

GOAL 2

Help other working groups document and plan goals for the year

Action item 1: Send out the Goal's document (+ send each working group a highlight of what they accomplished last year).

Complete by: September 15th, 2023

Action item 2: Evaluate the goals documents and turn them into Priorities at a Glance documents.

Complete by: November 15, 2023

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

GOAL 3

Survey planning and dissemination, annual report (including reflections)

Action item 1: Review Qualtrics survey from last year; send survey out. Complete by: Review by November 2023 and send out by February 2024

Action item 2: Send and receive the reflection forms.

Complete by: Send forms by April 2024 to be received by May 2024

Action item 3: Prepare annual report, present at townhall.

Subgoals are: processing the Qualtrics data and reviewing the reflection forms to get everything ready.

Complete by: Multiple dates in Term 2

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



EDI Community Engagement Working Group

Priorities at a Glance

GOAL 1

Identify sources of funding to sustain community-engaged initiatives within the department

Action item 1: Review websites of institutional, municipal, provincial, and federal funding agencies to identify potential sources of funding.

Complete by: April 2024

Action item 2: Explore the viability of those funding source(s) as a means of building and/or sustaining community-engaged endeavors.

Complete by: April 2024

Action item 3: Explore the viability of non-profit status as a means of building/sustaining departmental community-engaged endeavors.

Complete by: April 2024

Aligns with EDI Task Force Recommendation(s): Inclusion 20, 21, 24

GOAL 2

Examine community engagement models and incentives in comparable departments, faculties, and universities

Action item 1: Create a survey for distribution to comparator departments, faculties, and universities.

Complete by: December 2023

Action item 2: Distribute survey via e-mail and conduct interviews with select survey respondents.

Complete by: March 2023

Action item 3: Analyze qualitative and quantitative data from the survey and interviews.

Complete by: TBD

Aligns with EDI Task Force Recommendation(s): Inclusion 19, 20, 21

GOAL 3

Conduct literature review of community-engaged learning outcomes for students

Action item 1: Identify search terms and relevant databases. Define scope of literature review.

Complete by: December 2023

Action item 2: Conduct systematic search.

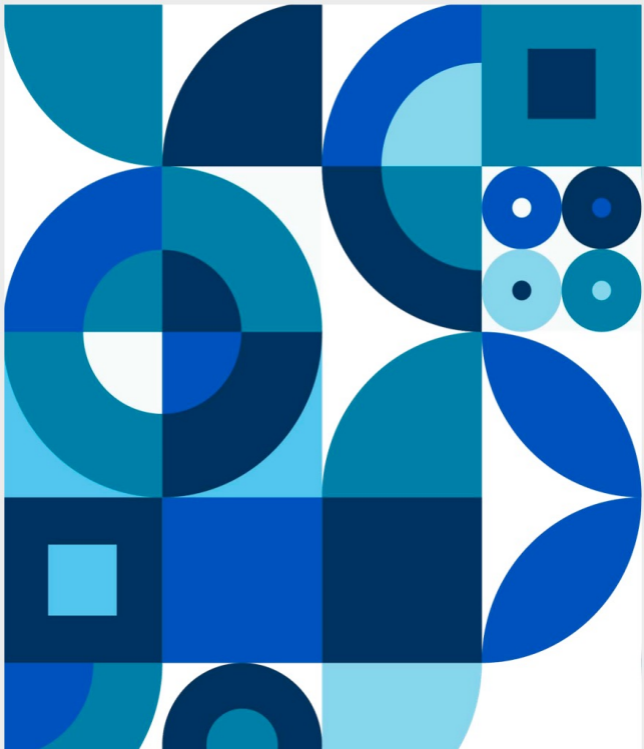
Complete by: April 2023

Action item 3: Summarize findings on community-engaged learning outcomes for students.

Complete by: TBD

Aligns with EDI Task Force Recommendation(s): Inclusion 19, 20, 21





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