



**EQUITY,
DIVERSITY &
INCLUSION**

Priorities at a Glance

**GOALS &
ACTIONS**
2024-2025



THE UNIVERSITY OF BRITISH COLUMBIA

Department of Psychology

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. Explore the viability of those funding source(s) as a means of building and/or sustaining community-engaged endeavors in the department
Complete by: May 31 2025

Aligns with EDI Task Force Recommendation(s): 20 & 21

GOAL 2

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

Action item 1: Create a survey for distribution to comparator departments, faculties, and universities
Complete by: December 31, 2025

Action item 2: Distribute survey via e-mail and conduct interviews with select survey respondents
Complete by: March 31, 2025

Action item 3: Analyze the qualitative and quantitative data from the surveys and interviews
Complete by: TBD

Aligns with EDI Task Force Recommendation(s): 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: May 31 2025

Action item 2: Conduct search of the literature
Complete by: May 31 2025

Action item 3: Summarize findings
Complete by: TBD

Aligns with EDI Task Force Recommendation(s): 20 & 21

EDI Consultation Working Group

Priorities at a Glance

GOAL 1

Recruit grad student EDI consultants, who work to provide EDI-related support to department

Action item 1: Recruit and meet with larger group of potential graduate student EDI consultants

Complete by: December 2024

Action item 2: Review EDI goal-setting forms completed by each WG; identify requests/work that EDI consultants may be able to assist

Complete by: November 2024

Action item 3: Coordinate roundtable/conversation event focused on challenges and strategies of using EDI considerations in undergraduate and graduate student selection

Complete by: March 2024

Aligns with EDI Task Force Recommendation(s): B4, 5

GOAL 2

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

Action item 1: Regularly reach out to instructors who may be interested in EDI consultation with their course syllabus/design/assignments

Complete by: Ongoing

Action item 2: Create a resource (Canvas page) for instructors on incorporating Indigenous and anti-colonial lenses to course curriculum

Complete by: May 2025

Action item 3: Coordinate with TA training team to provide support on EDI-related TA workshops to be offered in the department

Complete by: November 2024

Aligns with EDI Task Force Recommendation(s): B4, 8, 10

GOAL 3

Present information and resources on accessibility and disability within the department

Action item 1: Present department survey data on disability and accessibility

Complete by: March 2025

Action item 2: Review department syllabi to identify common policies and situations that may present challenges for students with disability accommodations; provide suggestions for possible solutions

Complete by: March 2025

Action item 3: Consult with undergraduate students on their perspectives for solutions to above solutions

Aligns with EDI Task Force Recommendation(s): B4, 5

EDI Dialogue and Learning Working Group

Priorities at a Glance

GOAL 1

Support sustained learning/unlearning and connecting learning with actionable changes

Action item 1: Continue to support Community of Care/Practice: PrideMind Hub for support of 2SLGBTQIA+ community
Complete by: Ongoing

Action item 2: Continue to support Socioeconomic status (SES) and the Student Body Community of Care/Practice
Complete by: Ongoing

Action item 3: Consider support new Community of Care/Practice (e.g., Black students in Psychology)
Complete by:

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 monthly EDI Dialogue & Learning newsletter. Expand readership to engage more with undergraduates and continue to engage our readership
Complete by: Ongoing

Action item 2: Share one tangible “deliverable” or “outcome” with the broader department from the Communities of Care/Practice in Semesters 1 and 2 (e.g., invited talk, workshop, report, establishing best practices, targeted advocacy)
Complete by:

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

GOAL 3

Support communication about EDI across working groups to our community

Action item 1: Use EDI newsletter to communication information from at least two other working groups, one each semester
Complete by: Ongoing

Action item 2: Find ways to have greater engagement re the EDI newsletter with the undergraduate student body
Complete by:

Action item 3: Use EDI newsletter and other means (department emails, presentations in group meetings) to share outcomes and “deliverables” from Communities of Care/Practice
Complete by:

