



DIVERSITY SCIENCE NEWSLETTER

ISSUE 1 • AUGUST 2022



OUR COMMITMENT TO DIVERSITY EQUITY AND INCLUSION

DIVERSITY & INCLUSION COMMITTEE

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 SCIENCE NEWSLETTER

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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 2021-22 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 2020-21 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!

2021- 2022 ACADEMIC YEAR HIGHLIGHTS

- ✓ Our proposal to the Office of the Provost for the Interdepartmental Racial Equity Cluster Hire was approved for five positions across Psychology, Educational Psychology, and Latino/a Studies.
- ✓ Two Prospective Racial Equity Cluster Hires have accepted offers to join the university in Fall 2022
- ✓ Dismantling Racism in Psychological Science Series Established
- ✓ Anti-Racism and Broadening Inclusion Grants expanded to include graduate student research
- ✓ Worked with Building and Facilities Services to introduce Inclusive Gender Inclusive Bathrooms in the Psychology Building (Rm#: 42,44, 46, & 346)
- ✓ Annual Diversity Science Newsletter Established to increase transparency of committee efforts
- ✓ Racial Justice Research Assistantship created to support graduate students interested in contributing to department efforts
- ✓ Established Racial Equity & Inclusion Distinguished Speaker Series
- ✓ Annual Climate Survey Improved and Administered to monitor ongoing efforts
- ✓ Follow-Up Climate Survey Administered to Underrepresented and Marginalized graduate students to identify areas for improvement
- ✓ Developed a new stipend program to support the participation of underrepresented undergraduate students in research, starting the 2022-23 academic year

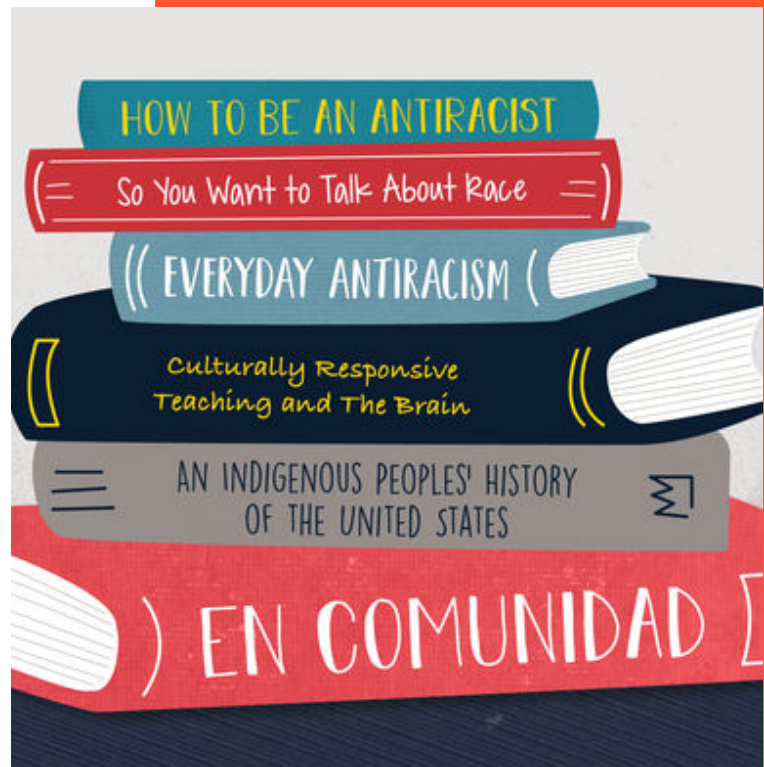
ANTI-RACISM READING GROUPS

As part of Psychology Department's commitment to supporting an anti-racist agenda, the department hosted both ongoing faculty reading groups as well as department wide virtual reading and reflections events.

The "How to Be an Antiracist" Book Club events was an interactive event designed to support discussion and reflections on the #1 New York Times best seller book *How to Be an Antiracist* by Ibram X. Kendi.

This event was open to students, faculty, and staff and was aimed to support members of our department community in the life-long and ongoing process of engaging in anti-racist work.

Attendees participated in small group discussions to share reflections on the reading and expressed excitement about continued opportunities to grow as a community.



Event rated 4.25 stars
by attendees



Event rated 4.5 stars
by attendees

UPENDING RACISM IN PSYCHOLOGY SERIES

The Diversity Committee hosted the initial reading and reflections events 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 first of this series was offered Spring 2022 and was designed to support discussion and reflections on the APA's recent report "Examining Psychology's Contributions to the Belief in Racial Hierarchy and Perpetuation of Inequality for People of Color in the United States: A Historical Review".

