OUR COMMITMENT TO DIVERSITY, EQUITY AND INCLUSION

The University of Illinois at Urbana-Champaign Department of Psychology is committed to fostering and supporting a climate of inclusion, celebrating human diversity in all its forms, and engaging in cutting edge diversity science. Our commitment to diversity, equity and inclusion is only as meaningful as our action. The Diversity Science Newsletter offers transparency of our efforts to foster the environment we are committed to, and opportunities to celebrate the work our department community!
DIVERSITY EQUITY & INCLUSION ACTION UPDATES

As part of the Psychology Department’s commitment to supporting an anti-racist agenda, we have pledged to implement several specific actions to acknowledge, address, and dismantle racism within the academic structures in which we work.

The Diversity & Inclusion Committee has worked with department leadership over the 2022-23 academic year to continue working towards the goals identified in the 2020-21 Anti-Racism Plan, as well as areas for improvement identified in the 2021-22 Climate Survey. Below you will find some of the highlights of the work the committee has completed this year!

We have also created an online resource to provide department members with updates on the various ongoing efforts. We encourage readers to check back as this document evolves to meet the current needs of our community!

2022-2023 ACADEMIC YEAR HIGHLIGHTS

- Three Prospective Racial Equity Cluster Hires have accepted offers to join the department during the 2023-24 academic year
- Expanded the Dismantling Racism in Psychological Science Series
- Debuted the Advanced Research Opportunity Honors Fellowship and Undergraduate Research Fellowship in Psychological Science
- Developed a list of mentorship programs for faculty mentoring diverse students
- Held three community building events in the 2022-2023 academic year (check them out on pages 4-5!)
- Collaborated with the Office of the Vice Chancellor for Diversity, Equity, and Inclusion to refine our Annual Climate Survey, which will be administered in late 2023
- Updated the "Diversity News" page on our department's website with the assistance of Jaime Derringer
Dr. Eleanor Seaton, a Professor and developmental psychologist from Arizona State University, hosted our third talk in the Distinguished speaker series!

Dr. Seaton's talk entitled "The Impact of Racism on Black Youth Development" explored her work using psychophysiological, quantitative, and qualitative methods to examine the impact of racism on physiological processes and salient moderators, as well as how pubertal development is impacted by racial discrimination for Black children and adolescents.

Dr. Gerald Higginbotham, a professor and social psychologist from the University of Virginia, provided a talk entitled, "American Histories of Racism: A Critical Social Context and Perceptual Object." Dr. Higginbotham discussed the importance of taking a historical approach to the study of self and social perception and the role of race and racial attitudes in shaping how past anti-Black racism (e.g., the Tulsa Race Massacre of 1921) is cognitively represented in relation to the present and the implications for our current sociopolitical context.

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THE DEPARTMENT IS ALSO EXCITED TO WELCOME DR. SEATON AS AN INCOMING FACULTY MEMBER STARTING JANUARY 2024
UPENDING RACISM IN PSYCHOLOGY SERIES

As part of the Psychology Department’s commitment to supporting an anti-racist agenda, the department hosted department wide virtual and in-person reading and reflections events in both the fall and the spring open to students, faculty, and staff.

In the fall, we held an article discussion on "Upending Racism in Psychological Sciences" by Buchanan et al. (2020). Participants deeply enjoyed the intimacy of the small groups reflecting a mix of students, faculty, and staff, and appreciated this kind of pressure-free event open to all.

Events were aimed to support members of our department community in the life-long and ongoing process of engaging in anti-racist work.

ANTI-BLACK RACISM SOLIDARITY CIRCLES

In the wake of anti-Black racism on the University of Illinois campus and the United States broadly, the Psychology Department Diversity Committee hosted a solidarity circle attended by undergraduate and graduate students as well as faculty and staff within the department and across the university.

Black community members and allies processed changes that they would like to see within the classroom, department, and the university at large. Participants enjoyed the opportunity to converse with one another and meet people from across the university.
SEMESTER DE-STRESS

As part of the Psychology Department’s commitment to foster a sense of belonging within our community, the Diversity Committee hosted a de-stress event for students on the last day of classes.

Attendees were able to grab snacks, informational resources from the Counseling Center, coloring pages, crossword puzzles, and Sudoku. People also shared sources of strength during final exams (picture to the right).

Numerous participants remained in the space to socialize with friends, graduate teaching assistants, and professors.

PUBLIC PSYCHOLOGY FOR LIBERATION Q&A

The Diversity Committee hosted a reading and discussion with Drs. Helen Neville and Nidia Ruedas-Gracia for the annual ‘Upending Racism in Psychological Science’ series. This series of interactive events is aimed at addressing the past and future of our field.

