

# Psychology Department Commitment Toward Antiracism

Updated 6/31/2020

The recent killings of Ahmaud Arbery, Breonna Taylor, and George Floyd add to a long and shameful legacy of racism in our country. These events have also acutely increased the pain felt by black individuals in our department, university, and country. The Department of Psychology stands in solidarity with the Black Lives Movement and with black students, faculty, and staff at the University of Oregon. Within our department, we will increase our efforts to combat racism and to promote diversity. To this end, we are developing a set of specific actions we plan to take. The current document describes these efforts, but it is intended to serve as a living document. The list contained below will grow and be updated over time. As specific actions are identified and implemented, they will be described in this document. With this approach, our goal is to increase transparency, awareness, and, ultimately, accountability.

As a starting point, we have identified the following areas of action. For each of these areas, our goal is to have concrete actions identified by fall of 2020 and to include timelines for implementation of these actions.

1. Better incorporate contributions toward diversity into our merit review and promotion processes (for faculty).
2. Develop specific, internal guidelines describing how contributions to diversity will be evaluated in faculty hiring. Identify specific recruitment and retention processes that will promote a diverse faculty.
3. Identify specific recruitment and retention processes that will promote a diverse graduate student body.
4. Increase research/training opportunities for undergraduates from underrepresented groups
5. Diversify curriculums. Specifically, increase representation and awareness of scholars from diverse backgrounds. This can be addressed both in undergraduate and graduate teaching.
6. Increase diversity of colloquium speakers and develop specific guidelines describing how diversity of colloquium speakers will be ensured.
7. Identify/organize/promote opportunities for education, awareness, and training related to antiracism. Develop strategies to incentivize or require participation in these opportunities.
8. Within our clinical program, expand training in (a) mental health services that reach more diverse communities and (b) cultural competency for supervisors and students.
9. Push for dedicated staff support for activities and training related to diversity, equity, and inclusion.