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# PYSCHOLOGICAL SCIENCES DIVERSITY, EQUITY, AND INCLUSION COMMITTEE

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## MISSION STATEMENT

*The Department of Psychological Sciences at Auburn University recognizes, values, and upholds the contributions of students, staff, and faculty from diverse race, ethnicity, sexual orientation, gender expression or gender identity, age, country of origin, disability, physical stature and body size, religious or spiritual beliefs, socioeconomic class, and political beliefs. We are especially committed to increasing the representation of those populations that have been historically excluded from participation in U.S. higher education as a whole, and the field of psychological sciences, specifically.*

*Acknowledging the history and effects of systemic racism and discrimination, our department firmly stands for social justice for all people within and beyond our campus, particularly for Black, Indigenous, and People of Color.*

# WHAT WE'VE DONE THIS SEMESTER:

- Education and Professional Development Goals
  - In collaboration with Auburn University's Office of Inclusion and Diversity (OID), a Diversity, Equity, and Inclusion (DEI) workshop was conducted during this year's annual faculty retreat (August 2021). OID has also agreed to work with our department in an ongoing manner, providing consultation on a wide range of DEI-relevant issues.
  - Provided access to cultural humility, and SafeZone trainings to faculty, staff, and graduate students within the department.
    - SafeZone trainings were required and completed by the current second year Clinical Psychology PhD graduate students.
    - SafeZone training opportunities are scheduled for the rest of the department's faculty and graduate students for Spring 2022.
    - All current Clinical Psychology PhD students have completed a five-hour training in cultural humility as it pertains to providing clinical services. This has also become a requirement for all future Clinical Psychology PhD students.
    - All current ABA Master's students have completed an eight-hour training on cultural responsiveness in behavior analysis.
  - Created and shared a repository of DEI resources for faculty and students. This includes a publicly accessible calendar of department, university, and community events along with a publicly accessible resource repository for undergraduate students that can be found [here](#).
  - Continued efforts to sponsor and host colloquium focused on DEI in psychological sciences. Two colloquia have been held this semester. This includes a colloquium with Dr. Melanie Domenech Rodriguez in November 2021 and with Dr. Nashira Williams in December 2021. Future colloquia are scheduled with Dr. Kendra Royston in February 2022 and Dr. Jay Dolmage in April 2022.
- Student and Faculty Recruitment, Inclusion, and Equity Goals
  - All PhD programs have begun re-evaluating their admissions process to increase diversity of applicant pools and improve equity in admission and decision processes.
  - The search committee for our tenure-track position in clinical psychology has been collaborating with Auburn's OID to incorporate best practices into the search process.
  - We have formally incorporated the Scholars Committed to Opportunities in Psychological Education (SCOPE) program into the DEI committee as a major initiative. This semester, we developed a website for the [SCOPE program](#) and initial planning for SCOPE 2022 has begun.

## Fall 2021 Updates

- We created a mental health resource [pamphlet](#) and [flyer](#) in consultation with the Black Graduate and Professional Student Association (BGPSA), which has been disseminated to BGPSA members.
- Climate Goals
  - Inclusive artwork, photography and signage were added in both main buildings (Thach Hall and Cary Hall).
  - We proposed and received support for developing Graduate Student Town Halls from the Executive Graduate Committee and program heads as a way to continually monitor department climate. The first town hall meeting is scheduled for April 15, 2022.
- Curriculum and Courses Goals
  - We created and shared Undergraduate- and Graduate-level teaching-related DEI resources in the DEI Repository.
  - We have gathered a list of faculty and graduate students interested in round-table discussions on the topics of incorporating DEI content into coursework.
- Research and Diversity Science Goals
  - We have developed a list of opportunities (grant, scholarship, conference, publishing, etc.) for minoritized students and DEI-related work and have added it to the department's DEI repository.
  - We have gathered materials for the department's Diversity website and are working on adding them to showcase for prospective students.
  - We have reviewed the rubrics for departmental milestones (e.g., thesis, dissertation) and are working on finalizing a list of recommendations to discuss with department heads regarding how to connect student work with the department's DEI goals.

## WHAT'S NEXT:

- Education and Professional Development Goals
  - Offer scheduled SafeZone training in Spring 2022.
  - Offer future SafeZone and anti-racism trainings to all members of the department, including undergraduate psychology majors.
  - We are planning for an anti-racism workshop for faculty in summer 2022 and SafeZone training for our undergraduates during spring 2022.
- Student and faculty recruitment, inclusion, and equity goals
  - Although a draft of faculty annual review and tenure & promotion documents incorporating DEI activities has been created, we are still awaiting feedback from the department chair. We anticipate being able to share with faculty during a meeting in January or February 2022.

## Fall 2021 Updates

- We will be evaluating options for increasing graduate student stipends.
- Climate Goals
  - Consult with Auburn's OID to create a sustainable plan for the regular collection and use of data on program climate.
  - Consult with Auburn's OID to create a system for anonymous reporting of critical incidents and install system by end of Summer 2022.
  - Work with Auburn's facilities department to improve accessibility for Cary Hall (i.e. parking and signage for individuals with disabilities)
- Mentoring Goals
  - Implement a peer-mentoring program (based on that used in the Clinical program) for the ABA, I-O, and CaBS programs. We will provide the program heads with a detailed outline of expectations/goals to meet and the first-year evaluations by the end of January. We are developing a Qualtrics survey to ask current students what topics would be valuable to include in a mentorship program.
  - We have a meeting with OID scheduled in January to develop a training session focused on effective mentoring strategies for diverse students at the undergraduate and graduate level. We aim to have this training session in Spring 2022.
  - We will also be developing Faculty-led talks on special topics of interest to graduate students (e.g., acquiring external funding related to Diversity, Equity and Inclusion) based on input from the graduate students.
- Curriculum and Courses Goals
  - Now that a list of interested parties has been developed, we will next organize round-table discussions by program area on DEI goals and incorporate into classes.
  - We will work on adding consideration of DEI goals to peer teaching evaluations.
  - We will develop a tracking system for local implementation of DEI repository teaching resources.
  - We will begin reviewing departmental syllabi once published rubric becomes available (currently under embargo).
- Research and Diversity Science Goals
  - Update the rubrics for departmental milestones to encourage students to connect their work with DEI goals.
  - Create a departmental website focused on diversity-relevant research.