

Psychology Equity, Diversity, and Inclusivity (EDI) Survey

Survey Purpose

The purpose of this survey will be to collect data on our demographics (who we are), and how EDI-related issues impact the people of our department. This information will provide insight into specific issues people have had or are currently going through; recognize any patterns in inequity; identify the resources people access in EDI-related incidents; and identify what the major gaps are in our current framework. Our goal is to continually improve. Only aggregated data will be shared.

Please note: This survey is for information gathering purposes, not as a mechanism to submit official complaints, or to receive a response, advice, or follow-up. To report incidents of discrimination and harassment, ethical concerns, and/or health and safety concerns, please contact the Department Chair or visit the Office of Safe Disclosure and Human Rights ([OSDHR](#)).

Overview of Equity, Diversity, and Inclusivity at the University of Alberta

The [Strategic Plan for Equity, Diversity, and Inclusivity \(EDI\)](#) aims to integrate the values of equity, diversity, and inclusivity into the culture of the University of Alberta community. It sets out strategic directions and senior-level accountabilities that are intended to empower faculties, departments, and administrative units across the university to develop and implement their own EDI plans and initiatives. However, this plan is not a top-down mandate; to achieve its goals, every member of the University of Alberta has a role to play.

Key Terms:

- **Equity** is defined by the University as fairness in access to education and employment and in the opportunity to succeed in these domains.
- **Diversity** is defined by the University as difference or variety. In a broad societal equity, diversity, and inclusivity context, diversity refers to demographic or identity diversity, including that based on the protected grounds. Within universities, diversity encompasses these, as well as difference or variety in education, perspectives, opinions, heuristics, disciplines, faculties, skills, and learning opportunities.
- **Inclusion** is defined by the University as valuing and cultivating full and meaningful engagement of historically and structurally excluded individuals and groups. Inclusion refers to enabling all individuals on our campuses to fully enjoy the opportunities the University has to offer, and to have all equity seeking groups meaningfully represented in all aspects of university life and decision-making roles university wide.
- **Discrimination** is a distinction, whether or not intentional, based on a characteristic or perceived characteristic referenced in the protected grounds that has the effect of imposing on an individual or group of individuals burdens, obligations or disadvantages that are not imposed on others, or of withholding or limiting access to opportunities, benefits and advantages available to other individuals in society.

Talking about EDI requires the frequent use of certain terms: *racism*, *microaggressions*, *unconscious bias*, *intersectionality* and more. There are many resources available that explain what these terms mean – to get started, check out this [EDI glossary from UBC](#).

Psychology – Who we are

Our survey is the first iteration of an EDI survey which will be completed annually. Currently, EDI-related information about the Department of Psychology is only available via other Faculty or institutional EDI surveys. Information from these surveys is available in these reports:

- [Engagement & EDI Plan for the Faculty of Science Living Document November 17, 2020](#)
- [2019 Census Results for Equity, Diversity, and Inclusivity](#)

The questions presented here were gathered in part from other Faculty of Science Departmental EDI surveys (Biological Sciences, Computing Science, Physics).