Equity, Diversity and Inclusion Resources

Prepared by the Department of Psychology EDI Committee March 2022

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PODCAST EPISODES

Speaking of Psychology: Does diversity training work?

https://www.apa.org/research/action/speaking-of-psychology/diversity-training

(Episode 120) In our increasingly diverse country, many workplaces have implemented diversity training programs aimed at fostering cohesion, mutual respect and understanding among employees of different backgrounds. Calvin Lai, PhD, an assistant professor of psychology at Washington University in St. Louis, discusses what we can learn from psychological research about whether diversity training works and what makes for effective training.

Quirks & Quarks 20 Sept 2019 Glass Obstacle Course: Why so few women hold top STEM spots

https://www.cbc.ca/radio/quirks/july-25-2020-women-in-science-special-how-science-has-done-women-wrong-1.5291077/glass-obstacle-course-why-so-few-women-hold-top-stem-spots-1.5291082

Teaching in Higher Ed Podcast Series

Culturally Responsive Online Teaching

- https://teachinginhighered.com/podcast/culturally-responsive-online-teaching/

Transformative Inclusion

- https://teachinginhighered.com/podcast/transformative-inclusion/

Filling the Equity Gap in STEM fields

- https://teachinginhighered.com/podcast/filling-the-equity-gap-in-stem-fields/

Meeting the Moment Through Inclusive Teaching

- https://teachinginhighered.com/podcast/meeting-the-moment-through-inclusive-teaching/

Inclusive Excellence

- https://teachinginhighered.com/podcast/inclusive-excellence/

Equity in STEM

- https://teachinginhighered.com/podcast/equity-in-stem/

Inclusified Teaching Evaluation

- https://teachinginhighered.com/podcast/inclusified-teaching-evaluation/

Inclusive Practices Through Digital Accessibility

- https://teachinginhighered.com/podcast/inclusive-practices-through-digital-accessibility/

Inclusive Pedagogy

- https://teachinginhighered.com/podcast/inclusive-pedagogy/

A Student's Perspective

- https://teachinginhighered.com/podcast/a-students-perspective/

Removing Learning Barriers with Universal Design for Learning (UDL)

- https://teachinginhighered.com/podcast/removing-learning-barriers-with-universal-design-for-learning-udl/

Fostering Inclusion in Our Teaching

- https://teachinginhighered.com/podcast/fostering-inclusion-in-our-teaching/

Mental Health on the College Campus

- https://teachinginhighered.com/podcast/mental-health-on-the-college-campus/

Interactivity and Inclusivity Can Help Close the Achievement Gap

- https://teachinginhighered.com/podcast/how-interactivity-and-inclusivity-can-help-close-the-achievement-gap/

Diversity and Inclusion – How Does Higher Ed Rate?

- https://teachinginhighered.com/podcast/diversity-inclusion-higher-ed-rate/

VIDEOS

SMRTS Webinar – BIPOC Experiences in STEM: Confronting Racism in Academia

https://youtu.be/jYnIvnfHaBg

Writing Effective EDI Statements – Dr. Lisa Willis

https://www.youtube.com/watch?v=4L6SlIlc1Vo&t=1s&ab_channel=OfficeofResearchandInnovationServicesUWindsor

(**2 hrs**) Writing effective EDI statements workshop – EDI statements are now required for Tri-Council funding applications but most scientists do not know what goes into one. Additionally, scientists who are used to working with facts and figures cannot adequately write these statements without knowing what the literature says about EDI in science. Join Dr. Lisa Willis from the University of Alberta for a session which will provide researchers with the knowledge to write outstanding EDI statements, all based on the scientific literature. It includes information about the rationale for working with diverse scientific teams, the current numbers for diversity in Canadian STEM, and the controlled studies demonstrating bias in STEM. We will also discuss mechanisms for integrating good EDI principles with the daily lab environment and how to incorporate this information into effective EDI statements.

TED Talk: Dena Simmons – How Students of Color Confront Imposter Syndrome

https://www.ted.com/talks/dena_simmons_how_students_of_color_confront_impostor_syndrome

TED Talk: Kimberle Crenshaw – The Urgency of Intersectionality

https://www.ted.com/talks/kimberle_crenshaw_the_urgency_of_intersectionality

Gender Pronouns, Teaching and Learning, and Cultures of Respect: Keynote by Tommy Mayberry

https://youtu.be/Z4fm6DmpLK8

Indigenous Ally Panel and Reconciliation Circle: University of Alberta

(16 June 2021) https://www.youtube.com/watch?v=l6hRr9asf0U

EDI STATEMENTS

NSERC EDI

http://www.nserc-crsng.gc.ca/NSERC-CRSNG/EDI-EDI/index_eng.asp

Government of Canada Best Practices in Equity, Diversity and Inclusion in Research

https://www.sshrc-crsh.gc.ca/funding-financement/nfrf-fnfr/edi-eng.aspx

TRAINING MODULES/COURSES/PAPERS

Psychology Department Notes on Inclusive Design and EDI

https://drive.google.com/file/d/1_vw3jHOTDxoxUQPsn4R5_zLrJPwNA6Ho/view?usp=sharing

