

Diversity Matters!

The newsletter of the Inclusive Excellence Committee and Multicultural Interest Group



UNIVERSITY of
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ARTS, HUMANITIES
& SOCIAL SCIENCES
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Welcome to the spring issue!

Larissa D'Abreu & Pilyoung Kim, Guest Editors



Welcome to the Spring 2015 *Diversity Matters!* This is our 3rd installment of the newsletter for the 2014-2015 academic year.

Diversity Matters! is a collaborative effort between the Inclusive Excellence Committee and the Multicultural Interest Group. The goal of our quarterly newsletter is to highlight some of the multicultural work being conducted by our in our com-munity. In addition to recognizing the important work that is already happening, we hope that this newsletter will help foster collaboration among members of the Department of Psychology and ongoing engagement with the broader Denver community.

In this issue, we are excited to include an article by Dr. Anne DePrince, the Inclusive Excellence (IE) Committee chair, detailing the work done by the IE committee, which includes significant and positive changes to promote IE in our department. Mr. Skyler Leonard, a clinical graduate student, shared a summary of the Multicultural Interest Group's work this year. We appreciate the MIG's leadership in work to engage with the community. Finally, Mr. Daniel Mason, a Research Coordinator of the Family and Child Neuroscience lab, described and reflected on Dr. Gary W. Evan's visit as a Marsico Social Science Visiting Scholar. Dr. Evan's visit was an exciting event to generate rich discussion among undergraduate and graduate students and faculty about the effects of poverty on child development. We hope this newsletter encourages and inspires all of you to further engage with and appreciate inclusive excellence both professionally and personally.

Larissa D'Abreu, Clinical Psychology Graduate Student
Pilyoung Kim, Developmental Area Psychology Faculty

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Taking Stock of Inclusive Excellence Activities

Anne P. DePrince, PhD

Professor



At a recent Inclusive Excellence (IE) Committee meeting, we started talking about changes that had occurred in recent years in the department and the degree to which we successfully communicate those changes. On the heels of that conversation, the summary below takes stock of recent IE-related changes.

It Takes a Village. While the IE Committee and Multicultural Interest Group (MIG) have both existed in some form or another for over a decade, the two groups have been increasingly active and collaborative over the last several years. For example, the *Diversity Matters* newsletter is a collaboration between these two groups, which targets elevating awareness of and conversations about strategies for IE in our department.

Using Data to Inform Policy and Practice. Around 2011, the IE Committee asked faculty and graduate students to report on their perceptions of IE considerations in faculty and graduate student and the curriculum. Those early data led to concrete changes, such as the development of this newsletter. The first survey revealed exciting examples, shared by students, about how faculty were creatively and effectively integrating IE into the curriculum. To share such innovations and practice more broadly, *Diversity Matters* was born.

Graduate Student Recruitment. Several years ago, two notable changes happened in graduate student recruitment. First, graduate students from the IE Committee and MRG organized to present information on IE activities in the Department to applicants during interview days. Second, the Clinical Area piloted (and now implements annually) a supplemental essay in the application that asks applicants to write about how IE, broadly defined, informs their thinking about research and/or clinical work. Both of these changes began to illustrate the value of IE to applicants before they arrived on campus.

- Intra-departmental collaborations/synergies, Inclusive excellence, and fit with program goals as defined by job ad
- Finally, the faculty voted to include an interview slot in each candidates' schedule (regardless of research/teaching interests) with the Associate Provost or Assistant Provost for Inclusive Excellence. This meeting allows each candidate to learn about DU's commitment to IE, including related funding opportunities (e.g., IRISE).

