The equity committee is a new committee in the psychology department responsible for implementing UBC’s policies related to equity and inclusion within our department. Our mission is to strive for a department community that is equitable, inclusive, and supportive to its members, which will enhance department culture and well-being for everyone, including being beneficial for hiring and retention. To this end, we are giving a very brief survey to faculty, staff, graduate students, and undergraduate students about equity issues that affect our department and how we may better support an inclusive environment.

Scale (1 = strongly disagree, 2 = somewhat disagree, 3 = slightly disagree, 4 = slightly agree, 5 = somewhat agree, 6 = strongly agree)

FACULTY VERSION

Raising awareness
1. The department promotes information and resources related to equity, diversity, and inclusion
2. I know how my own behavior can make a difference in promoting equity, diversity and inclusion in the department
3. I know what actions to take should I observe or experience bullying, harassment, or violence
4. I incorporate issues of diversity into the content of the courses that I teach
5. Diversity issues are incorporated into staff meetings and training activities that I have attended

Providing equal access
6. The department is effective in recruiting, hiring, and retaining diverse faculty and staff
7. The department is effective in recruiting, enrolling, and retaining diverse graduate and undergraduate students
8. I make proactive efforts to consider diversity and inclusion when I am hiring postdocs or making offers to graduate or undergraduate students to work in my lab

Supporting growth and success
9. The department has good procedures to address conflicts that arise related to perceived inequity or unfairness
10. I know what actions to take in my mentorship to support students from diverse backgrounds
11. I make proactive efforts to ensure that all students are engaged and feel comfortable sharing their voices in classroom discussions
12. I make proactive efforts when working with my peers in order to support an equitable and fair work environment for a diverse group of colleagues
13. The division of work in terms of committee work, service, teaching (e.g., which courses I am assigned to teach, times of day) is done in an equitable manner in this department
14. The division of resources in terms of lab space, teaching reductions, sabbatical leave, salary, and pay raises, is done in an equitable manner in this department

Personal experiences
15. I feel included by the other members in this department
16. Please answer Yes, Maybe, or No: Have you ever felt excluded or treated in an unequal way at times in this department because of your:
• Age
• Race
• Gender
• Gender identity
• Sexual orientation
• Religious beliefs
• Political views
• Cultural background, family background
• Mental health condition, psychological disorder
• Learning disorder, learning disability

Other
17. What can the department do better to advance equity, diversity, and inclusion here?
18. What can your peers or co-workers do better to advance equity, diversity, and inclusion in this department?
19. What can you do better to advance equity, diversity, and inclusion in this department?
STAFF VERSION

Raising awareness
1. The department promotes information and resources related to equity, diversity, and inclusion
2. I know how my own behavior can make a difference in promoting equity, diversity and inclusion in the department
3. I know what actions to take should I observe or experience bullying, harassment, or violence
4. Diversity issues are incorporated into staff meetings and training activities that I have attended

Providing equal access
5. The department is effective in recruiting, hiring, and retaining diverse faculty and staff
6. The department is effective in recruiting, enrolling, and retaining diverse graduate and undergraduate students
7. When I can contribute to staff hiring, I make proactive efforts to consider diversity and inclusion (please leave blank if this is never applicable to you)

Supporting growth and success
8. The department has good procedures to address conflicts that arise related to perceived inequity or unfairness
9. I make proactive efforts when working with my peers in order to support an equitable and fair work environment for a diverse group of colleagues
10. The division of additional workplace responsibilities (i.e., job tasks on top of those expected of an employee in a given role) is done in an equitable manner in this department
11. The division of workplace resources and benefits in terms of office space, remote work opportunities, salary, performance reviews, and pay raises is done in an equitable manner in this department

Personal experiences
12. I feel included by the other members in this department
13. Please answer Yes, Maybe, or No: Have you ever felt excluded or treated in an unequal way at times in this department because of your:
   - Age
   - Race
   - Gender
   - Gender identity
   - Sexual orientation
   - Religious beliefs
   - Political views
   - Cultural background, family background
   - Mental health condition, psychological disorder
   - Learning disorder, learning disability