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

EDI Funding Working Group

Priorities at a Glance

GOAL 1

Raise awareness of and fundraise for the Psychology Inclusive Excellence (PIE) Fund

Action item 1: Request faculty donations and inform faculty how to donate
Complete by: September 2024

Action item 2: Participate in Giving Day 2025 as a featured UBC Arts Fund
Complete by: April 2025

Action item 3: Seek donations from graduates' families around graduation ceremonies. Have donation stations/t-shirts available at graduation events
Complete by: November 2024, May 2025

Action item 4: Inform students of the PIE fund via signage, social media, and class announcements
Complete by: May 2025

Aligns with EDI Task Force Recommendation(s): Inclusion 16, 22, 23, 24, 25

GOAL 2

Adjudicate/deliver PIE awards

Action item 1: PSYC 240 awards—11 awarded in 2024
Complete by: September 2024

Action item 2: Entrance Enhancement Awards—6 awarded in 2024 (2 combined with other student awards from UBC)
Complete by: May 2024

Action item 3: Early Research Awards—5 awarded in 2024
Complete by: May 2024

Action item 4: Refine guidelines surrounding the financial reporting of PIE fund allocation
Complete by: January 2024

Aligns with EDI Task Force Recommendation(s): Inclusion 16, 22, 23, 24, 25

GOAL 3

Improve donation success in the future

Action item 1: Increase alumni engagement in collaboration with the Arts Development Office and Annual Report Committee
Complete by: January 2024

Action item 2: Increase psychology student identity for current students to increase future alumni engagement. Host student-centered events and networking opportunities
Complete by: January 2024

Action item 3: Develop an online asynchronous course co-taught by department members with instructional salary donated to the PIE fund
Complete by: September 2025

Aligns with EDI Task Force Recommendation(s): Inclusion 16, 22, 23, 24, 25

EDI Hiring Working Group

Priorities at a Glance

GOAL 1

Collect and consolidate EDI resources

Action item 1: Compile a list of relevant EDI dimensions to broaden the scope of EDI considerations when hiring for faculty jobs

Complete by: April 2025

Action item 2: Research current EDI assessment and evaluation practices to ensure equity and fairness

Complete by: April 2025

Action item 3: Consolidate findings to build resources for future search committees

Complete by: April 2025

Aligns with EDI Task Force Recommendation(s): Hiring 1, 2

GOAL 2

Examine and establish relationships with peer universities

Action item 1: Research current practices across peer institutions to document their EDI hiring processes for faculty jobs

Complete by: April 2025

Action item 2: Create a systemized spreadsheet for findings to serve as a reference for all groups

Complete by: April 2025

Action item 3: Establish rapport with similar initiatives at peer institutions and swap insights

Complete by: April 2025

Aligns with EDI Task Force Recommendation(s): Hiring 1, 2, 3, 5, 6

GOAL 3

Review and remove hidden curricula in applying for faculty jobs

Action item 1: Research potential hidden curricula in hiring, which disadvantage candidates unaware of these curricula

Complete by: April 2025

Action item 2: Discuss the merits of "cheat sheets" for job candidates

Complete by: December 2024

Action item 3: Trial launch "cheat sheets" for job candidates

Complete by: February 2025

Aligns with EDI Task Force Recommendation(s): Hiring 2

EDI Mentorship Working Group

Priorities at a Glance

GOAL 1

Provide mentorship for students from under-recognized backgrounds who are interested in grad studies in psychology

Action item 1: Recruit undergrad and post-baccalaureate mentees interested in applying to research graduate studies in psychology for the Diversity Mentorship Program (DMP)

Complete by: August 2024

Action item 2: Provide individualized mentorship to mentees

Complete by: September 2024

Action item 3: Foster professional development for mentees

Complete by: April 2025

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

GOAL 2

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

Action item 1: Provide mentorship training to grad student mentors

Complete by: September 2024

Action item 2: Offer meetings with mentors throughout the academic year

Complete by: Ongoing

Action item 3: Host mentor mingling events throughout the academic year

Complete by: November 2024, February 2025

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

GOAL 3

Connect with other mentorship programs and initiatives to promote sustainability of the DMP program

