Department of Psychology EDI Committee Report:
Goals for 2023-2024

The EDI Committee welcomes our new members: Jan, Jingyi, Kina, Luke, Moriah, and Pram.

Over the next year, we would like to accomplish the following goals:

1. Distribute our department EDI survey and review the feedback (yearly).
   a. Compare the data from our survey to the Student EDI Census published recently.
   b. Conduct student-lead focus groups with undergraduate and graduate students. We will consult with the Office of Safe Disclosure and Human Rights (OSDHR) for advice on how to conduct the focus groups, meeting preparation, as well as debriefing and follow-up care for facilitators.
   c. Create a list of goals, suggestions, and/or projects based on key areas of concern.
2. Continue to update our training resources and inclusive teaching suggestions:
   a. Make training suggestions (e.g., specific resources and target hours to complete) for academic staff; perhaps complete an eClass module and certificate.
   b. Academic ableism and disability justice project: Currently working with a group of 45 undergraduate students to go through resources to create a streamlined resource of tips and recommendations.
3. Create a Terms of Reference (TOR) template for all Department Committees.
4. Work with Sandra Wiebe (Teaching Awards Committee) on the new EDID in Teaching Award.
5. Host monthly meet-ups for 2SLGBTQA+ Department members to connect with each other (beginning in September).
6. Explore the idea of incorporating EDI into the graduate recruitment process, as well as providing guidance to department awards committees on how EDI may influence generation and selections of nominations.
7. Monitor work of Council on Academic Ableism (Carrie Smith) and Student Accessibility Action Plan Working Group (Allen Ball; especially changes to Duty to Accommodate policy) for suggestions or recommendations specific to our department members.
8. Follow-up on the EDI External Scan Report from the University of Calgary (May 2021) for possible changes to our website, as well as future undergraduate and graduate initiatives we may wish to explore.
9. Follow-up with Faculties and Central Administration on our internal accessibility report.
10. Explore options for making Smitty Library accessible for evenings.
11. Consult with RP committee re: accessibility needs and research participation in PSYCH 104 and 105.