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Faculty Recruitment. Over the last 5 years, the Department has made significant changes to consider IE in faculty recruitment. For example:

- One of the earliest changes was to create a slot in faculty candidates' interview schedule for a meeting with a faculty-graduate student pair from the IE Committee. This timeslot gave the Department the opportunity to showcase IE-related efforts and to learn from candidates about their interests in IE, particularly if IE was not necessarily central to their research agenda. In one of these meetings, Tim Sweeny mentioned his interest in programs to teach traditionally under-represented school-aged youth about psychological science. Since arriving at DU, Tim has secured two grants from the Center for Community Engagement and Service Learning (CCESL) to develop and implement a program here at DU, working in coordination with other DU offices, such as the Center for Multicultural Excellence (CME).
- Two years ago, the faculty voted to make changes to the standard job ad in ways that now highlight IE. Those changes include, for example, making explicit in the ad DU and the Department's commitment to IE as well as describing DU in the context of the diversity of the Denver community. In AY 2013-2014, the ad invited candidates to describe how IE (broadly defined) informed their research and/or teaching within their written statements. This was updated in AY 2014-2015 to require an additional IE statement that is a "succinct description of how the candidate's research, teaching, and/or service contribute to inclusive excellence".
- Two years ago, the faculty also voted to include ratings of contributions to IE among the dimensions assessed when faculty and students rate candidates after the interview. The dimensions assessed now include: Scholarship, Teaching (courses, mentoring students, clinical supervision, if applicable), Intra-departmental collaborations/synergies, Inclusive excellence, and Fit with program goals as defined by job ad
- Finally, the faculty voted to include an interview slot in each candidate's schedule (regardless of research/teaching interests) with the Associate Provost or Assistant Provost for Inclusive Excellence. This meeting allows each candidate to learn about DU's commitment to IE, including related funding opportunities (e.g., IRISE).

Recognizing Excellence. In 2011, the IE Committee (with the support of GRAF) established the Inclusive Excellence in Research Award. In 2015, the IE Committee received several outstanding papers with graduate student first authors covering a broad range of IE topics. The winner will be recognized at the Department Awards Ceremony.

Articulating the Value of IE. Over the last two years, the IE Committee developed two key documents that have been shared with the department, which detail the potential value of IE in faculty and graduate student recruiting. Moving beyond notions of IE as compositional diversity, these documents describe the myriad ways that a more inclusive department benefits us all, across all that we do (teaching and learning, research, service). These documents are intended as resources for the department, providing sample questions that can be used in reviewing files and/or interviewing candidates.

My sincerest thanks to current and past IE Committees who have been part of these efforts. When I had the opportunity to present on some of these activities recently to the Chairs and Directors from AHSS, I learned how some of our internal policies and practices are being adopted in other departments. To see the impact of this Committee's work within and outside our department is exciting; though perhaps more exciting is to consider the ways in which we can build on these changes to improve teaching, learning and research in the years ahead.

MIG Volunteer Events Pick Up Speed in the 2014-2015 Academic Year

Skyler Leonard

Graduate Student

In the 2014-2015 school year, MIG got serious about community service. We continued to volunteer at Urban Peak, an organization that provides housing and services to young people experiencing homelessness. This year, volunteers from the psychology department prepared and served meals at Urban Peak on eleven different occasions. We collected donations to buy food for our one-year anniversary at Urban Peak and were able to donate enough food for two meals purchased with funds donated by faculty, staff, and students from within the department.

In October, volunteers from the psychology department assisted at the Emily Griffith Film Festival, a fundraising event bringing awareness and understanding to the experiences of immigrants and refugees. In February, our volunteers braved the cold and served as course marshals at the Polar Plunge 5K benefiting the Special Olympics. In June, our volunteer year will wrap up by serving as course marshals during the Big Gay 5K, which will support The Center in their efforts to advocate for the LGBT community of Denver.

This year, volunteer events benefited from increased participation by faculty, staff, undergraduate research assistants, and even family members. MIG wants to thank all the volunteers that have made this a successful year for volunteer events and hopes to see you all at more events in the future!



Department of Psychology Hosts Marsico Social Science Visiting Scholar

Daniel Mason

Research Coordinator, Family and Child Neuroscience Lab



Dr. Gary Evans

Gary Evans, Ph.D., Elizabeth Lee Vincent Professor and Director of Graduate Studies at the Cornell University College of Human Ecology, Department of Design and Environmental Analysis, and Department of Human Development served as the Marsico Social Science Visiting Scholar at the University of Denver from March 30th to March 31st, 2015. The goal of the Marsico Scholar's program is to contribute to the intellectual vitality of the University by having visiting scholars engage with both students and faculty across various settings. Dr. Evans is a distinguished environmental and developmental psychologist whose research examines how the physical environment affects human health and well-being

among children. He has authored over 300 scholarly articles and book chapters plus five books. His specific areas of expertise include the environment of childhood poverty, children's environments, cumulative risk and child development, environmental stressors, and the development of children's environmental attitudes and behaviors.