Attendees participated in small and large group discussions to share reflections on the reading as well as ways that we as individuals and a community can work towards a more anti-racist 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 12 members of our community during the 2021-2022 Academic Year.

FALL 2021 RECIPIENTS

FAN XUAN, GRADUATE STUDENT

JULIA SPIELMANN, GRADUATE STUDENT

COMMUNITY SEMINAR, COMMUNITY PSYCHOLOGY
SPEAKER SERIES

CARLA HUNTER & HOWARD BERENBAUM,
CLINICAL-COMMUNITY MENTORING PROGRAM

SPRING 2022 RECIPIENTS

MAHOGANY MONETTE, GRADUATE STUDENT

B. ANDI LEE, GRADUATE STUDENT

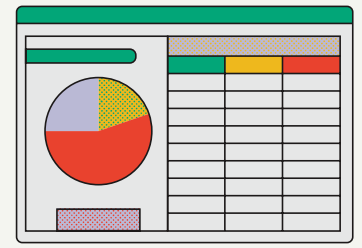
JAKI YI, GRADUATE STUDENT

CHELSEA BIRCHMIER, GRADUATE STUDENT

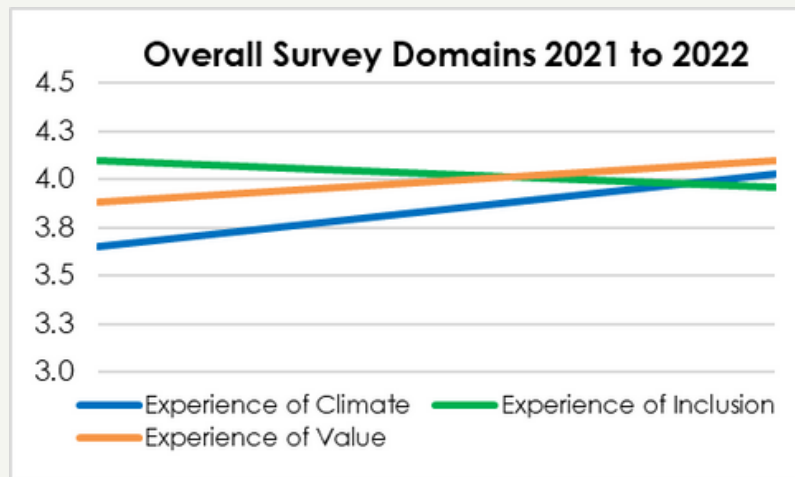
BRIA THURMAN, UNDERGRADUATE STUDENT

CARLA HUNTER & HOWARD BERENBAUM,
CLINICAL-COMMUNITY MENTORING PROGRAM

2021-2022 CLIMATE SURVEY UPDATE



Overview of Climate Survey Results



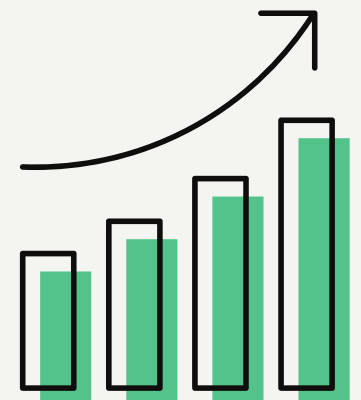
Overall, the 2022 climate survey reflected improvement in the experiences of climate across several domains. Responses reflect a general trend of improvements in experience of department climate, and feelings of being valued; while experiences of inclusion reflect a downward trend in comparison to the 2020-2021 academic year.

Open-ended responses also highlighted positive feedback on the department’s ongoing efforts to foster an inclusive environment and equitable experiences for department community members. The full report can be found on the department website.

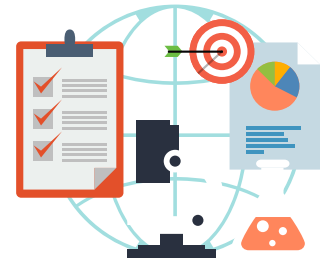
Areas for Continued Improvement

The 2022 survey responses also highlighted several areas in which the department can continue to work to improve. Several domains within the survey reflected disparate climate experiences across department role (e.g. graduate students v.s. faculty) and marginalization status (e.g. racially/ethnically minoritized groups, disabled community members, LGBTQ+ members).