Getting Started with Equity: A Guide for Academic Department Leaders

https://www.everylearnereverywhere.org/resources/getting-started-with-equity-a-guide-for-academic-department-leaders/

Socially Just Design in Higher Education: A Series from The Gardner Institute

A series of recorded modules (fee required past the first module). https://www.jngi.org/socially-just-design

Canada Research Chairs Unconscious Bias Training Module

https://www.chairs-chaires.gc.ca/program-programme/equity-equite/bias/module-eng.aspx?pedisable=false

Gender-based Analysis Plus Training

https://cfc-swc.gc.ca/gba-acs/course-cours-en.html

Avoiding Racial Bias in Letter of Reference Writing

https://mail.google.com/mail/u/0/#search/EDI/FMfcgxwKjTNZfgdlDHBdSDVfmQQkHjfg?projector=1&messagePartId=0.1

Avoiding Gender Bias in Reference Writing

https://csw.arizona.edu/sites/default/files/avoiding_gender_bias_in_letter_of_reference_writing.pdf?fbclid=IwAR3PhCJTQ3CLnaz4Gc5fbhyG0sJfSWt693yH2YUTpoaDkaVXhhDTYbtdnlQ

Indigenous Canada MOOC

Created by the U of A and offered for free through Coursera. https://www.coursera.org/learn/indigenous-canada?page=2&index=prod_all_products_term_optimization#faq

UBC Introductory Online Course on Inclusive Teaching

(5 modules) https://inclusiveteaching.ctlt.ubc.ca/resources/resources-for-faculty/

BOOKS

Indigenous Writes: A Guide to First Nations, Metis, & Inuit Issues in Canada
By Chelsea Vowell. Recommendation from an Indigenizing the Curriculum session.
https://ebookcentral.proquest.com/lib/ualberta/detail.action?docID=4832580

The Anti-Racist Writing Workshop: How To Decolonize the Creative Classroom
By Felicia Rose Chavez. It's part memoir and part how to create/host antiracist creative writing workshops.
https://ebookcentral.proquest.com/lib/ualberta/detail.action?docID=6184198

The Equity Myth: Racialization and Indigeneity at Canadian Universities
By Frances Henry, Enakshi Dua, Carl E. James, Audrey Kobayashi, Peter Li, Howard Ramos, & Malinda S. Smith.
https://ebookcentral.proquest.com/lib/ualberta/detail.action?docID=4874746

DATA PAPERS

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Coate, K. & Howson, C.K. (2016). Indicators of Esteem: Gender and Prestige in Academic Work. *British Journal of Sociology of Education, 37*(4), 567–585. https://doi.org/10.1080/01425692.2014.955082.

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MacNell, L., Driscoll, A. & Hunt, A.N. (2015). What's in a Name: Exposing Gender Bias in Student Ratings of Teaching. *Innovative Higher Education, 40*, 291–303. https://doi.org/10.1007/s10755-014-9313-4.

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Quadlin, N. (2018). The mark of a Woman's Record: Gender and Academic Performance in Hiring. *American Sociological Review, 83*(2), 331–360. https://doi.org/10.1177/0003122418762291.

Rivera, L.A., & Tilcsik, A. (2019). Scaling down Inequality: Rating scales, Gender Bias, and the Architecture of Evaluation. *American Sociological Review, 84*(2), 248–274. https://doi.org/10.1177/0003122419833601.

Roberts, S.O., Bareket-Shavit, C., Dollins, F.A., Goldie, P.D., & Mortenson, E. (2020). Racial Inequality in Psychological Research: Trends of the Past and Recommendations for the Future. *Perspectives on Psychological Science: A Journal of the Association for Psychological Science*, *15*(6), 1295–1309. https://doi.org/10.1177/1745691620927709.

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OPINIONS

How to Actually Hire for Diversity (Forbes)
(February 2021) https://www.forbes.com/sites/alineholzwarth/2021/02/18/how-to-actually-hire-for-diversity/?fbclid=IwAR3rJZCJlLAre8GZJSxDddP6_Z0ExRxtUpQpf5TZu8JNtdsCcl_N1grcefQ&sh=436153a846f9

They Said This Would Be Fun: Race, Campus Life, and Growing Up (book by Eternity Martis)
https://www.amazon.ca/They-Said-This-Would-Fun/dp/0771062184/ref=asc_df_0771062184

ACADEMIC RESOURCES

Spreadsheet of BIPOC-authored Psychology Papers
https://docs.google.com/spreadsheets/d/1i7Eacoyv9VVg2lBbCV-KJZg4nSGvR_VZFOysOyOGG8g/edit#gid=666010790

100 Ways to Indigenize and Decolonize Academic Programs and Courses
(Dr. Shauneen Pete) https://www.uregina.ca/president/assets/docs/president-docs/indigenization/indigenize-decolonize-university-courses.pdf

Indigenizing the Introduction to Psychology Course
Wilbiks, J.M.P. (2021). Indigenizing the introduction to psychology course: Initial course content suggestions and call for collaboration. *Canadian Psychology/Psychologie Canadienne, 62*(4), 391-399. https://doi.org/10.1037/cap0000284.