



Psychology Department

UNIVERSITY OF COLORADO
COLORADO SPRINGS

Diversity Committee E-Blast

April 2021

The Psychology Department Diversity Committee exists to catalyze the members of its community to foster inclusion, equity, and diversity of all members of society. Specifically, the committee actions will focus on educating and equipping faculty, staff, and students to live in ways that support equity and inclusion of diverse populations in the student body, faculty, and staff; and monitoring departmental policies and procedures for explicit and implicit support for inclusion, equity, and diversity.

The diversity committee will disseminate regular communication regarding diversity at UCCS and in our larger communities. Our communications aim to educate students, staff, faculty, and community members at large on diversity scholarship and experiences. We will send out monthly e-blasts highlighting upcoming events, diversity-related projects by faculty and students, and local resources for diversity-related issues.

Our website will provide further resources and information on diversity-related issues related to the UCCS psychology department and the UCCS community at large. The psychology department diversity website is currently in development and we anticipate that it will be up late spring or early summer.

We will disseminate a community newsletter each semester to cover important diversity-related projects and initiatives

Committee Members

- Chair:** Dr. Sara Qualls
- Faculty:** Dr. Diana Selmezy, Dr. Leilani Feliciano
- Staff:** Dr. Magdalene Lim
- Graduate Student Member:** Katie Stypulkowski
- Daniels Fund Ethics Fellow:** Geffen Ferszt
- Communications Subcommittee:** McKenzie Lockett, Geffen Ferszt, Kelly O'Donnel, Margaret Morison

Watch: "Recovering from Racism: Journeying to Truth and Conciliation"

Dr. Stephany Rose Spaulding



Watch this hour long presentation by Dr. Stephany Rose Spaulding, PhD, an Associate Professor in Women's and Ethnic Studies and the Associate Vice Chancellor for the Equity, Diversity, & Inclusion office at UCCS. Dr. Rose - who initially gave this talk on February 11th, 2021 - discusses America's history of systemic racism and contextualizes this history in current events, including the January 6th, 2021 attack on the U.S. Capitol. Dr. Rose gave this talk for the Global Intercultural Research Center (GLINT), an interdisciplinary research unit at UCCS that aims to highlight, support, and orchestrate intercultural scholarship. Click [here](#) to watch the talk.

Learn about LGBTQ+ terminology

Increasing LGBTQ+ visibility has emerged over the past several years. For many people, however, there is still a great deal of confusion over different terminology. The University of Wisconsin's LGBTQ+ terminology glossary is a great starting resource to educate oneself on basic terminology for understanding the experience of LGBTQ+ individuals. Click [here](#) to check it out.

Want to learn how to be an ally to transgender people? Check out this [help page](#) from GLAAD.

Diversity-related groups for UCCS students at the UCCS Wellness Center's Mental Health Services

UCCS' Mental Health Services provides several process groups for students of minority identity or allies. These groups aim to create safe spaces for processing issues and experiences related to minority identities.

Support for Survivors Group: a group for students who have experienced any type of traumatizing experience that is sexual in nature. This group is open to those of any gender of sexual identity.

Students of Color Group: a group for students of color who desire to process emotions related to the ongoing pandemic and civil unrest.

LGBTQIA+ Support and Process Group: a group for students identifying as LGBTQIA+ to process topics related to this identity.

Positive Body Group: a group for students who struggle with poor body image and unhelpful food habits

Ally Group: a group for students to explore being a stronger and more effective ally in race relations. This group is open to anyone interested in engaging in inclusive, informed discussions and exploring their own identities in relation to others.

Go to the Wellness Center's [website](#) for contact information.

Faculty Spotlight: Dr. Edie Greene

By: Kelly O'Donnel



Over the years Dr. Edie Greene's work has examined equity, diversity, and inclusion (EDI) issues at the intersection of psychology and law. She has conducted research on issues related to race and age in the criminal justice system, and presented findings on effects of defendant race and prior record on mock jurors' judgments at the American Psychology-Law Society annual conference in 2019. Dr. Greene also recently assembled an empirical report on predictive policing and race-related biases in police policies for the Pikes Peak Peace and Justice Coalition. She has incorporated EDI values into her teaching practice, educating students on racial issues in psychology and law courses. Finally, throughout her career Dr. Greene has consulted with attorneys on race-based errors in eyewitness memory.

Upcoming Events

Roots of Injustice, Seeds of Change: Toward Right Relationship with Native Peoples (April 11)

Click [here](#) for more details and registration

The Power of Diversity, Equity, & Inclusion Speaker Series: John Register (April 15th)

Click [here](#) for more details

Subscribe to the Psychology Department Diversity Committee's Mountain Lion Connect [page](#) to see an up-to-date list of university-related and community-based EDI events.

