



Psychology Department

UNIVERSITY OF COLORADO
COLORADO SPRINGS

Diversity Committee E-Blast

November 2021

By: Mimi Morison & McKenzie Lockett

This Month's Newsletter At a Glance

1. **Take Action:** The Ethos of Care Pledge
2. **Upcoming Events**
3. **Watch:** A Ted Talk on Intersectionality
4. **Resource:** Equitable Data Science
5. **Research Spotlight:** Dr. Steven Bistricky
6. **Editorial:** A Primer on Pronouns

Committee Members

Chair: Dr. Sara Qualls

Faculty: Dr. Diana Selmeczy, Dr. Leilani Feliciano, Dr. Steven Bistricky

Staff: Dr. Magdalene Lim

Graduate Student Members: Tyler Powers, Alekx Schneebeck

Communications Subcommittee: McKenzie Lockett, Kelly O'Donnel, Margaret Morison
email: psychdiv@uccs.edu



The Ethos of Care Pledge: Commit to Creating a More Equitable Academic Culture

How might academia address inequalities in its own culture? Consider taking the Ethos of Care Pledge, developed by UCCS faculty Emily Skop and Jessi Smith alongside Martina Angela Caretta (Lund University) and Caroline Faria (University of Texas). The pledge is a formal agreement that seeks to cultivate an equitable and nurturing environment among collaborators in academic settings. It does so by focusing

on developing mutually beneficial connections and challenging outdated ideas about productivity and ranking. For example, one way to cultivate a more equitable environment is by "mentor[ing] up, down, and across professional and personal life course stages to unsettle hierarchical relationship." The 10 outlined statements offer a starting point to facilitate conversation among collaborators about expectations and assist in goal setting. Check out this [article](#) for more information.

Upcoming Events

Thursday, November 18th: DEI Grant Awardees Presentation Series

UCCS's department of Diversity, Equity, & Inclusion is highlighting the awardees from the DEI Grants. Learn about recently funded initiatives to make UCCS a more equitable and inclusive environment. <https://mlc.uccs.edu/event/7400593>

Learn About Intersectionality From Dr. Kimberle Crenshaw

Intersectionality is an important framework through which individual characteristics – such as race, class, and gender – intersect to explain differences between individuals' lived experiences. Developed by Kimberle Crenshaw in 1989, intersectionality was first used to describe the unique overlap of both racism and sexism experienced by Black women. In many subfields of psychology, the distinct experiences of groups with intersecting marginalized identities becomes critical to understand. For example, Black women who experience sexual assault may face barriers to disclosing their experiences and seeking treatment due to their intersecting identities (Tillman et al., 2010). Hear a discussion of intersectionality from Dr. Crenshaw herself in this [Ted Talk](#).

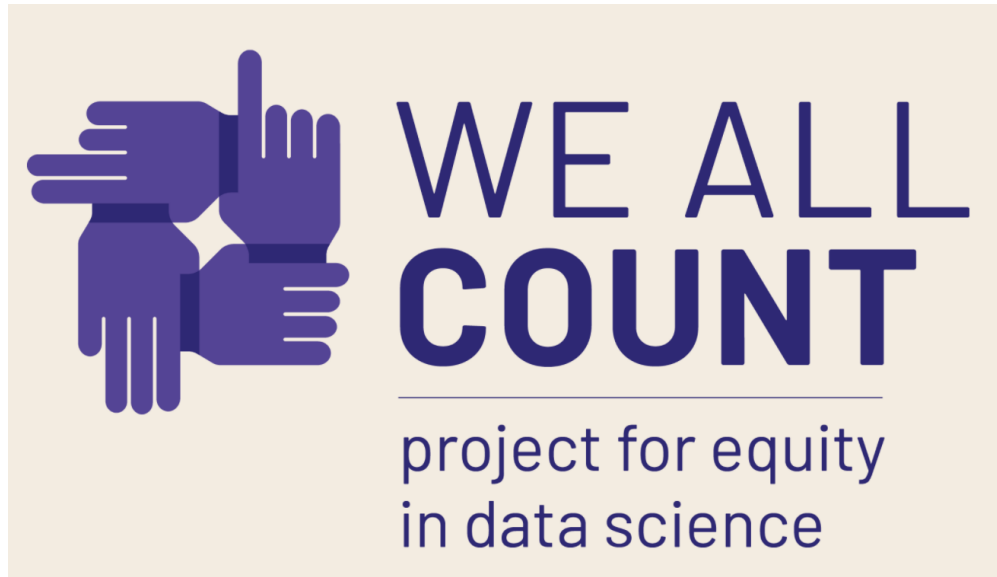
References

Crenshaw, K. (1989). Demarginalizing the intersection of race and sex: A Black feminist critique of antidiscrimination doctrine, feminist theory, and antiracist politics. *University of Chicago Legal Forum*, 1(8). 139-167.