In response to these findings the department Diversity and Inclusion Committee aims to work with department leadership to address ongoing concerns, and regularly disseminate updates on ongoing efforts



DISTINGUISHED SPEAKER SERIES ON RACIAL EQUITY



DIANA SANCHEZ, PHD

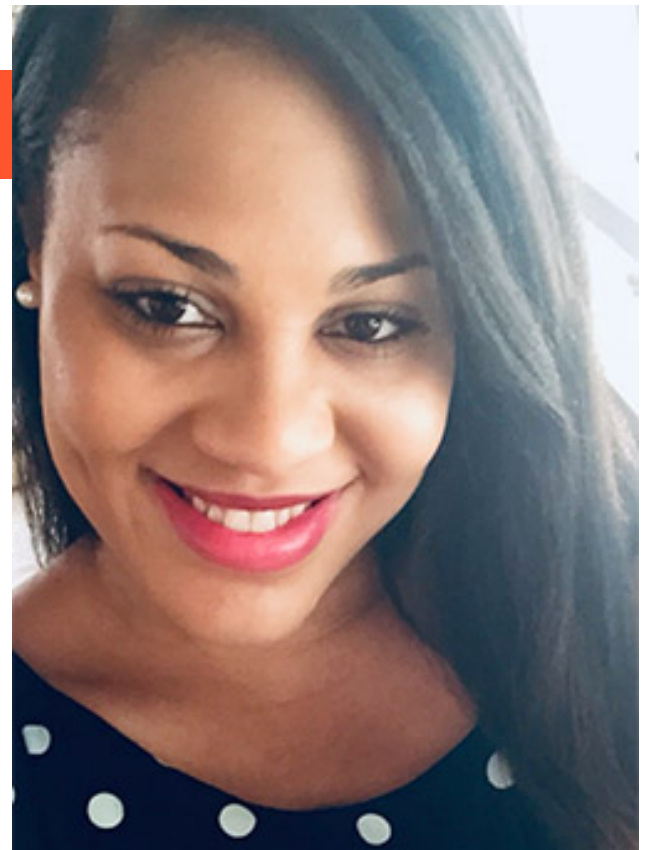
Dr. Diana Sanchez, a Professor and social psychologist from Rutgers University, hosted our initial talk in the Distinguished speaker series!

Dr. Sanchez's talk entitled "Generalized prejudice lay theory: Implications for stigma and inclusion efforts" explored underacknowledged pathways affecting intergroup relations and discussed how generalized prejudice influences inclusion efforts in organizational settings and the outcomes of interpersonal prejudice confrontations.

LATASHA R. HOLDEN, PHD

Dr. LaTasha R. Holden, an Assistant Professor in Cognitive Psychology from The University, of Memphis, was our second featured speaker to visit the department this semester.

Dr. Holden's talk was titled "Learning in context: Considering student identity, attitudes, and working memory capacity." and discussed the importance of the cognitive factor of working memory capacity for test performance and mental resilience in psychologically threatening situations.



THE DEPARTMENT IS ALSO EXCITED TO WELCOME DR. HOLDEN AS AN INCOMING FACULTY MEMBER STARTING FALL 2022



CLINICAL-COMMUNITY PSYCHOLOGY INVITED SPEAKERS SERIES



NKIRU NNAWULEZI, PHD

The Clinical-Community Program Community Seminar hosted a talk given by Dr. Nkiru Nnawulezi titled, "Reflection on Increasing Access to Safe Housing for Unhoused Black Women Who Survived Intimate Partner Violence."

Dr. Nkiru Nnawulezi is an Assistant Professor at the University of Maryland, Baltimore County, and Affiliate Faculty at Yale School of Public Health. Dr. Nnawulezi's talk focused on her work grounded in intersectionality and focusing on improving responses to survivors of gender-based violence who experience structural marginalization and stigmatization

NATALIE WATSON-SINGLETON, PHD

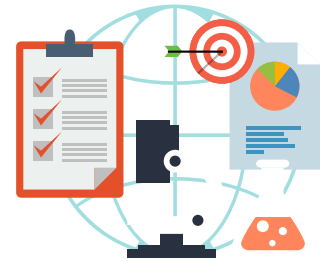
The Clinical-Community program hosted a talk given by Dr. Natalie Watson-Singleton titled, "Building a Mindfulness Research Program that Centers the Experience of African Americans."

Dr. Watson-Singleton, an associate professor at Spellman College and an alumna of the Clinical-Community Psychology program, discussed the trajectory of her research program focused on promoting the wellbeing of African Americans and adopting dialectical approaches to promote anti-racist advocacy efforts.





DIVERSITY SCIENCE NEWS



Professor Alejandro Lleras and graduate student **Julia Spielmann** were among the invited editors for a special issue of the journal *Translation Issues in Psychological Science*. The special issue presents original research into the ways race is reflected in perceptions of institutions, the impact of racism in academia, and what support structures can increase racial equity.