Editorial: Discrimination Towards Asian Americans During the COVID-19 pandemic

By: Mimi Morison

In the midst of the coronavirus pandemic, hate crimes against Asian Americans have risen at an alarming rate, causing considerable concern for the mental and physical well-being of Asian Americans. The Center for the Study of Hate and Extremism found anti-Asian hate crimes increased 149% among 16 major cities across the U.S., with initial spikes in reported hate crimes occurring in the beginning of the pandemic.

Similarly, the Stop AAPI Hate organization received reports of 3,795 incidents of discrimination from March 2020 to February 2021 (Jeung et al., 2021). A substantial number of Asian Americans reported hate incidents in the last year, including verbal harassment, shunning, and physical assault.

Most notably, the rise in discrimination appears to be directly tied to anti-Asian rhetoric parroted by numerous media outlets. Darling-Hammond and colleagues (2020) found that bias against Asian Americans increased as news outlets began using stigmatizing language regarding the coronavirus outbreak (e.g., referring to COVID-19 as the "China Virus"). Although anti-Asian sentiments and discrimination against Asian Americans is far from new (Chen, Trinh, & Yang, 2020), recent trends warrant considerable attention and action.

Dr. Jenny Yen shared her personal experiences as an Asian American/Pacific Islander (AAPI) professional, "At work while my non-AAPI colleagues were doing their work as per usual and engaging in some watercooler chatter, I was emotionally drowning and drained. I felt like I was living two realities. One where I was professional, composed, and "just fine" and another where I felt so many complex feelings (e.g., distracted, fatigued, drained, numb, angry, sad, invisible, and helpless). When I talk to my AAPI colleagues, they have a hard time putting into words how they are feeling." The negative effects of racism on marginalized individuals is well documented. In their comprehensive review, Gee and colleagues (2009) found associations between anti-Asian discrimination and increased risk of depression, anxiety, psychological distress, cardiovascular disease, cholesterol, diabetes, and alcohol or tobacco use. Recent work examining discrimination in the context of COVID-19 found that direct experiences with anti-Asian discrimination were positively associated with depressive symptoms in a sample of Asian Americans (Woo & Jung, 2021). In the Asian American Psychological Association's testimony to the House Judiciary, they report several findings regarding the impact of anti-Asian racism during the pandemic. Early data analysis shows that, among the 413 Asian Americans who participated, those reporting discrimination related to COVID-19 were more likely to report posttraumatic stress disorder (PTSD) symptoms versus those who did not report COVID-related discrimination. The majority (95%) of participants reported that they view the U.S. as more physically dangerous since the pandemic began. Experiences with discrimination, as well as fear of harm to one's self or loved ones due to ever-growing threats of harassment or violence, may indeed be traumatic. As hate crimes and discrimination rise, practitioners and researchers must consider the race-based traumatic stress endured by Asian Americans.

Jeung, R., Yellow Horse, A., Popovic, T., & Lim, R. (2021). Stop AAPI Hate National Report.

https://secure.servecdn.com/104_238_69_231/ai/Lw_90d/mythupload.com/wp-content/uploads/2021/03/210312-Stop-AAPI-Hate-National-Report.pdf

Gee, G. C., Ro, A., Shariff-Marco, S., & Chae, D. (2009). Racial discrimination and health among Asian Americans: Evidence, assessment, and directions for future research. *Epidemiological Review*, 31, 130-151.

<https://doi.org/10.1093/epirev/mxp009>

Woo, B., & Jun, J. (2021). COVID-19 racial discrimination and depressive symptoms among Asian Americans: Does communication about the incident matter? *Journal of Immigrant and Minority Health*. <https://doi.org/10.1007/s10993-021-01167-x>

Darling-Hammond, S., Micheals, E. K., Allen, A. M., Chae, D. H., Thomas, M. D., Nguyen, T. T., Mujahid, M. M., & Johnson, R. C. (2020). After "The China Virus" went viral: Racially charged coronavirus coverage and trends in bias against Asian Americans. *Health Education & Behavior*, 47(6), 870-879. <https://doi.org/10.1177/090196120957949>

Chen, H. A., Trinh, J., & Yang, G. P. (2020). Anti-Asian sentiment in the United States – COVID-19 and history. *The American Journal of Surgery*, 220, 556-557. <https://doi.org/10.1016/j.amjsurg.2020.05.020>