Other
14. What can the department do better to advance equity, diversity, and inclusion here?
15. What can your peers or co-workers do better to advance equity, diversity, and inclusion in this department?
16. What can you do better to advance equity, diversity, and inclusion in this department?
GRAD STUDENT VERSION

Raising awareness
1. The department promotes information and resources related to equity, diversity, and inclusion
2. I know how my own behavior can make a difference in promoting equity, diversity and inclusion in the department
3. I know what actions to take should I observe or experience bullying, harassment, or violence
4. I incorporate issues of diversity into the content of the courses that I teach
5. Diversity issues are incorporated into the content of the courses that I take

Providing equal access
6. The department is effective in recruiting, hiring, and retaining diverse faculty and staff
7. The department is effective in recruiting, enrolling, and retaining diverse graduate and undergraduate students
8. I make proactive efforts to consider diversity and inclusion when I am hiring undergraduate students as research assistants to work in my lab

Supporting growth and success
9. The department has good procedures to address conflicts that arise related to perceived inequity or unfairness
10. I know what actions to take in my mentorship to support students from diverse backgrounds
11. As an instructor or teaching assistant, I make proactive efforts to ensure that all students are engaged and feel comfortable sharing their voices in classroom discussions
12. I make proactive efforts when working with my peers on a course project or research project in order to support an equitable and fair environment for a diverse group of team members
13. The division of work in terms of how much time I can spend focusing on my own advancement (taking classes, doing research, writing papers) and how much time I spend on helping others (helping my fellow students, coordinating programs for the area/department) is done in an equitable manner in this department
14. The division of lab work/responsibilities that fall outside of my own research project(s) is equitable for all graduate students in the lab.
15. I have equal access to supervisors, courses, events, lectures, and other resources within the department

Personal experiences
16. I feel included by the other members in this department
17. Please answer Yes, Maybe, or No: Have you ever felt excluded or treated in an unequal way at times in this department because of your:
   - Age
   - Race
   - Gender
   - Gender identity
   - Sexual orientation
   - Religious beliefs
- Political views
- Cultural background, family background
- Mental health condition, psychological disorder
- Learning disorder, learning disability

Other

18. What can the department do better to advance equity, diversity, and inclusion here?
19. What can your peers or co-workers do better to advance equity, diversity, and inclusion in this department?
20. What can you do better to advance equity, diversity, and inclusion in this department?
UNDERGRAD STUDENT VERSION

Raising awareness
1. The Department of Psychology promotes information and resources related to equity, diversity, and inclusion
2. I know how my own behavior can make a difference in promoting equity, diversity and inclusion in this department
3. I know what actions to take should I observe or experience bullying, harassment, or violence
4. Diversity issues are incorporated into the content of the psychology courses that I take

Providing equal access
5. The diversity of professors and staff in the Department of Psychology reflects the diversity that exists in Canada.
6. The Department of Psychology is effective in recruiting, enrolling, and retaining diverse graduate and undergraduate students

Supporting growth and success
7. The Department of Psychology has good procedures to address conflicts that arise related to perceived inequity or unfairness
8. I make proactive efforts when working with my peers on a psychology course project or research project in order to support an equitable and fair environment for a diverse group of team members
9. The division of work in terms of how much time I can spend focusing on my own advancement (taking classes, doing research, writing papers) and how much time I spend on helping others (helping my fellow students, coordinating programs for the area/department) is done in an equitable manner in the Department of Psychology
10. I have equal access to supervisors, courses, events, lectures, and other resources within the Department of Psychology

Personal experiences
11. I feel included by the other members in the Department of Psychology

12. Please answer Yes, Maybe, or No: Have you ever felt excluded or treated in an unequal way at times in the Department of Psychology because of your:
   - Age
   - Race
   - Gender
   - Gender identity
   - Sexual orientation
   - Religious beliefs
   - Political views
   - Cultural background, family background
   - Mental health condition, psychological disorder
   - Learning disorder, learning disability
Other

13. What can the Department of Psychology do better to advance equity, diversity, and inclusion here?

14. What can your peers or co-workers do better to advance equity, diversity, and inclusion in the Department of Psychology?

15. What can you do better to advance equity, diversity, and inclusion in this department?