Tillman, S., Bryant-Davis, T., Smith, K., & Marks, A. (2010). Shattering silence: Exploring barriers to disclosure for African American sexual assault survivors. *Trauma, Violence, & Abuse*, 11(2), 59-70. <https://doi.org/10.1177/1524838010363717>

We All Count: A Data Science Resource for Equity.

Ever wonder what “p-hacking” meant, but were afraid to ask? Unsure of different ways to analyze your data? Don’t know how to talk to your mentor or colleagues about using new methods? We All Count is a resource providing tools such as the Data Jargon Decoder, Methodology Matrix, and Talk-To-Your-Boss Sheets to enhance equity in data science. They also offer a newsletter discussing topics surrounding data equity and a 7-step framework to assist in making more equitable decisions in funding, project design, analysis, and so on. Check them out here: <https://weallcount.com/>



Research Spotlight: **Dr. Steven Bistricky**

Dr. Bistricky’s work tends to focus on vulnerability and resilience to trauma and other challenging stressors, and a thread within it has been increasing inclusion and understanding of individuals from historically underrepresented groups. He has published research on ways to increase participation and representation of Black and Asian Americans in clinical psychology research (Bistricky, Mackin, Chu, and Areán, 2010), and also examined whether self-identified ethnicity might interact with history of depression to influence selective attention in the context of

Additionally, Dr. Bistricky has worked with students and colleagues to publish research on a family-school collaboration assessment instrument that could be used by schools to engage children’s caregivers through inclusive, equitable, and culturally responsive partnership (Malchar, Praytor, Wallin, Bistricky, & Schanding, 2019). More recently, his projects have included research that examines the mental health and self-care practices of LGB-identified students and alumni of professional psychology graduate training programs, as well as whether the purportedly adaptive psychological construct of quiet ego is valid and meaningful in relation to Latinx/Hispanic cultures in the U.S. Dr. Bistricky’s commitment to

processing others' facial affect
(Bistricky, Harper, Balderas, Cook,
Rios, & Short, 2019).



EDI extends beyond research and into community and teaching initiatives; he co-founded the Diversity Committee at his prior institution, joined the Psychology Department Diversity Committee upon accepting a position at UCCS, and hopes to provide resources, advocacy, and support. In his fixed teaching curricula and practica he focuses on topics related to EDI (minority stress theory, health disparities, culturally responsive practice), and also regularly flexes lesson planning to address prominent topical societal events, such as those in recent years salient to patterns of hate crimes and unequal justice.

Editorial: A Primer on Pronouns

By: McKenzie Lockett

Pronouns, which refer to people in place of their name (e.g., they, she, he, ze), have historically been rooted in assigned gender. However, increasingly, pronouns do not necessarily match gender expression, and many people use multiple sets of pronouns. Some people may experience anxiety with the changing norms around pronoun usage, with fear of “getting it wrong.” Although there is no simple guide to automatically getting someone’s pronouns right, understanding more about pronouns and these changing norms can improve interactions with others in professional and personal settings.

Pronouns and gender. Pronouns often reflect gender identity, but do not always coincide with gender expression – that is, the way that gender is presented outwardly through behavior, clothing, and other physical characteristics. In addition to pronouns that most people are familiar with and commonly use (they/she/he), there are also neopronouns: words that are used in the place of pronouns that do not reflect gender. These include ze/zir, ze/hir, and ve/ver among others. People choose pronouns that feel “best” to them, and an important aspect of respecting other people is to respect their pronouns. Research has shown that correct pronoun usage among transgender youth can reduce the likelihood of depressive symptoms and suicidal ideation (Russell et al., 2018).