Dr. Wendy Heller has been named a **University of Illinois Presidential Fellow**. Dr. Heller will coordinate the Leadership Initiative for Women Faculty, a program that strives to eliminate the barriers to academic leadership roles that have led to an underrepresentation of women at the top levels of academia.



Dr. Carla Hunter received an award from The Office of the Vice Chancellor for Diversity, Equity and Inclusion for her project "Implementation and Sustainability of the ASPIRE Program." The award granted to Dr. Hunter, Dr. Shardé Smith, and Community Collaborators Mr. Tracy Dace and Ms. Shandra Summerville seeks to promote healing and facilitate bonding experiences that highlight and affirm Black youth's identity, strengths, and potential.



Dr. Eva Pomerantz was recently awarded from the Chancellor's Call to Action Research Program for The Partnerships in Equity, Access, and Representations in STEM (PEAR-STEM) project. The project aims to establish for long-term relationships by nurturing and maintaining strong, collaborative partnerships between the community and university; and addresses inequities in preparation for STEM careers among K-12 students by attempting to identify ways to improve preparation among Black and Latinx students.



DIVERSITY SCIENCE NEWS & AWARDS



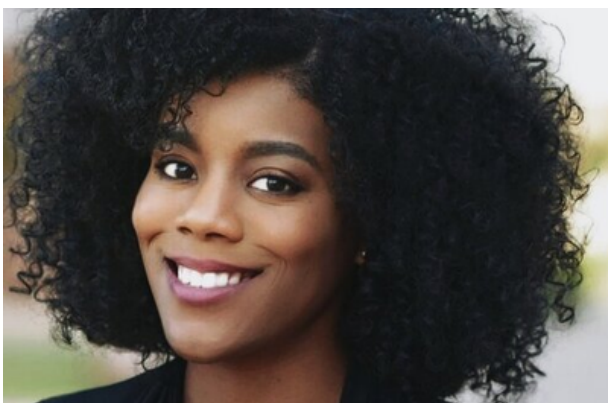
Psychology majors **Maria Becerra, Gabrielle (Gabby) Calderon, and Rachel Sun** are among the 2022 awardees for the Community-Academic Scholars Initiative. The program supports the work of undergraduate students “to address critical issues related to health, poverty, and/or social inequality.” The research produced by community-academic scholars is designed to directly benefit the communities they work in.



B. Andi Lee, a graduate student in the Clinical-Community Psychology division, minoring in Diversity Sciences, is the inaugural recipient of the **Rappaport-Lo award**. Andi’s dedication to her work includes engaging in community efforts to benefit BIPOC communities; facilitating national workshops with college students focused on racial healing in partnership with The Steve Fund and presenting at Academics 4 Black Lives and the National Multicultural Conference and Summit.

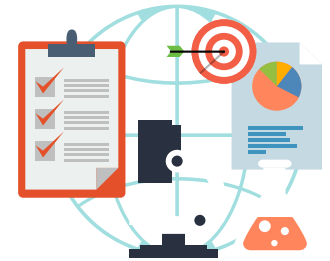


Mahogany Monette a graduate student in the Clinical-Community Psychology division has received a highly competitive **Graduate Research Fellowship from the National Science Foundation** for her work leveraging technological developments in smartphone apps to present a more nuanced view of the time course of experiences of racial discrimination and schizotypy symptoms.



Danyelle Dawson, a graduate student in the Clinical-Community Psychology division, minoring in Diversity Sciences, received the department **Diversity Science Award**. Danyelle's work focuses on the intergenerational impacts of racism and oppression on Black Americans' mental health and the role of technology in Black Americans' well-being and collective resistance .

DIVERSITY SCIENCE SCHOLARSHIP



Below are articles published by department members during the 2021-2022 Academic year that contribute to the study of Diversity Science, Equity, and Inclusion!

Blevins, E. J., & Todd, N. R. (2021). Remembering where we're from: Community-and individual-level predictors of college students' White privilege awareness. *American journal of community psychology*.

Choi, J. W., Thakur, H., Briley, D. A., Temple, J. R., & Cohen, J. R. (2022). Testing the factor structure and measurement invariance of the Temporal Experience of Pleasure Scale in adolescents across time, gender, and race/ethnicity. *Psychological Assessment*.

Dawson, D. N., Jones, M. C., Fairbairn, C. E., & Laurent, H. K. (2022). Mindfulness and acceptance-based interventions with Black Americans: A meta-analysis of intervention efficacy for depressive symptoms. *Journal of consulting and clinical psychology*, 90(2), 123.

Junkins, E. J., Pantin, K., & Derringer, J. (2022). Personality across Diverse Sexual Orientations and Gender Identities in an Online Convenience Sample.

