

Report:

Pilot Implementing Equity, Inclusion, and Anti-Racism Statements for Oral-Presentation Submissions to the Annual Convention

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The data underlying this report are accessible via <https://osf.io/r27kz/>.

Data note: Nothing written (e.g., open-ended responses, actual statements, reviewer comments) is included as it can sometimes identify the author.

Table of Contents

EXECUTIVE SUMMARY 4

THE REVIEW PROCESS FOR SPSP 6

Figure 1. Flow chart describing the peer-review and decision-making process for scientific submissions to the 2023 annual meeting. 6

CORRELATIONS BETWEEN STATEMENT RATINGS AND OTHER METRICS 7

Table 1. Correlations between reviewers’ EIA statement ratings and other merit ratings. 7

Figure 2. Correlation between scientific ratings and EIA scores...... 7

RELATIONSHIP BETWEEN REVIEWER SCORES AND DECISIONS..... 8

SINGLE PRESENTER TALK DECISIONS8

Table 2. Results of t-tests comparing reviewer ratings in each of the categories between submissions that were accepted as an oral presentation and those that were not. 8

Figure 3. Average reviewer ratings on all dimensions as a function of whether the submission was ultimately accepted as an oral presentation. 8

Table 3. Results of binary logistic regressions (n = 4) predicting talk acceptance from each of the scientific measures and EIA score simultaneously. 9

SYMPOSIUM DECISIONS10

Table 4. Results of t-tests comparing reviewer ratings in each of the categories between submissions that were accepted as an oral presentation and those that were not. 10

Figure 4. Average reviewer ratings on all dimensions as a function of whether the submission was ultimately accepted as an oral presentation...... 10

Table 5. Results of binary logistic regressions (n = 4) predicting talk acceptance from each of the scientific measures and EIA score simultaneously. 10

WERE EIA-RELATED RESEARCH AREAS OVER-REPRESENTED?..... 11

COMPARATIVE REPRESENTATION OF TOPIC KEYWORDS IN SUBMISSION VS. IN ACCEPTED SINGLE-PRESENTER ORAL PRESENTATIONS.11

Figure 5. Single-Presenter: Percentage of acceptances with each keyword minus percentage of submissions with each keyword. 11

COMPARATIVE REPRESENTATION OF TOPIC KEYWORDS IN SUBMISSION VS. IN ACCEPTED SYMPOSIA.....12

Figure 6. Symposia: Percentage of acceptances with each keyword minus percentage of submissions with each keyword. 12

DID SUBMISSION TOPICS CHANGE? 13

Figure 7. Change in percentage of submissions in each topic area comparing topics submitted in years before the pilot project (for the 2018-2021 conventions) and during the pilot project (for the 2022 & 2023 conventions)...... 13

CONTENT OF STATEMENTS SUBMITTED..... 14

STATEMENT LENGTH AND EIA SCORE/ACCEPTANCE14

Figure 8. Distribution of word count of EIA statements. 14

CONTENT ANALYSIS OF 929 SINGLE-PRESENTER ORAL-PRESENTATION SUBMISSIONS15

Table 6. Examples of content from statements fitting within each category 15

Figure 9. Categorization of topics addressed in EIA statements based on content analysis. 15

DID SUBMISSION CONTENT MATTER FOR ACCEPTANCE OR STATEMENT RATINGS?16

Table 7. Relationships between content categories and (1) Talk acceptance, (2) EIA ratings 16

PUBLIC OPINION ON STATEMENTS 17

EXPERIENCE WRITING THE STATEMENT	17
<i>Figure 10. Submitters' experiences writing the statements.</i>	17
PERCEPTIONS OF THE STATEMENT	18
<i>Figure 11. Statement perceptions as a function of whether someone submitted (the statement).</i>	19
OPEN-ENDED RESPONSES.....	20
<i>Summary of Major Arguments Made</i>	20
APPENDIX A. TIMELINE OF STATEMENT PILOT	24

Executive Summary

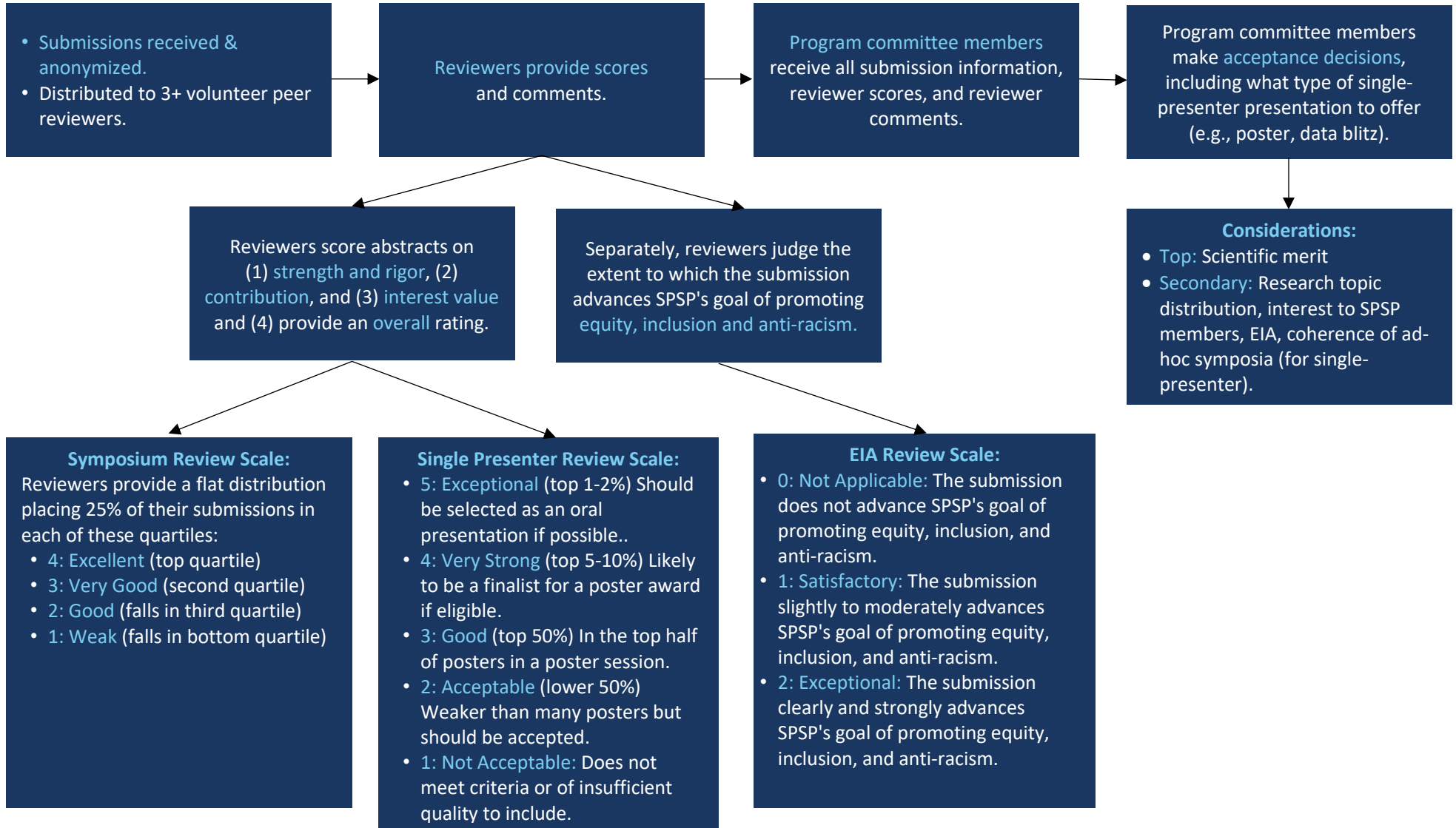
BASIC TIMELINE <ul style="list-style-type: none"> 2020: Task Force Recommends Statements for Submissions 2021: Year 1: Statements required for Year 1 Pilot. Seen only by program committee. 2022: Year 2: Statements required and judged by reviewers for Year 2 Pilot.  Full Timeline		
REVIEWER RATING SCALE  <ul style="list-style-type: none"> 2- Exceptional 1- Satisfactory 0- Not Applicable 	PRACTICAL USE <ul style="list-style-type: none"> For selecting between submissions with close scientific ratings that were on the margins. To help the convention committee address SPSP's diversity, equity, and inclusion goals. 	
DO THEY RELATE TO...  <p>Scientific Merit Ratings?</p>  <p>Acceptance?</p>	DO THEY...  <p>Favor Some Topics?</p>  <p>Change What's Submitted?</p>	
WHAT DO PEOPLE WRITE ABOUT MOST?  <p>(1) Research Topics</p>  <p>(2) Researcher Characteristics</p>  <p>(3) Sample Characteristics</p>		
<p>DOES SPECIFIC CONTENT OR LENGTH OF EIA STATEMENT RELATE TO ACCEPTANCE?</p> <p>DOES NON-CONTRIBUTION DOOM A SUBMISSION?</p>  		
WHAT DO PEOPLE THINK? <ul style="list-style-type: none"> Mixed Reactions, often polarized Concerns about how statements are evaluated and used 	FAVOR <ul style="list-style-type: none"> Serves SPSP's mission Benefits conference & science Allows researchers to address EIA in their own ways Communicates commitment 	OPPOSE <ul style="list-style-type: none"> Biases decisions Turns away some scientists Burdens submitters Requires personal disclosure Makes SPSP ideological
DID NOT SUBMIT <ul style="list-style-type: none"> Against statements more than any other group Strongest belief it will bias decisions negatively 	POSTER SUBMITTERS <ul style="list-style-type: none"> Some favorable evaluation, but notable concerns Concerns specific content/people will be prioritized 	STATEMENT SUBMITTERS <ul style="list-style-type: none"> Most positive group Concerns about how the statement was used in decisions and lack of clarity in the submission process