Multiple pronouns. Some people use multiple pronouns (e.g., they/ze) and

have different preferences around their multiple pronouns. People use multiple pronouns for many reasons, including feeling that one set of pronouns does not entirely capture their gender.

Some people with multiple pronouns list them in the order of *preference* (e.g., they/he/she) – this means that they prefer being referred to as “they” but accept she or he in addition to they. Mae Martin, a nonbinary comedian, once said “I love it when people say ‘they’ but I don’t mind ‘she’ at ALL” in reference to their multiple pronouns. For some people, preferences depend on the *context*. In the same way you might prefer a professional colleague call you by your full name (e.g., McKenzie), and your best friends to call you by your nickname (e.g., Kenzie), others have similar preferences for pronouns.

Others with multiple pronouns view their pronouns as being *interchangeable*. These are also called “rolling” pronouns. This means that there is no preference towards one set of pronouns, and a mixed usage of pronouns feels best. Halsey, a pop artist, stated that they are happy with either of their pronouns (they/she) being used and that she has no preference. When interacting with someone who has multiple, interchangeable pronouns, switching up pronouns as you refer to them is the best approach.

Pronoun preference may also shift day-to-day. Some people feel more or less like one gender at a given time and may switch their pronouns to reflect this. Additionally, others using multiple pronouns may be exploring or testing out a new set of pronouns. This is common among people who are exploring their gender. Someone may request to be referred to with certain pronouns and change their mind later as they explore their gender. Respecting other’s shifting pronouns usage is an important part of honoring each individual person’s experience with their gender.

If you get it wrong. Getting someone’s pronouns wrong happens. It’s recommended to simply apologize – without making too much of a fuss – and move on, while putting effort towards getting the pronouns correct in the future. Getting used to new, different, or interchangeable pronouns can be challenging. However, there are resources to help people practice pronouns. For example, this website (https://www.practicewithpronouns.com/#/?_k=kyercc) allows you to choose a set of pronouns you’d like to get familiar with (e.g., ze/zir) and practice using them correctly in sentences.

Other things you can do. Staying up to date on new terminology is important as society’s understanding of gender becomes more fluid. Also consider listing your own pronouns on your email signature, social media websites, and presentation slides. Normalizing the practice of presenting one’s pronouns can make it easier for others to provide their own pronouns. Modeling and cultivating openness can make others feel comfortable to share their own pronouns.

Clinical and research implications. Unfortunately, there is little empirical

research on multiple pronouns and the preferences of people who use multiple pronouns. However, researchers and clinicians have emphasized the importance of cultural competence for therapy clients who are transgender or nonbinary. Although anxiety about providing gender-affirming care is normal, it can undermine therapeutic alliance and rapport (Knutson et al., 2019); thus, understanding current trends in terminology and practice is important for clinicians working with transgender and nonbinary clients. Taking a stance of cultural humility – i.e., an awareness of how one views and treats others with differing identities and a commitment to ongoing learning – can reduce the likelihood of committing harmful acts towards transgender and nonbinary clients (e.g., using the wrong names or pronouns, invalidating one’s gender exploration).

	Subject	Object	Possessive	Pronunciation	Example
Gender Binary	She	Her	Hers	As it looks	She is speaking.
	He	Him	His	As it looks	He is speaking.
Gender Neutral	They (Sing.)	Them	Theirs	As it looks	They are speaking.
	Ze	Hir	Hirs	Zhee, Here, Heres	Ze is speaking.
	Ze	Zir	Zirs	Zhee, Zhere, Zheres	Ze is speaking
	Xe	Xem	Xyr	Zhee, Zhym, Zhyre	Xe is speaking.

*table from <https://www.diversitycenterneo.org/about-us/pronouns/>

References and further reading

Knutson, D., Koch, J. M., & Goldbach, C. (2019). Recommended terminology, pronouns, and documentation for work with transgender and non-binary populations. *Practice Innovations*, 4(4), 214.

<https://pronounsday.org/resources>

<https://www.them.us/story/multiple-sets-of-pronouns>

<https://www.wellandgood.com/multiple-sets-pronouns/>

<https://medium.com/prismnpen/how-to-respect-people-who-use-multiple-sets-of-pronouns-3e7d4f7ba8eb>