Lee, B. A., Neville, H. A., Schlosser, M., Valgoi, M. J., & Cha-Jua, S. K. (2021). Ethnocultural Empathy and Racial Colorblindness Among White Police Recruits: Do Cross-Racial Friendships Matter?. *Race and Justice*, 21533687211021051.

Lee, B. A., Ogunfemi, N., Neville, H. A., & Tettegah, S. (2021). Resistance and restoration: Healing research methodologies for the global majority. *Cultural Diversity and Ethnic Minority Psychology*.

Lewis, M. E., Akhu, A., & Hunter, C. D. (2021). Advancing African Psychology: An Exploration of African American College Students' Definitions and Use of Spirit in Times of Stress. *Journal of Black Psychology*, 47(7), 507-541.

Mekawi, Y., Todd, N. R., & Blevins, E. J. (2021). Reducing acceptability of racial microaggressions using online videos: The role of perspective-taking and white guilt. *Journal of Diversity in Higher Education*. Advance online publication.

Monette, M. A., Lysaker, P. H., & Minor, K. S. (2021). Comparing symptoms and emotion recognition in African American and White samples with schizophrenia. *International Journal of Psychology*, 56(6), 865-869.

Nelson, T., Cardemil, E. V., Overstreet, N. M., Hunter, C. D., & Woods-Giscombé, C. L. (2022). Association between superwoman schema, depression, and resilience: The mediating role of social isolation and gendered racial centrality. *Cultural diversity and ethnic minority psychology*.

Neville, H. A., Ruedas-Gracia, N., Lee, B. A., Ogunfemi, N., Maghsoodi, A. H., Mosley, D. V., ... & Fine, M. (2021). The public psychology for liberation training model: A call to transform the discipline. *American Psychologist*, 76(8), 1248.

Noroña-Zhou, A., Aran, Ö., Garcia, S. E., Haraden, D., Perzow, S. E., Demers, C. H., Hankin, B. & Davis, E. P. (2022). Experiences of Discrimination and Depression Trajectories over Pregnancy. *Women's Health Issues*, 32(2), 147-155.

Rbeiz, K. S., Clark, H. E., Kemp, K. C., Bathery, A. J., Monette, M. A., Barrantes-Vidal, N., & Kwapil, T. R. (2022). The association of multidimensional schizotypy with symptoms and impairment across racial groups. *Personality and Mental Health*, 16(1), 79-89.

Rieger, A., Blackburn, A. M., Bystrynski, J. B., Garthe, R. C., & Allen, N. E. (2022). The impact of the COVID-19 pandemic on gender-based violence in the United States: Framework and policy recommendations. *Psychological trauma: theory, research, practice, and policy*, 14(3), 471.

Rudolph, K. D., & Dodson, J. F. (2022). Gender differences in friendship values: Intensification at adolescence. *The Journal of Early Adolescence*, 42(4), 586-607.

Spielmann, J., & Stern, C. (2021). Gender transition shapes perceived sexual orientation. *Self and Identity*, 20(4), 463-477.

Spielmann, J., Feng, S., Briley, D. A., & Stern, C. (2022). Mental Health Contributors Among Transgender People in a Non-WEIRD Society: Evidence From China. *Social Psychological and Personality Science*, 13(3), 747-757.

Stern, C. (in press). Discrimination. *Encyclopedia of Personality and Individual Differences* (Eds. V. Zeigler- Hill & T.K. Shackelford). Springer.

Stern, C., & Crawford, J. T. (2021). Ideological conflict and prejudice: An adversarial collaboration examining correlates and ideological (a) symmetries. *Social Psychological and Personality Science*, 12(1), 42-53.

Tullis, J. G., Benjamin, A. S., & Liu, X. (2014). Self-pacing study of faces of different races: Metacognitive control over study does not eliminate the cross-race recognition effect. *Memory & cognition*, 42(6), 863-875.

Volpe, V. V., Dawson, D. N., & Laurent, H. K. (2022). Gender discrimination and women's HPA activation to psychosocial stress during the postnatal period. *Journal of Health Psychology*, 27(2), 352-362.

Yi, J., & Todd, N. R. (2021). Internalized model minority myth among Asian Americans: Links to anti-Black attitudes and opposition to affirmative action. *Cultural diversity and ethnic minority psychology*.

Yi, J., Neville, H. A., Todd, N. R., & Mekawi, Y. (2022). Ignoring race and denying racism: A meta-analysis of the associations between colorblind racial ideology, anti-Blackness, and other variables antithetical to racial justice. *Journal of Counseling Psychology*.



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!