NEXT STEPS

- One year extension of the pilot program to determine whether to keep EIA statements in the submission process and, if so, how best to institutionalize the collection and review of the responses to the prompt in the future.
- Clarify instructions and make evaluation criteria transparent and easily accessible (e.g., adding a word limit, providing examples, offering answers to FAQ).
- Adding the term “diversity” to the submission question, making the prompt more applicable to researchers outside the United States where terms like “anti-racism” may be less applicable.
- Require statements only for submissions that authors indicate do advance DEIA goals.

The Review Process for SPSP

Figure 1. Flow chart describing the peer-review and decision-making process for scientific submissions to the 2023 annual meeting.



Correlations Between Statement Ratings and Other Metrics

As Table 1 and Figure 2 show, ratings of EIA statements and ratings of scientific metrics correlated positively. To the extent that people scored higher on EIA statements they were more likely to score higher on the scientific metrics SPSP has traditionally used in submission review.

Table 1. Correlations between reviewers' EIA statement ratings and other merit ratings.

EIA Statement	<i>r</i> [CI _{95%}]			
	<u>Rigor</u>	<u>Interest Value</u>	<u>Contribution</u>	<u>Overall Rating</u>
	.19 [.13, .25]	.28 [.22, .34]	.32 [.26, .38]	.33 [.27, .39]

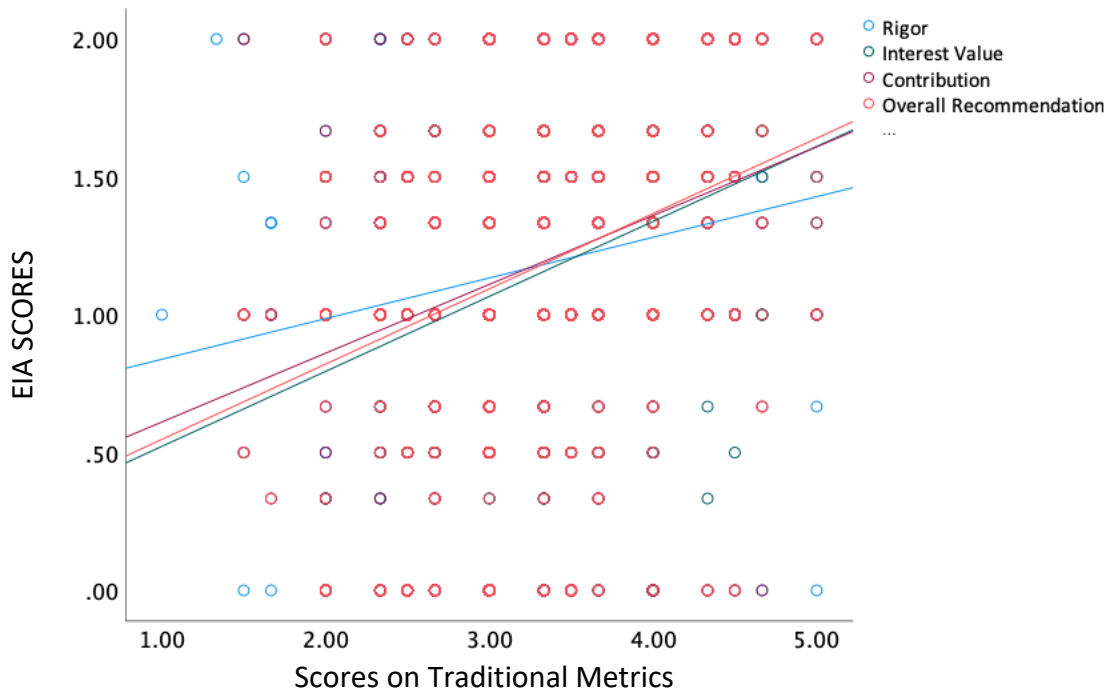


Figure 2. Correlation between scientific ratings and EIA scores

Relationship Between Reviewer Scores and Decisions

Single Presenter Talk Decisions

Sample: 929 single-presenter oral-presentation submissions (770 accepted; 101 accepted as oral presentation).¹