The event was held Spring 2023 and was designed to support discussion and reflections on Neville and colleagues’ (2021) “The public psychology for liberation training model: A call to transform the discipline.”

Attendees were undergraduate, and graduate students, faculty, and staff from the Psychology and Education Psychology departments. As a community we discussed ways that we as individuals and a community can work towards a more accessible and impactful psychological science.
ANTI-RACISM GRANTS: A YEAR IN REVIEW

The Psychology Department Diversity and Inclusion Committee is pleased to announce the continued success of our Anti-Racism Grant Fund, designed to support members of the psychology department in seeking financial support for anti-racism events and initiatives. The department was able to support the work of seven members of our community during the 2022-2023 Academic Year.

FALL 2022 RECIPIENTS

YUEYANG CHEN, GRADUATE STUDENT
AGGIE RIEGER, GRADUATE STUDENT
JULIA SPIELMAN, GRADUATE STUDENT

SPRING 2023 RECIPIENTS

CHADLY STERN, PROFESSOR
BRENDA STRAKA, POST-DOC RESEARCHER
LINGYUE LI, GRADUATE STUDENT
CHELSEA BIRCHMIER, GRADUATE STUDENT
The department is thrilled to welcome several new faculty hires whose work focuses on equity, diversity, and inclusion. **Dr. Mike Rizzo** joined the Developmental program area in Spring 2023. **Drs. Lynda Gibson and Violeta Rodriguez** will be joining the Clinical-Community Psychology program areas in Fall 2023 and **Dr. Steffan Uddenberg and Dr. Brenda Straka** will join the Attention and Perception and Social-Personality program areas in Fall 2024. Our department is excited to work with you all.

The Illinois News Bureau published a press-release on the The Public Psychology for Liberation Training Model, which was co-authored by Dr. Helen Neville, **B. Andi Lee** (Clinical-Community Psychology), and Nimot Ogunfemi. Within this model, psychologists and community members would co-create and share tools to promote healing and well-being for the Global Majority and other historically marginalized groups. Another component of their model is ensuring that psychological knowledge is communicated with the community. We look forward to seeing how this model can be applied within our department and university.

**Drs. Jaki Yi** (incoming Assistant Professor at the University of Washington, Bothell), **Helen Neville** (Counseling Psychology and African American Studies Professor at Illinois), **Nathan Todd** (Clinical-Community Professor at Illinois), and **Yara Mekawi** (Assistant Professor at the University of Louisville) published a meta-analysis in 2022 titled "Ignoring Race and Denying Racism: A Meta-Analysis of the Associations Between Colorblind Racial Ideology, Anti-Blackness, and Other Variables Antithetical to Racial Justice." Since publication, press-releases for their article have been published in Forbes Magazine and by the American Psychological Association. We are proud of the work our alumni are doing!
Jas Jacobson, a rising senior, is our inaugural recipient of the Advanced Research Opportunity Honors Fellowship. This fellowship provides support over three semesters of undergraduate research conducted toward the completion of an honors thesis in psychology. Jas has shown continued dedication to diversity and equity in her research and work as a Resident Advisor.

Raymond La, a graduate student in the Clinical-Community Psychology division, minoring in Quantitative and Qualitative Methods, received the Rappaport-Lo award. Raymond researches racial and ethnic mental health disparities and understanding how cultural factors and experiences (e.g., acculturation/enculturation, ethnic identity, loss of face, racial discrimination) impacts mental health and seeking mental health services. Raymond also mentors BIPOC undergraduates in research and career development in his lab and courses to foster a diverse pipeline in psychology.

Mahogany Monette, a graduate student in the Clinical-Community Psychology, minoring in Mixed Methods Inquiry, received the department Diversity Science Award. Mahogany's work focuses on risk and resilience factors for Black people in the United States experiencing psychosis, specifically the role of built environment and community in promoting Black people's wellbeing.

Psychology majors, Nia Aldridge and Emma Darbro, are among the 2023 awardees for the Community-Academic Scholars Initiative. The program supports the work of undergraduate students “to address critical issues related to health, poverty, and/or social inequality.” The research produced by community-academic scholars is designed to directly benefit the communities they work in.
END OF YEAR CELEBRATION

As our final community building event of the academic year, the Diversity Committee hosted a celebration for graduate students, faculty, staff, and their loved one in June 2023.

Attendees enjoyed Chipotle, Insomnia cookies, games, and a psychology-themed trivia game (pictured to the right).

Thank you to everyone who attended and for a wonderful year!

DIVERSITY SCIENCE SCHOLARSHIP

Below are articles published by department members during the 2022-2023 Academic year that contribute to the study of Diversity Science, Equity, and Inclusion!


*Bolded names represent current members of our department

Did we miss your news? Do you have work you’d like to see featured in our next issue? Reach out to us at psychdei.uiuc@gmail.com!