Action item 1: Apply for funding to support the growth of the DMP program

Complete by: Ongoing

Action item 2: Share resources with mentorship programs outside of UBC psychology

Complete by: October 2024

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

EDI Progress Monitoring Working Group

Priorities at a Glance

GOAL 1

Help other working groups document and plan goals for the year, communication

Action item 1: Help WG set their goals via goal-planning materials
Complete by: October 2024

Action item 2: Evaluate WG goals, provide feedback (with Amori) and turn them into concise *Priorities at a Glance* document.
Complete by: December 2024

Action item 3: Make goals directory available on the department web page; help to monitor EDI dept. communication
Complete by: December 2024

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

GOAL 2

Survey planning, dissemination

Action item 1: Review and adjust Qualtrics survey from last year, adding more relevant items to address needs of dept (including suggestions from the 2024 Town Hall)
Complete by: January 2025

Action item 2: Disseminate survey to the psychology dept.
Complete by: February 2025

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

GOAL 3

Annual reporting

Action item 1: Send and receive WG reflection forms
Complete by: Send forms by April 2024 (received by May 2024)

Action item 2: Create Annual Report, plan and present at Town Hall
Subgoals are: processing the Qualtrics data, reviewing reflection forms
Complete by: Multiple dates in Term 2

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

EDI Supports Working Group

Priorities at a Glance

GOAL 1

Compile and provide a list of and links to UBC wellness supports on dept. webpage

Action item 1: Search for and inquire relevant units and individuals to identify all wellness supports at UBC

Complete by: February 2025

Action item 2: Create an accessible, comprehensive, and user-friendly taxonomy of supports

Complete by: April 2025

Action item 3: Make the directory available on the department web page

Complete by: May 2025

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

GOAL 2

Begin to identify other forms of wellness support for the department community

Action item 1: Begin to identify available supports outside of UBC

Complete by: Ongoing

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

EDI Website and Resources Working Group

Priorities at a Glance

GOAL 1

Create a dedicated section for Indigenous initiatives on the psychology dept. website

Action item 1: Create a prominent location for the final PURE report of the Indigenous student's consultation project

Complete by: February 2025

Action item 2: Collaborate with Indigenous community members to compile resources and information

Complete by: April 2025

Action item 3: Ensure resources, information and stories are inclusive, accessible, and user-friendly

Complete by: May 2025

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

GOAL 2

Develop communications plan to share dept. EDI resources with community

Action item 1: Determine appropriate communication channels based on accessibility and audience preferences

Complete by: March 2025

Action item 2: Incorporate diverse perspectives and voices in communication plan, ensuring inclusivity and accessibility

Complete by: April 2025

Action item 3: Implement accessibility standards across all communication platforms, ensuring consistency with WCAG

Complete by: May 2025

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

GOAL 3

Ensure existing website EDI resources align with Taskforce Report's recommendation

Action item 1: Scan current resources available on website and compare to UBC EIO resources

Complete by: February 2025

Action item 2: Create a comparison framework to ensure department's resources meet UBC EIO's, and the needs of the psychology community

Complete by: May 2025

Action item 3: Consult department's EDI committee about approach to and managing resources

Complete by: July 2025

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

Equity in Resources Working Group

Priorities at a Glance

GOAL 1

Gather data on areas of perceived inequity in resources

Action item 1: Consult with representatives from different areas within the department, including research-stream and educational-stream tenure track faculty, and lecturers

Complete by: April 2025

Action item 2: Consult with representatives of sessional instructors
Complete by: April 2025

Action item 3: Consult with representatives of graduate students, staff members, and research lab coordinators
Complete by: April 2025