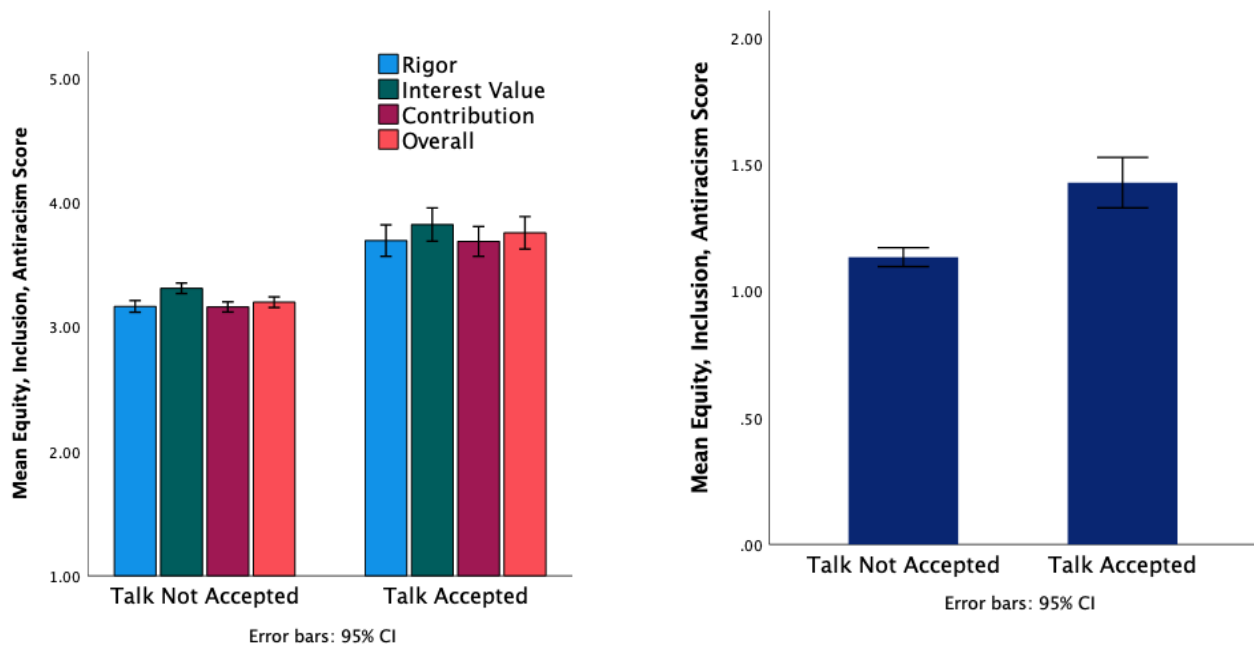
As Table 2 and Figure 3 show, those with higher scores on all metrics were more likely to be accepted. All scientific metrics were better predictors of acceptance than were EIA scores. As Table 3 shows, when placed into binary logistic regressions scores on all scientific metrics and EIA statements independently predicted talk acceptance.

Table 2. Results of t-tests comparing reviewer ratings in each of the categories between submissions that were accepted as an oral presentation and those that were not.

	<i>d [CI_{95%}]</i>				
	<u>EIA Statement</u>	<u>Rigor</u>	<u>Interest Value</u>	<u>Contribution</u>	<u>Overall Rating</u>
Talk Acceptance	.56 [.34, .77]	.78 [.57, .98]	.82 [.61, 1.03]	.88 [.67, 1.09]	.88 [.67, 1.09]

Note. All t-tests are significant at $p < .001$

Figure 3. Average reviewer ratings on all dimensions as a function of whether the submission was ultimately accepted as an oral presentation.



¹ Note, that this report does not analyze the data comparing those who were or were not accepted, as all presenters specifying that they were interested in presenting a poster/research spotlight were accepted—only submitters who did not check that option were rejected.

Table 3. Results of binary logistic regressions (n = 4) predicting talk acceptance from each of the scientific measures and EIA score simultaneously.

	<i>OR [CI_{95%}]</i>			
	<u>Rigor</u>	<u>Interest Value</u>	<u>Contribution</u>	<u>Overall Rating</u>
Scientific Metric	2.76 [1.96, 3.88]	2.99 [2.02, 4.43]	3.63 [2.44, 5.39]	3.29 [2.25, 4.80]
EIA Score	2.61 [1.64, 4.14]	1.99 [1.25, 3.16]	2.03 [1.29, 3.19]	1.90 [1.19, 3.04]

Note. All predictors are significant at p < .005

Talk acceptance did not significantly differ as a function of contributing to EIA vs not: Talks by those who explicitly indicated they did *NOT* contribute to EIA were accepted for talks 7.8% of the time, whereas those who indicated that they did contribute to EIA in some way were accepted for talks 10.5% of the time, $\chi^2(1, n = 748) = 0.36, p = .55$.

A portion of submitters did not respond to the EIA statement at all (10.1%), and they nearly all received a score less than 1 on EIA (80.8%; indicating EIA was “not applicable”) as well as lower scores on all scientific ratings. Examining those who did write something for the EIA statement (including those that directly noticed that they did not contribute to EIA or wrote “N/A”), those that received less than 1, on average, on EIA scores were accepted as talks 9.8% of the time, whereas those who received 1 or greater, on average, on EIA scores were accepted as talks 12.4% of the time, $\chi^2(1, n = 774) = 0.36, p = .58$.

These data consistently suggest that the statements were not used as litmus tests to reject everyone (or overly-reject those) who did not contribute to EIA.

Symposium Decisions

Sample: 135 in-person-symposia submissions (71 accepted).

As Table 4 and Figure 4 show, those with higher scores on all metrics were more likely to be accepted. All scientific metrics except interest value were better predictors of acceptance than were EIA scores. As Table 5 shows, in binary logistic regressions scores on all scientific metrics, but **NOT** scores on EIA statements, predicted talk acceptance.

Table 4. Results of t-tests comparing reviewer ratings in each of the categories between submissions that were accepted as an oral presentation and those that were not.

	<i>d [CI_{95%}]</i>				
	<u>EIA Statement</u>	<u>Rigor</u>	<u>Interest Value</u>	<u>Contribution</u>	<u>Overall Rating</u>
Talk Acceptance	.41 [.06, .75]	.86 [.50, 1.21]	.69 [.34, 1.04]	.82 [.46, 1.17]	.83 [.47, 1.18]

Note. All t-tests are significant at $p < .001$

Figure 4. Average reviewer ratings on all dimensions as a function of whether the submission was ultimately accepted as an oral presentation.

