Equity, Diversity and Inclusion Resources

Prepared by the Department of Psychology EDI Committee March 2022

CONTENTS

PODCAST EPISODES 1

Quirks & Quarks 20 Sept 2019 Glass Obstacle Course: Why so few women hold top STEM spots 1

Speaking of Psychology: Does diversity training work? 1

Teaching in Higher Ed Podcast Series 1

Culturally Responsive Online Teaching 1

Diversity and Inclusion – How Does Higher Ed Rate? 1

Equity in STEM 1

Filling the Equity Gap in STEM fields 1

Fostering Inclusion in Our Teaching 1

Inclusified Teaching Evaluation 1

Inclusive Excellence 1

Inclusive Pedagogy 1

Inclusive Practices Through Digital Accessibility 1

Interactivity and Inclusivity Can Help Close the Achievement Gap 1

Meeting the Moment Through Inclusive Teaching 1

Mental Health on the College Campus 1

Removing Learning Barriers with Universal Design for Learning (UDL) 1

A Student's Perspective 1

Transformative Inclusion 1

VIDEOS 2

Gender Pronouns, Teaching and Learning, and Cultures of Respect: Keynote by Tommy Mayberry 2

Indigenous Ally Panel and Reconciliation Circle: University of Alberta 2

Picture a Scientist 2

SMRTS Webinar – BIPOC Experiences in STEM: Confronting Racism in Academia 2

TED Talk: Dena Simmons – How Students of Color Confront Imposter Syndrome 2

TED Talk: Kimberle Crenshaw – The Urgency of Intersectionality 2

Writing Effective EDI Statements – Dr. Lisa Willis 2

Academic Ableism and Teaching and Learning in Higher Education - Dr. Jay Timothy Dolmage 2

Surviving Eugenics: A Living Archives on Eugenics in Western Canada production 2

EDI STATEMENTS 3

Government of Canada Best Practices in Equity, Diversity and Inclusion in Research 3

NSERC EDI 3

TRAINING MODULES/COURSES/PAPERS 3

Avoiding Racial Bias in Letter of Reference Writing 3

Avoiding Gender Bias in Reference Writing 3

Canada Research Chairs Unconscious Bias Training Module 3

Gender-based Analysis Plus Training 3

Getting Started with Equity: A Guide for Academic Department Leaders 3

Indigenous Canada MOOC 3

Psychology Department Notes on Inclusive Design and EDI 3

Socially Just Design in Higher Education: A Series from The Gardner Institute 3

UBC Introductory Online Course on Inclusive Teaching 3

Foundations of Equity, Diversity, and Inclusion (Module 1) 3

Black Canadians: History, Presence, and Anti-Racist Futures 4

Indigenous Peoples and Canada 4

Tackling Structural Racism 4

BOOKS 4

The Anti-Racist Writing Workshop: How To Decolonize the Creative Classroom 4

Demystifying Disability: What to Know, What to Say, and How to be an Ally 4

The Equity Myth: Racialization and Indigeneity at Canadian Universities 4

Indigenous Writes: A Guide to First Nations, Metis, & Inuit Issues in Canada 4

Academic Ableism 4

Inclusive Teaching 5

Decolonizing Data: Unsettling Conversations about Social Research Methods 5

DATA PAPERS 5

OPINIONS **6**
How to Actually Hire for Diversity (Forbes) 6
They Said This Would Be Fun: Race, Campus Life, and Growing Up (book by Eternity Martis) 6
ACADEMIC RESOURCES **6**
Spreadsheet of BIPOC-authored Psychology Papers 6
100 Ways to Indigenize and Decolonize Academic Programs and Courses 6
Indigenizing the Introduction to Psychology Course 6
Advancing Inclusion and Anti-Racism in the College Classroom 6

PODCAST EPISODES

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

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.

