

Section: General Policies

Policy Number: 750.1

Subject: Department Standing Committee: Equity, Diversity, and Inclusion Committee

Effective Date: February 1, 2022

DEPARTMENT STANDING COMMITTEE: EQUITY, DIVERSITY, AND INCLUSION COMMITTEE

PSYCHOLOGY DEPARTMENT EQUITY, DIVERSITY, AND INCLUSION STATEMENT

The Psychology Department is committed to infusing the principles of equity, diversity, and inclusion (EDI) into all aspects of our work.

MISSION & DUTIES

The Equity, Diversity, and Inclusion Committee (EDI-C) is tasked with creating and coordinating efforts to improve equity, diversity, and inclusion in the department of psychology.

The Psychology Department's EDI-C is a permanent standing committee whose duties include:

- Create, maintain, and refresh the *Strategic Plan for Equity, Diversity, and Inclusion* for the psychology department.
- Implement and support the *Strategic Plan for Equity, Diversity, and Inclusion* with an Annual EDI Action Plan (presented in a late spring, regularly scheduled faculty meeting).
Annual EDI Action Plans may:
 - Propose revisions to department policies, procedures (e.g., methods for selecting graduate students, staff, or faculty), practices (e.g., student, faculty, and staff recruitment and retention) related to equity, diversity, and inclusion.
 - Propose, develop, and coordinate programming and training related to equity, diversity, and inclusion.
 - Evaluate and monitor the department climate-related to equity, diversity, and inclusion.
- Request and manage a budget to be allocated by the department head annually.
- Report to the psychology department community on an annual basis in either written or oral form.

MEMBERSHIP

The department head shall fill open positions on the EDI-C in consultation with the current EDI-C. Early in the spring semester, the department head will make department-wide calls for volunteers to initiate the process.

Committee members will be selected to reflect the diversity of the members of our community and specializations or programs. The Committee will include the following members:

- A committee chair is selected from within the EDI-C through collective agreement of those faculty volunteers. If a cooperative agreement is not possible, the department head will make the appointment. The chair serves one, two-year term.
- At least three faculty members will be selected to each serve a two-year term (repeatable for two consecutive terms) from the set of volunteers.
- At least two students (from the department's graduate or undergraduate communities) members will be selected to each serve a one-year term (repeatable for two consecutive terms) from the set of volunteers.
- At least one psychology department professional staff member will be selected to serve a two-year term (repeatable for two consecutive terms) from the set of volunteers.

Committee membership is determined at the discretion of the DH with input from the current EDI-C membership.