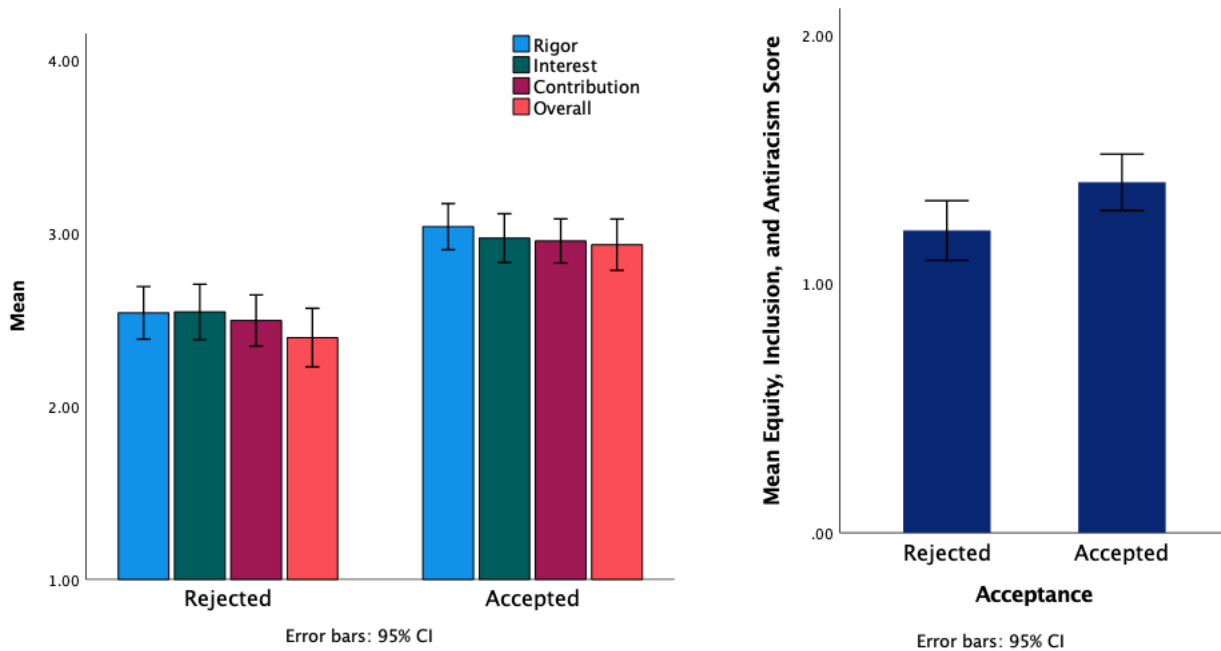


Table 5. Results of binary logistic regressions ($n = 4$) predicting talk acceptance from each of the scientific measures and EIA score simultaneously.

	<i>OR [CI_{95%}]</i>			
	<u>Rigor</u>	<u>Interest Value</u>	<u>Contribution</u>	<u>Overall Rating</u>
Scientific Metric	4.00 [2.05, 7.81]	3.96 [1.92, 8.15]	2.82 [1.46, 5.46]	3.34 [1.77, 6.29]
EIA Score	1.94 [0.86, 4.38] ^{ns}	1.54 [0.69, 3.45] ^{ns}	1.41 [0.62, 3.20] ^{ns}	1.21 [0.52, 2.82] ^{ns}

Note. All scientific merit predictors are significant at $p < .003$; ns indicates $p > .05$

Were EIA-Related Research Areas Over-Represented?

Comparative representation of topic keywords in submission vs. in accepted single-presenter oral presentations.

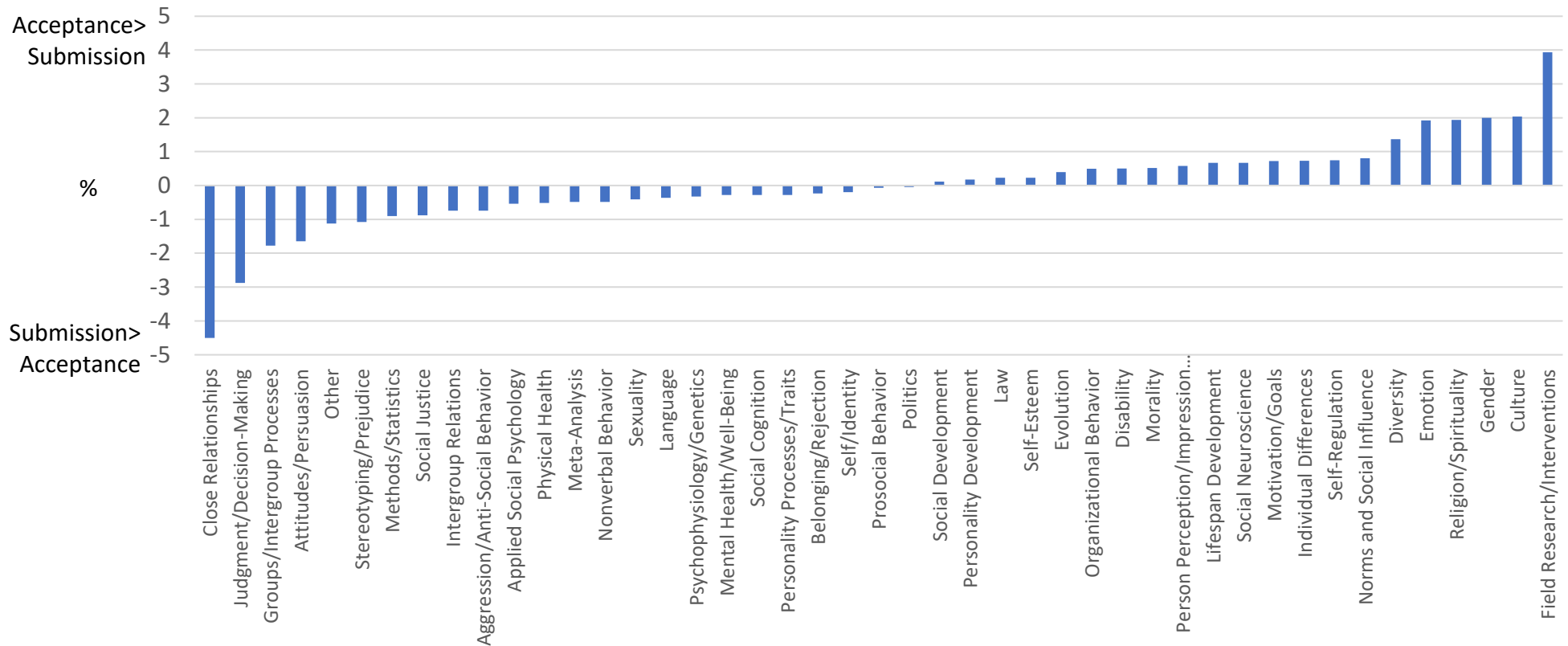


Figure 5. Single-Presenter: Percentage of acceptances with each keyword minus percentage of submissions with each keyword. Examining symposia submissions and decisions: The topics of diversity, gender and culture selected at rates 1% or greater than their representation in the submissions. By contrast, groups/intergroup processes and stereotyping/prejudice were rejected at rates 1% or greater than their representation in submissions. Other topics that outperformed their representation in submissions included religion/spirituality, emotion, and field research/interventions. Other topics that underperformed their representations in submissions included close relationships, judgement/decision-making, and “other.”