Aligns with EDI Task Force Recommendation(s): Progress Monitoring 3

GOAL 2

Examine space allocation practices

Action item 1: Gather data on office space allocation for different groups (e.g., faculty, sessional lecturers, grad students, postdocs, emeriti) within the department

Complete by: February 2025

Action item 2: Gather data on lab space allocation within our department

Complete by: April 2025

Action item 3: Gather data on space allocation practices in departments outside of Psychology

Complete by: May 2025

Aligns with EDI Task Force Recommendation(s): Progress Monitoring 3

GOAL 3

Compile procedures for area support funds allocation

Action item 1: Gather data on how different departmental areas have spent their area support funds in the last 10 years

Complete by: February 2025

Action item 2: Gather data on the decision processes by which different departmental areas decide to spend their area support funds

Complete by: April 2025

Action item 3: Gather data on how similar funds for area support are allocated in departments outside of Psychology

Complete by: May 2025

Aligns with EDI Task Force Recommendation(s): Progress Monitoring 3

Minor in Diversity Studies Working Group

Priorities at a Glance

GOAL 1

Research and identify similar programs in peer institutions

Action item 1: Identify peer institutions with psychology graduate programs offering minors or certifications in diversity studies

Complete by: December 1

Action item 2: Research the course work and requirements for said programs; contact the programs if extra details are needed

Complete by: December 16

Aligns with EDI Task Force Recommendation(s): Inclusion 13

GOAL 2

Consult faculty and students about the possibility of creating a minor program

Action item 1: Discuss and receive feedback from faculty on diversity programs at other institutions and interest in one at UBC

Complete by: February 15

Action item 2: Meet with graduate students to discuss interest in developing a diversity minor, as well as any needs

Complete by: February 15

Action item 3: If needed, schedule a meeting with UBC Arts or other administrators on steps to establish a diversity minor

Complete by: March 1

Aligns with EDI Task Force Recommendation(s): Inclusion 13

GOAL 3

Create an outline of necessary steps needed for UBC to develop a diversity minor

Action item 1: Summarize what other programs have done

Complete by: April 15

Action item 2: Provide a summary of what faculty, graduate students, and administration would want and need from this program

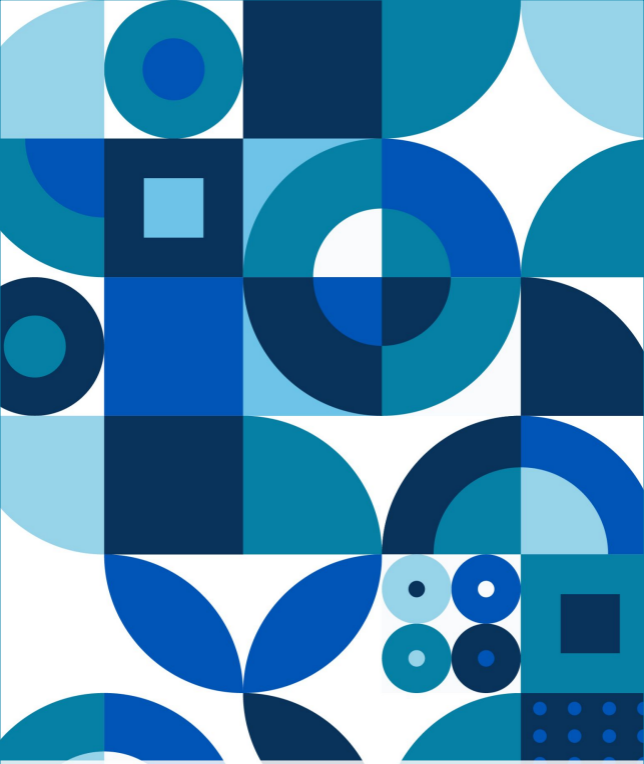
Complete by: April 15

Action item 3: Provide concrete suggestions for the next steps to present at the faculty meeting for further development

Complete by: April 15

Aligns with EDI Task Force Recommendation(s): Inclusion 13





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