

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
EDI STATEMENTS	2
Government of Canada Best Practices in Equity, Diversity and Inclusion in Research	2
NSERC EDI	2
TRAINING MODULES/COURSES/PAPERS	2
Avoiding Racial Bias in Letter of Reference Writing	2
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
BOOKS	3
The Anti-Racist Writing Workshop: How To Decolonize the Creative Classroom	3
Demystifying Disability: What to Know, What to Say, and How to be an Ally	3
The Equity Myth: Racialization and Indigeneity at Canadian Universities	3
Indigenous Writes: A Guide to First Nations, Metis, & Inuit Issues in Canada	3
DATA PAPERS	3
OPINIONS	4
How to Actually Hire for Diversity (Forbes)	4
They Said This Would Be Fun: Race, Campus Life, and Growing Up (book by Eternity Martis)	4
ACADEMIC RESOURCES	5
Spreadsheet of BIPOC-authored Psychology Papers	5
100 Ways to Indigenize and Decolonize Academic Programs and Courses	5
Indigenizing the Introduction to Psychology Course	5

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/jYnlvnfHaBg>

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=4L6Sllc1Vo&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.

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/FMfcgxwKjTNZfgdIDHBdSDVfmQQkHjfg?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=IwAR3PhCJTQ3CLnaz4Gc5fbhyG0sJfSWt693yH2YUTpoaDkaVXhhDTYbtdnIQ

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-acsc/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_vw3jH0TDxoxUQPsn4R5_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/>

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>

DATA PAPERS

Archer, L., Dewitt, J., & Osborne, J. (2015). Is Science for Us? Black Students' and Parents' Views of Science and Science Careers. *Science education*, 99(2), 199–237. <https://doi.org/10.1002/scs.21146>.

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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=IwAR3rJZCJILAre8GZJSxDddP6_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/1i7Eacovv9VVg2lBbCV-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>.