Comparative representation of topic keywords in submission vs. in accepted symposia

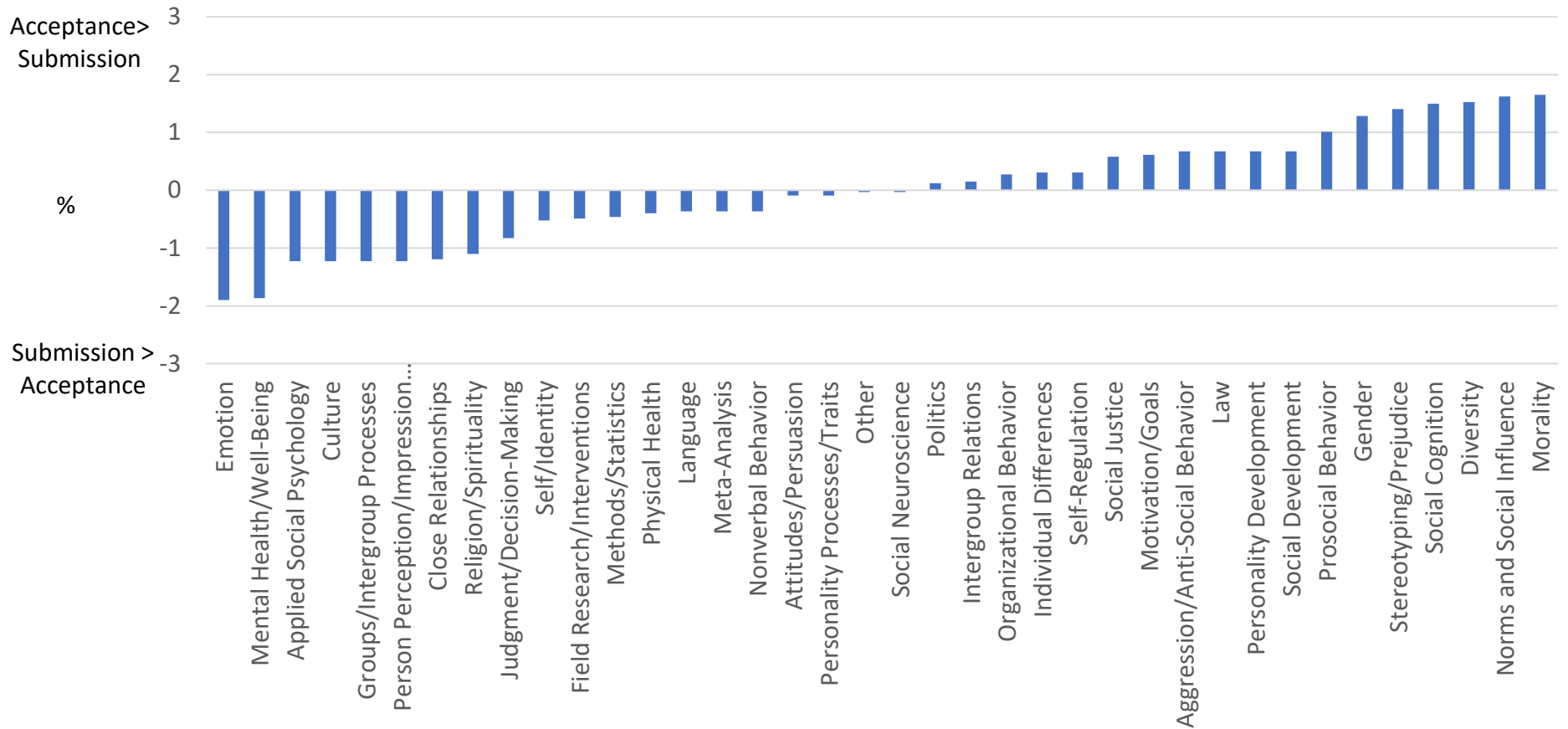


Figure 6. Symposia: Percentage of acceptances with each keyword minus percentage of submissions with each keyword. Examining symposia submissions and decisions: The topics of diversity, stereotyping/prejudice, social cognition, and gender were selected at rates 1% or greater than their representation in the submissions. By contrast, culture and groups/intergroup-processes were rejected at rates 1% or greater than their representation in submissions. Other topics that outperformed their representation in submissions included morality, norms and social influence, social cognition, and prosocial behavior. Other topics that underperformed their representations in submissions included mental health/well-being, emotion, close relationships, culture, religion/spirituality and judgement/decision making.

Did submission topics change?

Sample: All submissions from conventions from 2018-2023

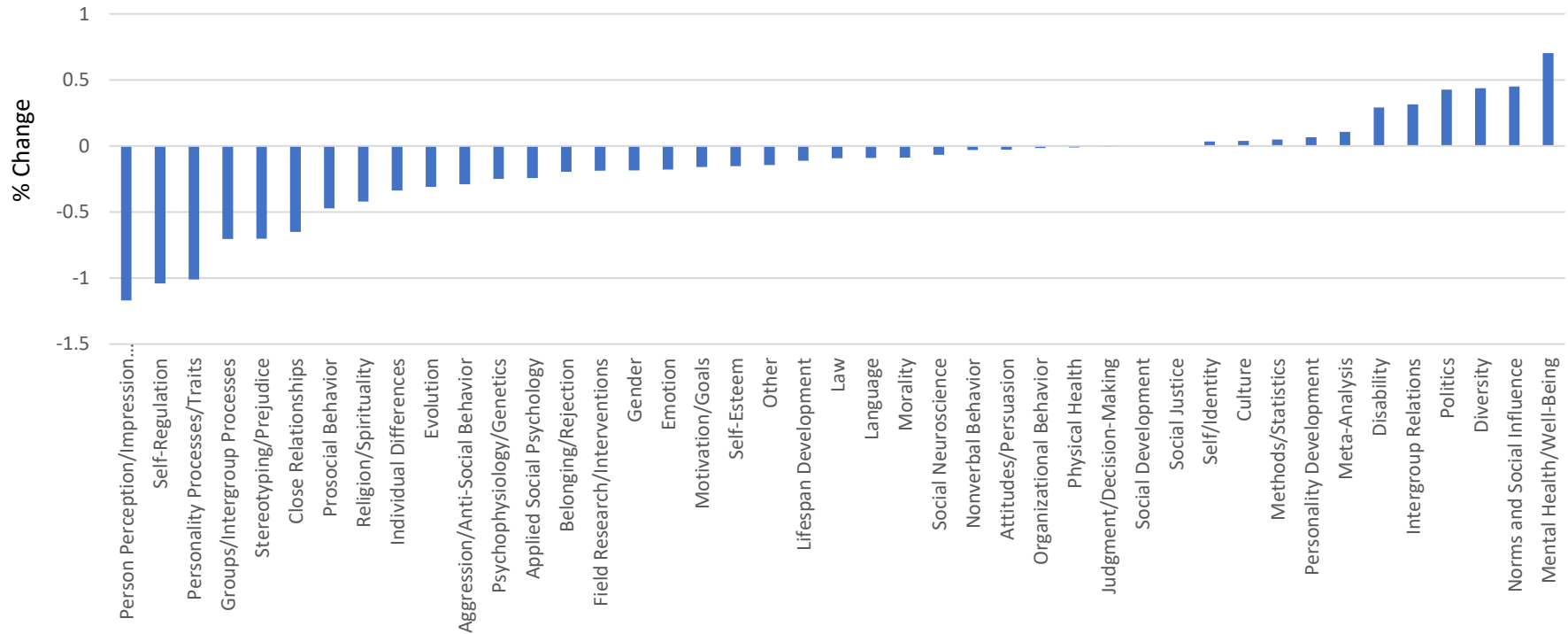


Figure 7. Change in percentage of submissions in each topic area comparing topics submitted in years before the pilot project (for the 2018-2021 conventions) and during the pilot project (for the 2022 & 2023 conventions)

Comparing the proportion of submissions tagged with each topic from before the pilot, when the statement was not required (for the 2018-2021 conventions), to during the pilot, when the statement was required (for the 2022 & 2023 conventions), there is strong evidence for rank-order stability, $r(43) = .96, p < .001$. That is, popular topics stayed popular and unpopular topics stayed unpopular. Moreover, none of the topics increased or decreased more than 1.2% in its proportional representation in submissions. Related to the EIA statements, diversity was in the top 5 of those that increased comparatively, whereas stereotyping and prejudice was in the top 5 of those that declined comparatively.

