

Commitment to Diversity, Equity and Inclusion

The Department of Psychology commits to actively promoting diversity, equity, and inclusion as a professional and moral imperative at the individual, group, and system-levels as we honor the APA code of ethics, in particular the principles of “justice” and “respect for people’s rights and dignity,” and embrace [FIU’s commitment](#) to foster a climate of inclusion within a diverse community. We further pledge to working with students in an ongoing manner to translate these commitments into action and routinely evaluate their outcomes.

DEI as professional and moral imperative: Psychological science seeks to understand human development, social behavior, cognition, biology, and mental health in our local communities and across the globe. Advancing knowledge on these complex phenomena requires diverse perspectives and approaches that appreciate and center the social justice and human welfare implications of our work. Diversity, Equity, and Inclusion (DEI) at all levels of scientific inquiry is urgent and critical for enhancing the validity and value of psychological science for public benefit. Hence, we commit to embracing DEI explicitly and intentionally in every element of research (e.g., sampling, methods, measures, analyses, interpretation), teaching (e.g., decolonizing syllabi, creating inclusive classrooms) and service (e.g., distributing service equitably, serving all stakeholders), with ongoing consideration for the broader impacts of these choices.

Actively promote DEI at all levels: The Psychology Department embraces cultural, individual, and identity differences, and enables equal access of all members to the “processes, procedures, and services” of psychology. Working to create a department whose climate and culture support diverse perspectives, especially underrepresented and marginalized perspectives, enhances not only our science, but our interactions with the public we serve. We actively strive to build a community where students, staff and scholars from all backgrounds feel that they belong, are seen and heard, and can contribute. This includes admissions criteria and processes that consider applicants holistically; curricula that use a multicultural approach; recruitment efforts that increase diversity at the level of graduate students, post-docs, and faculty, with particular attention to racial/ethnic diversity; and advancement and leadership opportunities that support the personal and professional flourishing of BIPOC (Black, Indigenous and people of color) and underrepresented and marginalized students and faculty by attending to their unique needs, strengths, and experiences.

Accountability: First, we are indebted to the Black Psychology doctoral students who wrote and delivered the “[Call to Action Addressing Systemic Racism in the FIU Psychology Department](#)” on July 15, 2020. This call has spurred multi-level efforts at transforming the racial climate of the department, including the creation of the Diversity Committee, and without it we likely would have continued to operate in ways that subtly and overtly harmed Black students and other students of color. We will take increasing responsibility for our history as we continue to learn and improve. Second, we acknowledge that every member of the department is responsible for the urgent and ongoing work of improving the diversity, equity, and inclusion of the department. As such, we have amended the departmental bylaws so that every committee in the department is now charged with biannually reporting their progress and outcomes relevant to the department’s diversity goals. To further integrate diversity goals across the department, a member of the Diversity Committee will be present at all Executive Committee meetings. Third, we commit to eliciting and integrating feedback, especially from marginalized students, into all our efforts, and have devised multiple ways to do this, including but not limited to the formation of student-faculty workgroups and an [anonymous comments box](#) for students with diversity-

related concerns. Fourth, we commit to ongoing assessment of the racial climate in the department, which we will follow with systematic and timely action.

Black Anti-Racism Statement

We denounce White supremacy and recognize that structural racism diminishes educational and economic opportunity, and impacts scientific pursuits, public health and safety, and society overall. Notably, the history of Black Americans, and the ongoing oppression and inequities that persist, make their experiences within and outside of academia distinct from other marginalized groups.

Within FIU's Department of Psychology, Black students and faculty have been underrepresented, overburdened, and under-supported. We seek to improve our collective understanding of systemic oppression and our department's history and role in perpetuating unjust systems, as necessary first steps towards preventing future harm. We commit to continually assess and address the unique experiences of Black students, staff and faculty, and to engage in education, training, clinical care, and research that are racially and socially conscious by acknowledging the disparities, resilience, and strengths among Black populations in science and beyond.

We strive towards being anti-racist citizens, scholars, educators, colleagues, and mentors, whose combined efforts cultivate an anti-racist and inclusive department where Black students and faculty are valued and respected as individual scholars for their professional contributions, including those related to identity and race. As a community and department, we commit to creating spaces where Black students, staff, and faculty feel comfortable and heard, and are supported to thrive and flourish personally and professionally. We recognize that accomplishing this means that all members of our community must continually recommit ourselves to anti-racist efforts and actions.