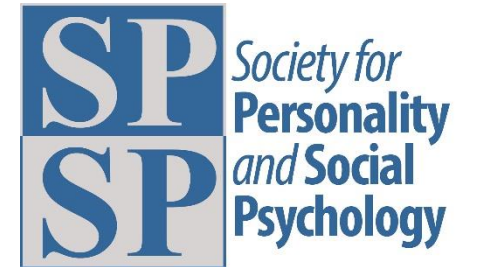


---

# INCREASING DIVERSITY AND ADDRESSING SYSTEMIC RACISM

AN ASSOCIATION PERSPECTIVE





# 3 FOCUS AREAS

SOCIETY-WIDE COMMITMENT + TRANSPARENCY + PROGRAMS/SERVICES



# SOCIETY-WIDE COMMITMENT

## **Core Values:**

- Innovation, rigor, transparency, and integrity in our science, education, and application.
- Constructive scientific discourse.
- Diversity and inclusiveness of people and ideas.

## **Strategic Plan: Enhance diversity of people and ideas in the field and promote an inclusive and respectful climate**

- Provide research, travel, and other support for diverse groups.
- Foster international collaborations and exchanges.
- Periodically review priorities for defining diversity.
- Assess, develop policies, and provide guidelines to facilitate a positive climate in the field.

# SOCIETY-WIDE COMMITMENT: GOVERNANCE

- Diversity and Climate Committee (standing group)
  - Sexual Harassment Task Force
  - Anti-Racism and Equity Task Force
- Nominations & Elections Committee
  - Seek representation in academic discipline, career stage, geographic location, place of employment (e.g. size of institution, non-academic settings), age, gender, sexual orientation, race, ethnicity and other diverse factors.
- Awards Committee – seeking greater diversity among recipients
  - Instructions to panel chairs
  - Report on how diversity was considered
  - Top choices submitted to the Awards Committee for consideration

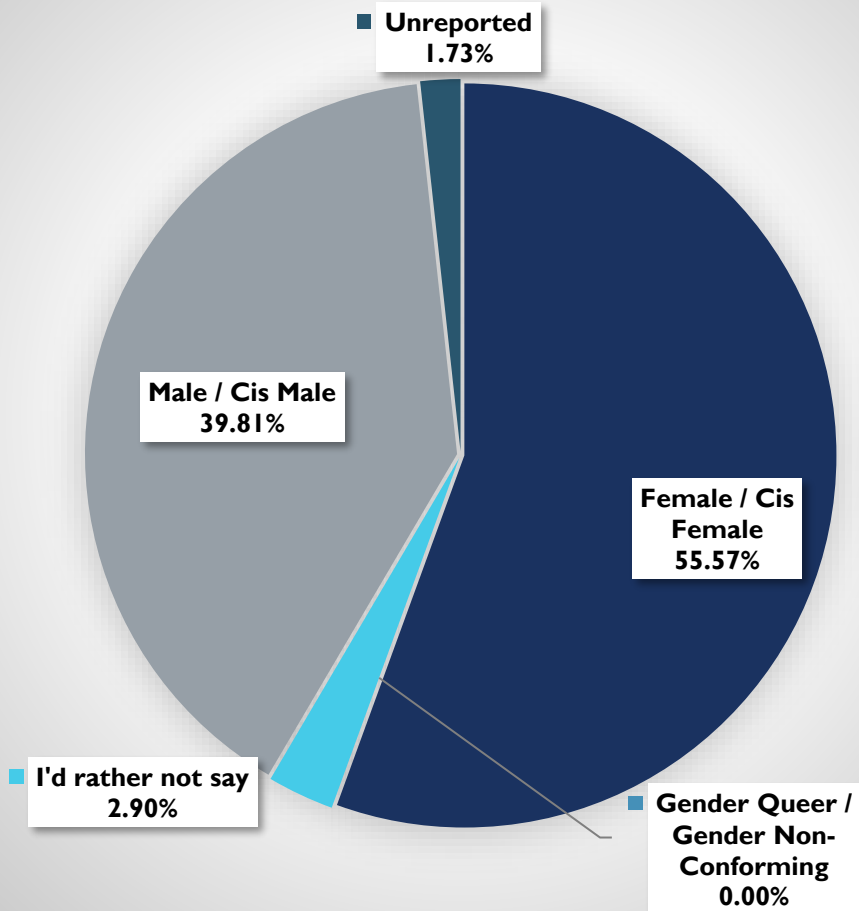
# TRANSPARENCY

- Collecting and publishing member demographics
- Clarity around processes (e.g. annual convention program decisions)