Teaching in Higher Ed Podcast Series

Culturally Responsive Online Teaching
- https://teachinginhighered.com/podcast/culturally-responsive-online-teaching/

Diversity and Inclusion – How Does Higher Ed Rate?
- https://teachinginhighered.com/podcast/diversity-inclusion-higher-ed-rate/

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

Filling the Equity Gap in STEM fields
- https://teachinginhighered.com/podcast/filling-the-equity-gap-in-stem-fields/

Fostering Inclusion in Our Teaching
- https://teachinginhighered.com/podcast/fostering-inclusion-in-our-teaching/

Inclusified Teaching Evaluation
- https://teachinginhighered.com/podcast/inclusified-teaching-evaluation/

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

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

Inclusive Practices Through Digital Accessibility
- https://teachinginhighered.com/podcast/inclusive-practices-through-digital-accessibility/

Interactivity and Inclusivity Can Help Close the Achievement Gap
- https://teachinginhighered.com/podcast/how-interactivity-and-inclusivity-can-help-close-the-achievement-gap/

Meeting the Moment Through Inclusive Teaching
- https://teachinginhighered.com/podcast/meeting-the-moment-through-inclusive-teaching/

Mental Health on the College Campus
- https://teachinginhighered.com/podcast/mental-health-on-the-college-campus/

Removing Learning Barriers with Universal Design for Learning (UDL)
- https://teachinginhighered.com/podcast/removing-learning-barriers-with-universal-design-for-learning-udl/

A Student's Perspective
- https://teachinginhighered.com/podcast/a-students-perspective/

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

VIDEOS

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

Picture a Scientist

https://video.alexanderstreet.com/watch/picture-a-scientist (**1 hr 37 min**)
A feature-length documentary film chronicling the groundswell of researchers who are writing a new chapter for women scientists. *A biologist, a chemist and a geologist lead viewers on a journey deep into their own experiences in the sciences, overcoming brutal harassment, institutional discrimination, and years of subtle slights to revolutionize the culture of science. From cramped laboratories to spectacular field sites, we also encounter scientific luminaries who provide new perspectives on how to make science itself more diverse, equitable, and open to all.*

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

https://youtu.be/jYnIvnfHaBg

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

Writing Effective EDI Statements – Dr. Lisa Willis

https://www.youtube.com/watch?v=4L6SIIlc1Vo&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.

Academic Ableism and Teaching and Learning in Higher Education – Dr. Jay Timothy Dolmage

https://youtu.be/XQH-8TwQEnI?si=vZDwxM6JMR_ajGKx (**1 hr 45 min**) Ableism in academia plays out in many aspects of being a Faculty member, student, and/or staff member on campus. As ableism relates to teaching and learning, and as we continue to manage the impacts of the pandemic on higher education, one place where it is being experienced more and more is with increased numbers of students with approved accommodations and exam deferrals. These increases (and the increasing requests for them) are forcing more conversations about how to support students with disabilities. In some cases, these conversations reveal a lack of awareness about the purpose of accommodation and what needs to be done to properly support students. These conversations also reveal assumptions about why students might be seeking accommodations and the implications of providing them. This session will raise awareness about how ableism in academia is present in the way we work to support students, staff, and instructors. It will provide knowledge to help reshape attitudes and beliefs about accommodating students with disabilities so that we can work not just reactively but proactively to improve how we meet our teaching and learning communities' needs.

Surviving Eugenics: A Living Archives on Eugenics in Western Canada production

https://login.ezproxy.library.ualberta.ca/login?url=https://search.ebscohost.com/login.aspx?direct=true&db=cat03710a&AN=alb.7148907&site=eds-live&scope=site (**44 min**) In 1996, Leilani Muir won a landmark legal case against the Canadian

province of Alberta for wrongful sterilization and confinement at the Provincial Training School in Red Deer, an institution for 'mental defectives'. Surviving Eugenics traces the history and ongoing significance of eugenics in Canada. Anchored by survivor narratives from Leilani and four other eugenics survivors from Alberta, and drawing on expert testimony from those involved in the case, Surviving Eugenics provides a unique insiders' view of eugenics history while raising broader questions about disability and human variation in contemporary North American society.

