

Diversity & Inclusion Town Hall – UVA Dept. of Psychology
Minutes of October 20, 2017 Meeting – 3:30 p.m.

- 1) Proposal for new Diversity and Inclusion Committee Structure
 - a. Discussion of this agenda item is postponed for a later date.
- 2) Update on Diversity and Inclusion Website revamp
 - a. Jason Sumantha reported on the actions of the Committee which is charged with creating and populating a Diversity tab on the UVA Department of Psychology website.
 - i. It was suggested that the name of the tab be changed to “Diversity and Inclusion” rather than simply “Diversity.”
 - b. Jason stated that the short-term goal is to populate this new tab with three sub-tabs:
 - i. Events
 1. Jason shared that the Events to be included are:
 - a. Diversifying Scholarship Conference to be held 11/10/2017; a summary of this event and a link to the webpage describing it would be included.
 - b. Diversifying Psychology Visit Day; include a summary and photos, if available, of the spring 2017 event and a link, when available, to registration information for 2018.
 - c. Town Hall meetings; include meeting agendas and minutes.
 - d. Possibly, the Diversity coffee hour which is held for prospective students in February.
 2. It was suggested that the Events tab be expanded to include links to appropriate all-campus events, not just Psychology Department events.
 - a. One person, possibly the DDI, should be charged with organizing events by department and keeping the list updated.
 - ii. Research
 1. Labs which are doing research focused on diversity would be highlighted.
 2. Faculty and graduate students from under-represented groups would be featured.
 - a. Jason stated that emails would be sent to faculty and grad students asking them to self-identify and consent to inclusion on this page.
 - b. Potential **ACTION ITEM**: It was suggested that a sign-up sheet be circulated at faculty and grad student meetings so that individuals can self-identify in real time and follow-ups can be made with these specific people since emails do not always garner responses.
 - iii. Resources/Involvement
 1. Committee names and contact information would be provided.

2. Ways to seek clinical assistance for problems involving diversity could be listed.
 3. Overlapping with the Research tab, ways to get involved with labs doing research on Diversity and Inclusion could be provided.
- c. The long-term goal is to include photos and references to diversity/inclusion on the Department landing page.
 - i. It was stated that it would be helpful if we could obtain the IP addresses of those who visit our website and when so that we would know what time of year certain tabs are visited, to direct timely updates.
 - d. Jason showed the new tab that has been created. The first page will include a new mission statement and a draft of this statement was displayed.
 - i. It was noted that “scholarly, educational, and academic” all have the same meaning and it is redundant to use all three adjectives. The group agreed that “scholarly” alone is sufficient.
 - ii. It was suggested that the last words be changed to “diversity and inclusion” rather than just diversity.
 - iii. The group would like to see the mission statement include something about “active recruitment of diversity” rather than just an “enriching and supportive climate.” It was stated that there is a need to increase the diversity of who is represented in our department, with a focus on groups that are historically marginalized or excluded.
 - iv. A question arose about the meaning of “whole selves” and it was suggested that the wording be changed to “welcome and affirm all members of the community and recognize and value the intersections...”
 - v. **ACTION ITEM:** Jason will edit the mission statement and circulate it for feedback.
- 3) Diversity related Theatre Group on grounds – possible outcome for an evaluation opportunity.
- a. Dorothe Bach, of the UVA Center for Teaching Excellence, has received a grant to start a theatre group at UVA which will help with diversity inclusion training.
 - i. The grant is simply for start-up. Long-term funding still must be sought.
 - b. The goal is to have a UVA pilot troupe by spring 2018.
 - c. The troupe will model ways to respond to bias, and provide active bystander training.
 - i. They will act out a vignette and then rewind it, receive audience participation and rework the response
 - d. The Center for Teaching Excellence has a post-doc working on evaluation but there is potential for the Psychology Department to assist with evaluating the pilot.
 - i. Effective evaluation could help the Center for Teaching Excellence move forward with this project and obtain long-term funding.
 - ii. Evaluation is challenging since behavior is not changed immediately.
 1. Subjects would have to evaluate statements like “to what extent are you aware that your attitudes have changed.”

- iii. The Psychology Department could also potentially suggest priorities/topics for the workshops.
 - iv. It was suggested that it might be possible to test whether workshop participants have mastered the concepts by sending actors to office hours (workshops will be presented to faculty first with the goal of creating more inclusive classrooms) to see if the faculty participants now use the script from their training.
 - 1. There was a question about whether such a scenario creates potential for harm?
- 4) Item to add to students' teacher evaluations, "To what extent does the instructor create an environment that supports diversity, respects differences and makes all students feel welcome?"
 - a. A wording change was suggested, to include the words "to what extent does the instructor create an environment of inclusivity?" and perhaps also "safety?"
 - b. It was stated that it could be challenging to interpret the data received.
 - i. It could be tracked to see if faculty ratings change over time.
 - ii. If faculty participate in the training workshops led by the new theatre group, it could be tracked to see if this training makes a difference in student ratings.
 - iii. It was suggested that a box be added so students can add specific comments.
 - c. It may still be possible to change the student evaluation forms for this semester.
 - i. **ACTION ITEM:** Bethany Teachman will email Alev the new statement to add to the student evaluation forms and will let Dorothe know the action our department is taking.
- 5) We have data on Psychology Department Graduate Admissions from 2003-2017, obtained from the Institutional Assessment on Studies with IRB approval. What questions do we want this data to answer?
 - a. In-depth discussion of this agenda item was postponed to the next town meeting due to a shortage of time.
 - b. Brief discussion addressed the hope of using this data to observe changes that are happening in our department.
 - c. Before data is accessed, we must be certain we can protect all identities and we must decide what we are hoping to learn.
 - i. To protect identities, aggregates would be used if fewer than five individuals are present in a category.
 - ii. We must define what we consider changes over time.
 - iii. This is just admissions data, but we may be able to use it to assess improvement in recruiting minorities.
- 6) Interest in performing a climate survey
 - a. In depth discussion was postponed to the next town meeting due to time constraints.
 - b. It was briefly mentioned that we need an action plan of what will be done with the results of a climate survey.
 - c. Hudson Golino is interested in assisting with such a quantitative project.