Content of Statements Submitted

Note: these analyses focus on single-presenter submissions.

Statement Length and EIA Score/Acceptance

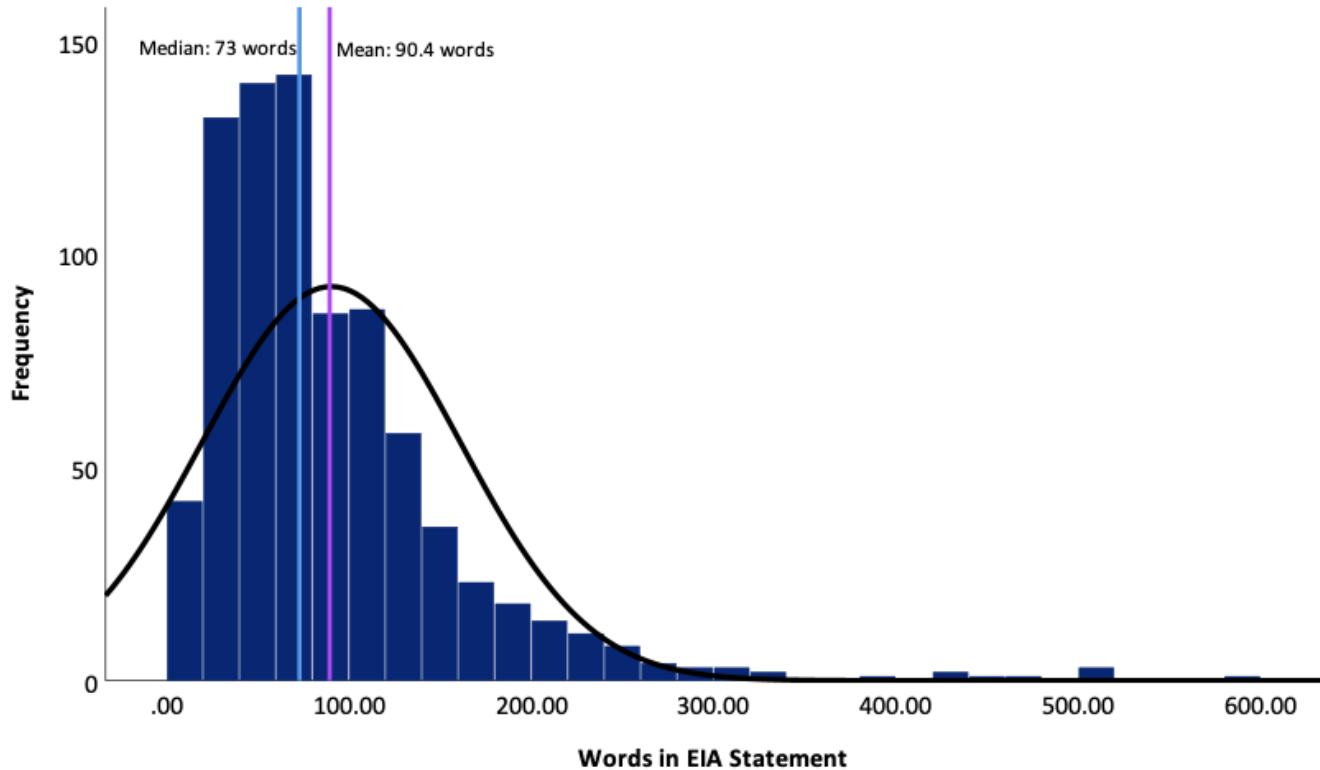


Figure 8. Distribution of word count of EIA statements.

Most submissions (75%) were under 116 words, with a range from 2 to 591 words. The median submission was 73 words long ($M = 90.4$ words; $SD = 70.6$ words).

While longer statements did generally receive higher EIA scores from reviewers, $\rho(776) = .24$, $CI_{95\%} = [.17, .30]$, $p < .001$, statement length did not predict whether the presentation was accepted as a talk $\rho(817) = .02$, $CI_{95\%} = [-.05, .09]$, $p = .59$.

Content Analysis of 929 single-presenter oral-presentation submissions

Table 6 provides examples of each of the categories coded in a content analysis of the submitted statements. As Figure 8 shows, most submitters mentioned their topic of study, attributes of the researchers, or attributes of the participants.

Table 6. Examples of content from statements fitting within each category

Category	Example
Topic of Study	“The present findings may be applicable to the extent that people make inferences about wealth based on a person's race.”
Researcher Attributes or Characteristics	“The research team includes people minoritized based on their racial/ethnic, immigration status, and sexual identities across several career stages.”
Participants	“The sample is diverse in many ways (race, gender, income)”
Location Where Project was Conducted	“...this research was carried out at a university in [<i>location redacted</i>], which can provide information about the research experience in this context that is underrepresented.”
Informs Interventions that Promote EIA	“...to guide future interventions aiming to make sports more welcoming for all athletes.”
Methodology Used	“Importantly, we used several analytic techniques that demonstrate the robustness of our conclusions.”
Something else Explicitly Mentions that the Submission Does NOT Advance EIA	“Our first author... is active in DEI work at the administrative level” “... this research does not directly address these goals.”

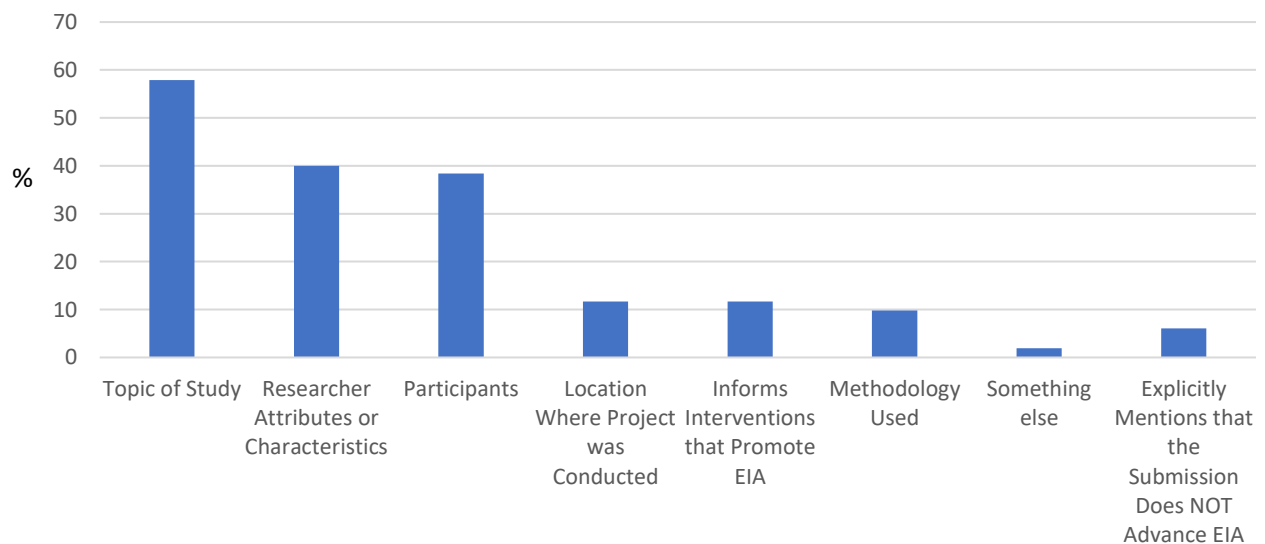


Figure 9. Categorization of topics addressed in EIA statements based on content analysis.