During his visit, Dr. Evans had individual meetings with various undergraduates, graduates, and staff. I had the pleasure of meeting with Dr. Evans several times during his visit. During lunch with our lab, we had wonderful conversations about his research and general interests. I remember taking particular interest in a conversation we had about immigration and how it was an additional factor to take into consideration when assessing the accumulation of risk factors that mediate the effect of poverty on children. In particular, we discussed the case of Jose Antonio Vargas, a Pulitzer Prize winning journalist who is well known for his piece on "coming out" as undocumented. The psychosocial stress that likely accompanied the news from his grandparents that he was not a U.S. citizen as well the navigation of his physical environment knowing that his status limited him from doing things such obtaining a driver's license or even a job to provide income is definitely an added dynamic that has to be taken into consideration when studying this topic.

Dr. Evans also gave a guest lecture in Dr. Brian Wolff's Child and Lifespan Development Class (PSYC2070) in addition to a lecture on the "environment of childhood poverty" that was open to the DU community. During this community talk, he highlighted that, although there is abundant evidence indicating this phenomenon exists, we know much less about how and why poverty has a detrimental effect on child development. After a quick overview about the adverse developmental correlates of poverty, he argued that the environments poor children grow up in are a key explanation. More specifically, he argues that it is the cumulative exposure to multiple risk factors that explains why poverty is bad for children. "Disadvantaged children are more likely than their wealthier peers to confront a wide array of physical stressors (e.g., substandard housing, chaotic environments) and psychosocial stressors (e.g. family turmoil, separation from adult caregivers)." according to a paper co-written by Dr. Pilyoung Kim, an associate professor in the Psychology department at the University of Denver and Dr. Evans. Dr. Kim worked with Dr. Evans at Cornell University where she completed her PhD in Developmental Psychology. The work that Dr. Evans has done emphasizes the importance of early intervention programs for children living in poverty.

Inclusive Excellence Calendar

What?	When?	Where?	Description	For more information
Denver PrideFest 3rd Annual Big Gay 5K	Saturday, June 20 th . 10:00am start time	Civic Center Park, 46 E. 14 th Ave, Denver CO	Denver PrideFest and BigGay 5K support the Gay, Lesbian, Bisexual and Transgender Community Center of Colorado to create a fun, safe space to celebrate and promote the culture and heritage of the LGBT and allied community in Colorado.	E-mail Allison.Stiles@du.edu or sign up online at http://www.glbtcolorado.org/pridefest/big-gay-5k/ and join the team called "University of Denver MIG"
Denver Pridefest – DU Booth	Saturday, June 20 th and Sunday June 21 st , starting at 11am	Civic Center Park	Stop by and/or volunteer at the DU booth at Denver's 40 th annual LGBTQIA Pride festival (one of the nation's largest!).	Visit www.du.edu/pride or www.glbtcolorado.org/pridefest
HR Fridays@Noon Lunch & Learn: Inclusive Excellence	June 26 th , 11:30am	Margery Reed Hall, Room 203	CME's Thomas Walker, director of educational programs and LGBTQIA services talks frankly about Inclusive Excellence. Register and bring your lunch.	Register via https://pioneerweb.du.edu/employee > Employee tab > Training, Professional and Career Development.
Equality Night with the Rapids	Saturday, August 3 rd	Dick's Sporting Goods Field	Join DU's LGBTQIA Services and various community organizations at the Colorado Rapids major league soccer.	Contact lgbtqa@du.edu and visit www.du.edu/pride
Queer and Ally (Q&A) Training	Schedules posted online	(see online)	Training on LGBTIQ & Ally concepts, issues and experiences. Advance registration required.	http://www.du.edu/cm/programs-services/lgbtqa/qna.html