

Community Guidelines

The Department of Psychology (“Psychology”) acknowledges the primacy of the University of Alberta’s policies and our Community Guidelines do not supersede them. Members of the university community must also abide by the university’s [Discrimination, Harassment and Duty to Accommodate Policy](#), as well as the [Code of Student Behavior](#).

Statement of Core Values

Psychology is committed to equity, diversity, and inclusivity (EDI) for all of its members and visitors, and is taking concrete steps to ensure that its spaces (departmental meetings, colloquia, conferences, invited lectures, social media, collaborative spaces, classrooms, research laboratories, and email communications) reflect those EDI practices and values. We understand “all members” to include support and technical staff, academic teaching staff, undergraduate and graduate students, post-doctoral fellows, Early Career Researchers, Adjunct Professors, Emerita Professors, etc.

Psychology acknowledges the ability of the organization and its members to push the boundaries of scholarship and action by employing antiracist politics of care with a deep commitment to coalition- and community-building.

Psychology is committed to making interventions in the discipline of and contributing to structural change, while addressing inequities and imbalances of power. The organization has the potential to serve as a collaborative, supportive, self-reflective, and accessible space that is able to respond to the needs of its community.

Context

Psychology continues to be a majority-white space and has failed in the past at being a welcoming space for Black, Indigenous, and People of Color (BIPOC), members of the LGBTQ2S+ community (<https://guides.library.ualberta.ca/lgbtq2s>), noncitizens, people with disabilities, and others. Psychology members in tenure-track and faculty positions have the most security and power in the organization. Psychology has not done the work of decolonizing its spaces and structures, nor has it done an adequate job of confronting its own structural deficits.

Guidelines

Given our values and recognizing the context of our organization, Psychology is committed to taking the following actions:

Mitigate the violence and discriminatory potential of language

- We recommend the use of inclusive language that acknowledges diversity.
- We will not use derogatory language as it has the potential to perpetuate harm to Black, Indigenous, People of Color (BIPOC), members of the LGBTQ2S+ community, noncitizens, people with disabilities, and others.
- We will consider the impact that citations and use of examples from a secondary source can have on individuals who are different from us.
- The university’s motto, *Quaecumque Vera* (whatsoever things are true), declares the university’s commitment to academic freedom and freedom of speech. As an institution of higher learning and research, the university is devoted to discovery, debate, difference of opinion and the careful and public weighing of

ideas and actions. Members of the university have the right to pursue the truth in their research and publications, artistic creations, teaching, learning, service and public debate. This includes the right to question and criticize the status quo. **These freedoms, however, are not without limits. They are not, for example, a justification or license for discrimination or harassment.** (From [Statement on Freedom of Expression at the University of Alberta](#)).

Create inclusive scholarly and professional spaces

- We aspire to engage in anti-sexist, anti-racist and other anti-bias scholarly practices (i.e., assessments, reviews, citations, etc.).
- We believe that scholarly integrity includes acknowledging and highlighting the work of junior scholars, scholars of color, and scholars in more vulnerable positions.
- We encourage scholarship and teaching practices that decenters and expands beyond the dominant Eurocentric, heteronormative, patriarchal, and ableist academic practices.
- We believe that all collegial relations should be built on mutual trust and respect.

Address structural inequities

- All members of Psychology are invited, but not necessarily expected, to serve in departmental roles where their voices can be heard (within the context of university or Department eligibility guidelines).
- We ask our members to remain self-reflective, critical, and conscious of inherent power differences among Department members that can result in both positive and negative impacts when presenting, mentoring, collaborating, or working on committees or conferences together. We commit to co-creating a space and experience for every participant that is enriching, productive, and fulfilling, and that is not hostile, threatening, or exclusionary.

These Community Guidelines can be disseminated in several ways, including but not limited to the following:

1. All invited guests of the Department (including invited speakers, or examining committee members) should receive the guidelines from the event coordinator;
2. The Guidelines will be posted on the Psychology EDI website page;
3. Instructors are encouraged to share these Guidelines with their classes (including graduate or honors seminars) by including this information in their syllabi or as a link on their course pages at the beginning of the term; and
4. Principal Investigators are encouraged to share this information with their lab groups.

It is the responsibility of the EDI Committee to update these Guidelines to reflect on the ways in which Psychology as an organization can continue to advance equity, diversity and inclusion for its members. These Guidelines represent the Department's commitment to maintaining best practices of how we wish to work and live together.

If community members observe something that does not conform to the spirit of the Guidelines, we encourage them to contact any member of the EDI Committee or the Department Chair.

Any community member can contribute to updating, changing, or modifying the Guidelines by contacting the EDI Committee or Department Chair.