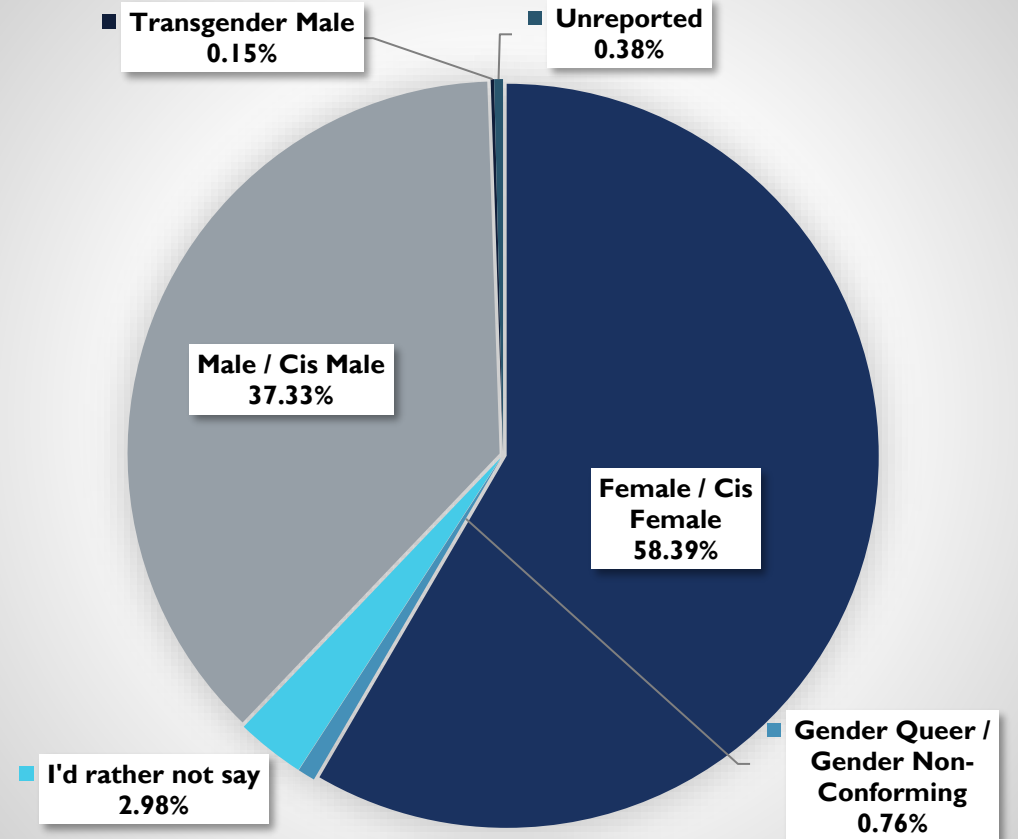


# TRANSPARENCY – MEMBER DEMOGRAPHICS (GENDER)

## 2016 Gender

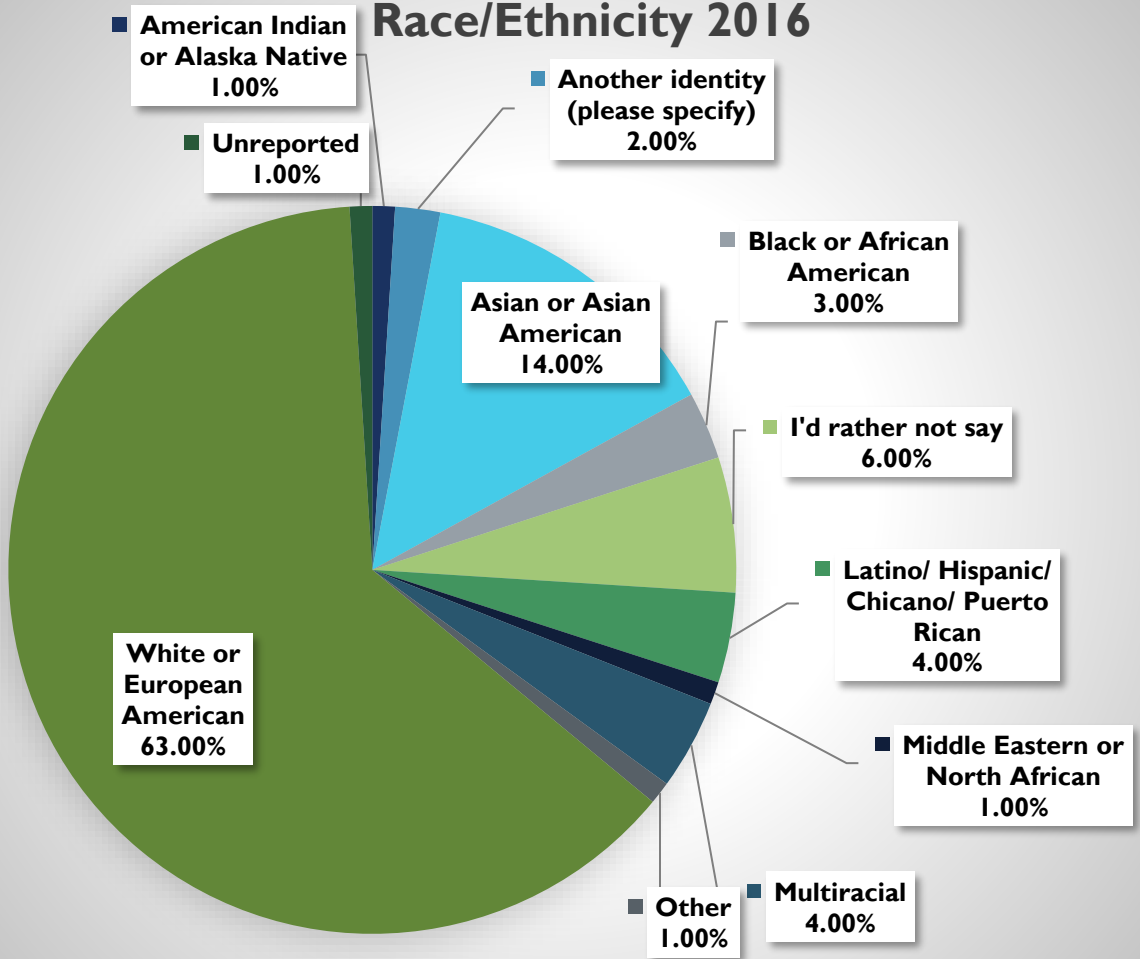


## 2019 Gender

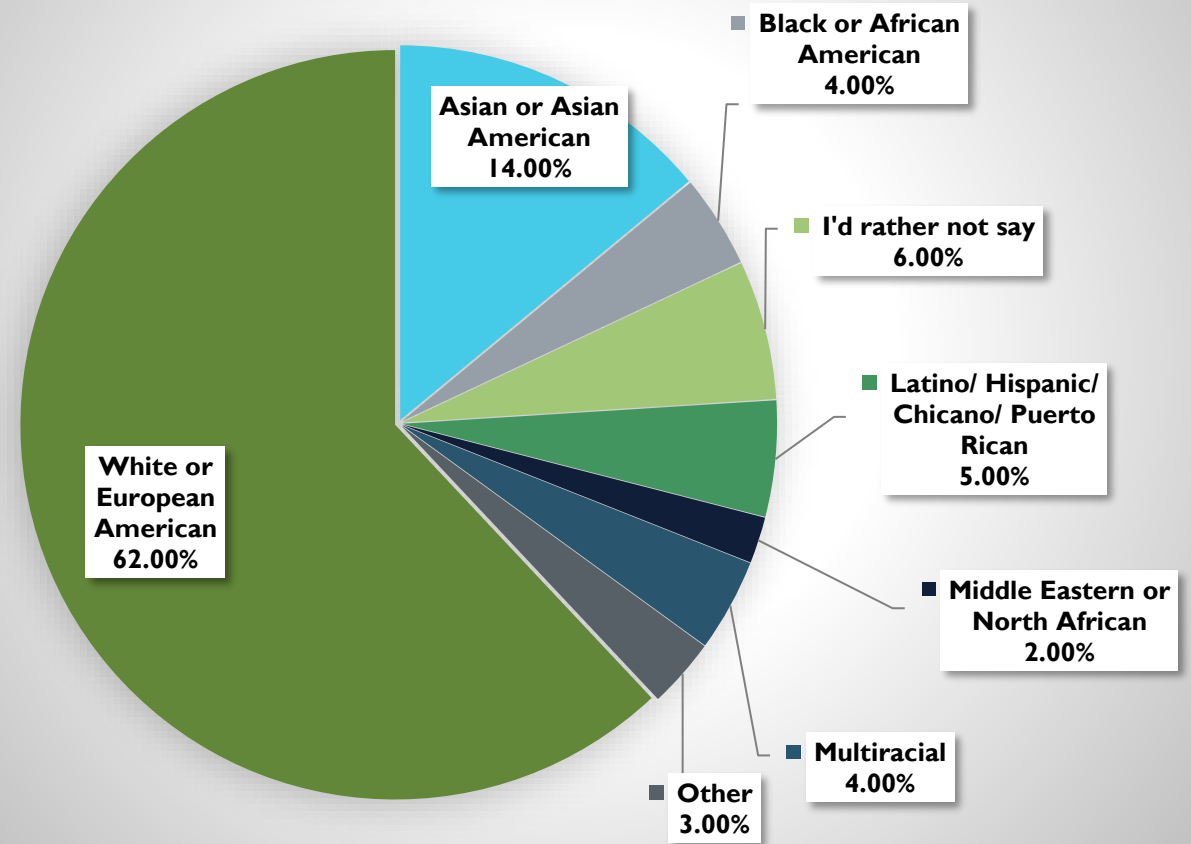


# TRANSPARENCY – MEMBER DEMOGRAPHICS (RACE & ETHNICITY)

## Race/Ethnicity 2016



## Race/Ethnicity 2019



# Programs and Services



## Recognition



Honor faculty that contribute to diversity and inclusion + research support to URM grad students

Jenssa Shapiro Award for Contributions to D&I



2 awarded yearly

Jenssa Shapiro Graduate Research Award



10 awarded yearly

## Training and Mentoring



Launched a Racism, Bias & Diversity resources page ~ videos, twitter chats, blogs & presentations

Social-Personality Undergrad Research (SPUR) Program



10 awarded yearly - research experience, training and community engagement

