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CIE Meetings on 3/3/23 and 3/31/23

The Committee on Inclusion and Equity held meetings in March to discuss old business and further develop plans to address climate concerns and build DEI within the department. Dr. Chroust discussed the proseminar and indicated that there were currently no changes, more information will be shared before the next full faculty meeting.

During the meetings, the committee reviewed a table summarizing the toolkit for addressing climate concerns and building DEI, and discussed various topics such as graduate student recruitment, student retention, faculty recruitment, and curricular changes.

Kristin, who oversees the graduate student recruitment component, discussed how the experimental side has a less formal process for recruitment due to smaller application numbers than clinical. She discussed various ways to make applications, interviews, and learning about both programs more accessible to all. She discussed the limitations within our program for recruiting diverse applicants, including minimal diverse faculty available for mentoring. Kristin also proposed creating a formalized student match program to connect applicants and interviewees with current students who identify as being a part of an underrepresented group to help navigate the application process and learn more about our program.

Allie, who is responsible for student retention, mentioned that the department had previously tried peer mentoring/matching but had little success. However, recently students have expressed interest in peer mentorship, and Clemmer has developed a peer mentorship program which Allie will learn more about. Diana will also investigate if the Multicultural Center offers a peer mentorship program and its details.

Jamie, who is leading the faculty recruitment effort, discussed the progress made and the future plans. Stacey outlined several areas to focus on for retention of faculty and students.

Diana, who is responsible for additional training, discussed the past and present work that PEACE has done to bring DEIB themed trainings to our department; discussed possible trainings that could be brought in the near future including but not limited to trainings on microagressions (as recommended by the call-to-action letters) as well using resources from USC's Center for Race and Equity; and discussed other tangible ways to promote systemic change necessary for promoting a culturally responsive department.

Matt, responsible for curricular changes, discussed the possibility of faculty applying for course redesign grants to add diversity components to current course curricula. He also mentioned that students from BIPOC communities who are reading research from predominantly white authors might not connect as well to their course curricula and noted that there is a repository of psychology research organized by sub-discipline with diverse authorship, Jill later shared that with the group, the repository is linked here: **Diverse Psychology Authors**. Jill also discussed working with the library to offer textbooks to students for free.

Tess, a graduate student rep, led the discussion of the toolkit section on program "atmosphere". There is one final section of the toolkit table that Jill has volunteered to complete in a future meeting.

The CIE also discussed future agenda items, including connecting with Dr. Jessie Wang, who is doing great DEI work at Clemmer College, and meeting with Lisa Dunkley, the DEI coordinator with the College of Clinical & Rehabilitative Health Sciences.

It was agreed that it would be helpful to have Dr. Wang come and talk with the Psychology Department at a full faculty meeting. Furthermore, a resource guide that Clemmer College had on their DEI website was shared and may be helpful for students and faculty. Finally, the committee also discussed the idea of having a college-level reporting system for microaggressions, which may be housed in Daryl Carter's office.

Once the toolkit table is complete, the next step will be to translate all of the potential ideas into a set of priorities that focus on goals and impact of meeting those goals. Ways to assess change in those areas will also be outlined. For any event that is hosted, we will want to gauge attendance and also how the content was received. We will discuss this process at the next meeting.