EDI STATEMENTS

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

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

TRAINING MODULES/COURSES/PAPERS

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

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

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/

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

Psychology Department Notes on Inclusive Design and EDI
https://drive.google.com/file/d/1_vw3jHOTDxoxUQPsn4R5_zLrJPwNA6Ho/view?usp=sharing

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

UBC Introductory Online Course on Inclusive Teaching
(5 modules) https://inclusiveteaching.ctlt.ubc.ca/resources/resources-for-faculty/

Foundations of Equity, Diversity and Inclusion - Module 1
From the Office of the Vice-Provost, Equity, Diversity and Inclusion;
https://www.ualberta.ca/equity-diversity-inclusion/guides-and-resources/index.html

Black Canadians: History, Presence, and Anti-Racist Futures

Created by the U of A and offered for free through Coursera (4 modules). https://www.coursera.org/learn/black-canadians

Indigenous Peoples and Canada

Micro-course (online and self-directed) offered by the U of A Faculty of Native Studies (8-10 hours). A 6 module micro-course that looks at Indigenous historical and contemporary experiences in order to understand the legacy of settler colonialism and affirm Indigenous self-determination. This course covers topics like worldview, resources and relations, governance and treaty, institutionalization, contemporary communities, and resistance and resiliency. Course content will sharpen learners' critical thinking skills to strengthen personal and professional ethics, and will deepen Indigenous/non-Indigenous collaboration through building literacy about Indigenous societies, enhancing intercultural awareness, and obtaining balanced facts about Canadian history and current realities. See link for next offering dates and information on how to register.
https://www.ualberta.ca/native-studies/programs/continuing-education/indigenous-peoples-and-canada.html?utm_medium=email&utm_campaign=Summer%202024%20CE%20offerings&utm_content=Summer%202024%20CE%20offerings+CID_5872ce5b63d83e9111cdb3f6923fbc6d&utm_source=cm_native_studies

Tackling Structural Racism

Micro-course (online and self-directed) offered by the U of A Faculty of Native Studies (8-10 hours). Grounded in the Truth and Reconciliation Commission's Calls to Action, this micro-course introduces key anti-racism concepts that are applied to various sectors (education, social services, and the policing and legal system). By using real world case studies and Indigenous led content to provide learners with Indigenous perspectives and experiences, this micro-course points to successful efforts to tackle issues related to structural racism in Canada. See link for next offering dates and information on how to register.
https://www.ualberta.ca/native-studies/programs/continuing-education/tackling-structural-racism.html?utm_medium=email&utm_campaign=Summer%202024%20CE%20offerings&utm_content=Summer%202024%20CE%20offerings+CID_5872ce5b63d83e9111cdb3f6923fbc6d&utm_source=cm_native_studies

BOOKS

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

Demystifying Disability: What to Know, What to Say, and How to be an Ally

By Emily Landau. An approachable guide to being a thoughtful, informed ally to disabled people, with actionable steps for what to say and do (and what not to do) and how you can help make the world a more inclusive place
https://www.penguinrandomhouse.com/books/646508/demystifying-disability-by-emily-ladau/

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

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

Academic Ableism

By Jay Timothy Dolmage.

https://www.jstor.org/stable/j.ctvr33d50

Inclusive Teaching

By Kelly A. Hogan & Viji Sathy.
https://ebookcentral.proquest.com/lib/ualberta/detail.action?docID=29288711

Decolonizing Data: Unsettling Conversations about Social Research Methods

By Jacqueline M. Quinless.
https://login.ezproxy.library.ualberta.ca/login?url=https://search.ebscohost.com/login.aspx?direct=true&db=cat03710a&AN=alb.10104642&site=eds-live&scope=site

DATA PAPERS

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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.

Advancing Inclusion and Anti-Racism in the College Classroom

A rubric and resource guide for instructors from UC Berkeley.
https://zenodo.org/record/5874656?utm_source=Iterable&utm_medium=email&utm_campaign=campaign_5901283_nl_Teaching_date_20230112&cid=te&source=ams&sourceid=#.Y8CHphXMKUl