Note: Full statements could be categorized in multiple categories

Did submission content matter for acceptance or statement ratings?

Table 7 shows the correlations between each content analysis category and acceptance (Column 1) and EIA statement ratings (Column 2). None of the individual categories, nor the total number of categories discussed specifically related to talk acceptance.

Three categories related to overall EIA rankings: (1) topic of study, (2) participants, and (3) explicitly mentioning the submission did not advance EIA. Submitters received higher ratings to the extent that they framed their topic of study as advancing EIA or discussed their participant sample as advancing EIA. Perhaps unsurprisingly, explicitly mentioning that the submission did not relate to the EIA mission of SPSP related to lower EIA scores.

Of note, 77.2% of the submissions that suggested that they did not contribute to EIA also included content that fell into another EIA category. Such statements said things like, “Though we fully support SPSP’s equity, inclusion, and anti-racism goals, this submission does not directly advance these goals. However... each author is in a different career stage (graduate student, associate professor, and full professor), and our labs are committed to advancing equity, inclusion, and anti-racism by actively recruiting and mentoring a diverse group of undergraduate research assistants...”

Table 7. Relationships between content categories and (1) Talk acceptance, (2) EIA ratings

	<u>Talk Acceptance</u> Φ [CI _{95%}]	<u>EIA Ratings</u> R _{pb} [CI _{95%}]
Topic of Study	-.01 [-.08, .06]	.23 [.16, .29]
Researcher Attributes or Characteristics	.05 [-.02, .12]	.07 [-.001, .14]
Participants	.06 [-.01, .12]	.15 [.08, .22]
Location Where Project was Conducted	.07 [-.003, .13]	.01 [-.06, .08]
Informs Interventions that Promote EIA	-.05 [-.11, .02]	.03 [-.05, .10]
Methodology Used	.04 [-.03, .11]	.00 [-.07, .07]
Something else	-.06 [-.12, .01]	-.07 [-.14, .00]
Explicitly Mentions that the Submission Does NOT Advance EIA	-.03 [-.10, .04]	-.18 [-.24, -.11]
Total Number of Categories Included	.05 [-.02, .12] ^a	.20 [.13, .27]

Note. **Bolded** estimates indicate $p < .05$; ^a p [CI_{95%}]

Public Opinion on Statements

Experience Writing the Statement

Participants²

156 submitters responded (out of 1,249 submitters for a response rate of 12.5%):

- 93.6% Members
- Career Stage: 60% Post Terminal Degree; 36% Graduate student; 1% Undergraduate student
- Likelihood of Future SPSP Meeting Attendance
 - o (Very or Somewhat) Unlikely: 5%; Somewhat likely: 25%; Very Likely 68%
- Do you consider yourself a member of a group that is underrepresented in psychology?
 - o 28% No
 - o 22% Somewhat
 - o 45% Yes

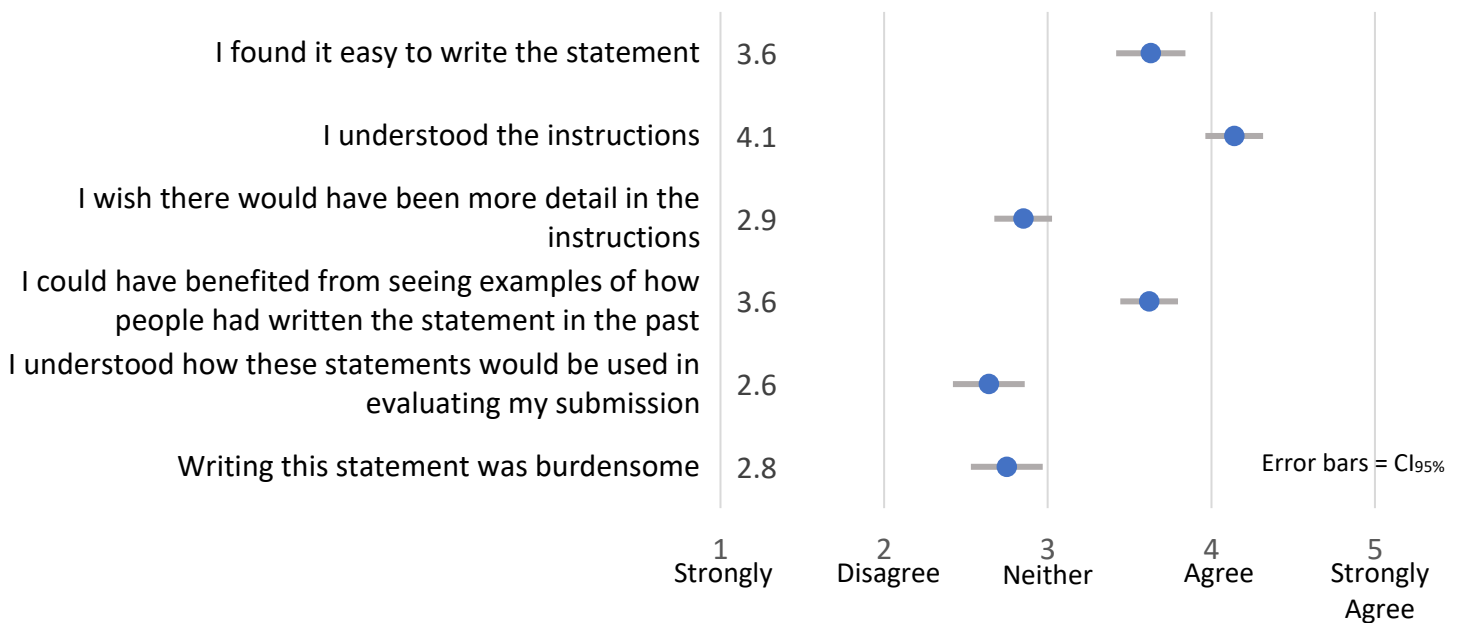


Figure 10. Submitters' experiences writing the statements.

Overall, people generally understood the statement instructions and found it somewhat easy to write. However, they were unsure about how the statement would be evaluated and would have liked examples.

² Totals in any category will not sum to 100% if any respondents selected "prefer not to answer."