Community Catalyst Grants



1-4 programs funded yearly - build community and develop professional skills

## Funding Support



Funding is devoted to increase diversity within the social and personality psychology field

Diversity Graduate Travel Awards



60 awarded yearly

Diversity Undergrad Travel Awards



60 awarded yearly



# PROGRAMS AND SERVICES - BLASPR

- Community Catalyst Grant
- Black Social and Personality Psychologists Retreat (BlaSPR)
  - Group meal
  - Get-to-know-you session with elevator pitches
  - Convention debrief and ways to get involved
  - Postdocs and tenure-track professors shared information and research
  - Dinner and discussion with a member who recently received tenure
- Organized by two SPSP members – Ivy Onyeador and Evelyn Carter



# FUTURE OPPORTUNITIES

- Unclear if we are successful and making progress; need to develop metrics and monitor success
- Determine what changes need to be made within the research and publishing to be anti-racist
- Additional transparency in demographic data for the following groups to be held accountable and make data driven decisions:
  - Annual meeting attendees and speakers
  - Award nominations and recipients
  - Submitting and accepted authors in journals
  - Individuals within leadership positions
- Growing the pipeline and ensuring representation within all facets of the organization
- Building year long communities and support (not associated with the Annual Convention)
- Providing resources to support members at their organizations

---

# THANK YOU

RACHEL PUFFER, EXECUTIVE DIRECTOR: [RPUFFER@SPSP.ORG](mailto:RPUFFER@SPSP.ORG)

