

Bias Reporting Annual Report: 2020-2021 Academic Year

Psychology's bias reporting process serves the entire department, and reports could come from all aspects of the department, including the undergraduate program, graduate program, master's program, certificate program, and more general department contexts. To provide transparency on reports and responses, the Chair provides an annual report describing the anonymized aggregate nature of complaints that were received that year, as well as the resolutions.

Psychology's bias reporting process began mid-academic year, and two reports were made about different incidents, both delivered directly to the Psychology Chair.

Bias topics as reported in the two reports for 2020-2021 (the reporter could identify more than one topic):

Discrimination Topic	Number of Reports
Race	2
Ethnicity	0
Gender	1
National origin	0
General climate	0
Gender identity or expression	0
Accommodation request	0
Retaliation	0
Disability	0
Employee/coworker relations	0
Sexual orientation	0
Religion/creed	0
Age	0
Marital status/ familial status	0
Pregnancy/family responsibilities	0
Sexual harassment	0
Childcare/eldercare	0
Ex-offender status	0
Veteran status	0
Other	0

Incident 1. A faculty member reported hearing a micro-aggressive racist comment (targeting African American women) made by another faculty member when questioning a student during a research talk. The faculty member spoke directly with the other faculty member about the comment. The faculty member making the comment appreciated the insight and education, stated that they learned something valuable, and delivered a sincere apology to the student for putting them in a difficult situation. The chair spoke with the graduate student and described

how the question was perceived by the faculty member and provided strategies for how to address the microaggression should someone raise a similar question in the future.

Incident 2. A student government representative (who was contacted by a group of students in one of our training programs) raised a set of anonymous student concerns about anti-Black microaggressions and racism in the curriculum of one of the department's training programs and concerns that BIPOC students were treated less respectfully than White students. The Chair informed the student representative about appropriate university investigation channels where the students could deliver a complaint. The Chair was already aware of much of the content of the report as the program head proactively brought these concerns to her earlier in the year and developed a multi-tiered strategy to improve the inclusiveness of the program (the bias report came several months after the issue was raised to the program head). The Chair met with two faculty representatives from the training program to share the details of the meeting with the reporter and discussed the steps the program was taking to address these concerns, including multiple faculty DEI trainings, syllabi review, diversifying the pool of candidates for instructional faculty roles, developing a diversity committee, and the importance of continuing and building upon these activities to further support BIPOC students. The program representatives were receptive to the student feedback and agreed to maintain an open channel of communication with the Chair's office with respect to climate in the program.