Perceptions of the Statement

Participants:

- 156 Submitters (see above) plus...
- 175 non-submitters responded (out of 7,353 individuals who received the survey for a response rate of 2.37%):³
 - o 82% members; 23% attending the annual convention
 - o 83% Post Terminal Degree; 9% Graduate student
 - o Future attendance: 26.3% Somewhat or Very Unlikely; 38% Somewhat likely, 31% very likely
 - o Chose not to submit...
 - 26% because of the EIA statement requirement along with other reasons (e.g., no funds to attend, travel distance)
 - 10% exclusively because of the EIA statement
 - o Do you consider yourself a member of a group that is underrepresented in psychology?
 - 42% No
 - 18% Somewhat
 - 31% Yes
- 110 poster/research-spotlight submitters; 19 who marked “other”⁴ (out of 744 individuals who received the survey for a response rate of 14.8%)
 - o 94% members; 69% attending the annual convention
 - o 55% Post Terminal Degree; 36% Graduate student; 3% Undergraduate
 - o Future attendance: 12% Somewhat or Very Unlikely; 27% Somewhat likely, 58% very likely
 - o Do you consider yourself a member of a group that is underrepresented in psychology?
 - 28% No
 - 33% Somewhat
 - 32% Yes

³ There was evidence that one person took the survey multiple times. Specifically, several responses came from the same IP address, used the same language and arguments interchangeably between the various open-ended boxes, and provided practically identical responses to all other questions. As such, we only accepted the first submission from each IP address (as would have occurred if we'd selected the “prevent ballot box stuffing” option in Qualtrics). This only affected the person who seemed to have taken it multiple times and several where a second response was empty, indicating the person accessed the survey but did not complete it.

⁴ Upon reading open-ended responses, nearly all of those who marked “other” submitted in some form (e.g., they were co-authors on submissions). Thus, for ease of presentation, we group them in with submitters.

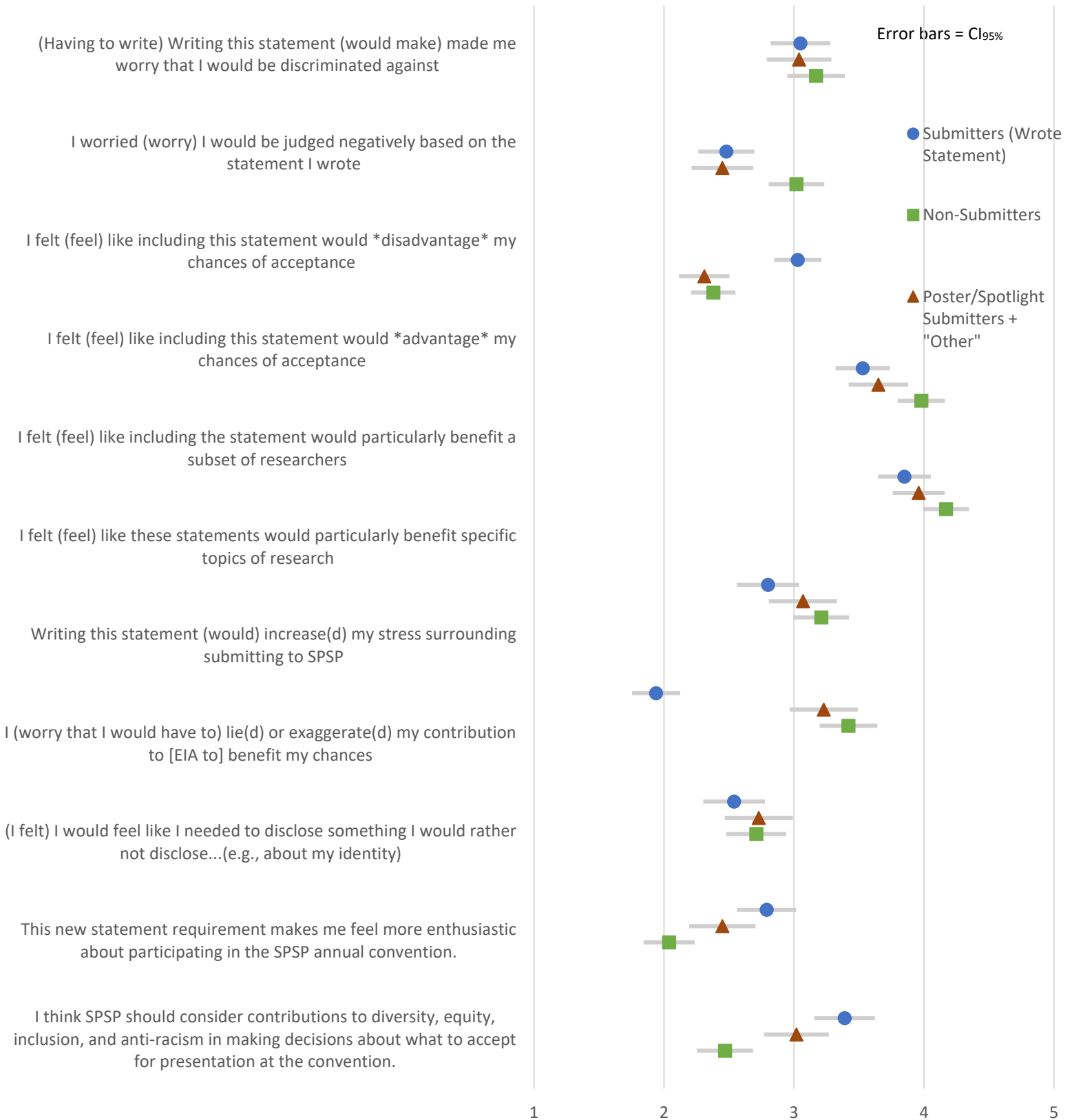


Figure 11. Statement perceptions as a function of whether someone submitted (the statement).

Open-Ended Responses

Summary of Major Arguments Made

Favoring the Statement

- Benefits to convention
 - Should help level the playing field for groups traditionally underrepresented (e.g., those outside major US universities).
 - Benefiting certain researchers and research can be a good thing.
 - Diversity and rigor are related and should be considered together.
 - Encourages symposium organizers to try to find diverse voices.
 - Allows people to delineate how they contribute to the mission/EIA without the boundaries of personal demographics or research topics.
 - It is good to have a way to assess contribution to these goals and consider it in the decision-making process.

- Benefits to science/researchers:
 - It prompts people to consider all possible impacts of their work.
 - Scholars from underrepresented groups feel encouraged.
 - Encourages researchers to consider DEI early in their research process.

- Serving SPSP's mission:
 - Demonstrates SPSP's commitment to DEI.
 - Good way to help SPSP achieve its DEI goals at the annual convention.
 - Excluding them would harm SPSP's reputation by suggesting it bows to backlash.

- Other expressed sentiments:
 - The backlash is loud, but most people like these statements.

Opposing the Statement

- Concerns about convention content:
 - Reduces focus on scientific merit.
 - Should focus only on diverse samples and methods (not identities).
 - Focusing on this will make for less-replicable research.
 - Advantages specific topics (e.g., stereotyping and prejudice research) and disadvantages non-minoritized researchers.
 - Limits the convention's coverage of topics.
 - Discourages participation from speakers on a broad range of topics.
 - Encourages researchers to do specific work to submit to SPSP.
 - For members of underrepresented/minoritized groups:
 - Undermines their confidence in the merit of their work.
 - They feel tokenized.
 - Including the statement will exclude ideological conservatives.

- Concerns about SPSP’s mission:
 - The statements are incompatible with SPSP’s mission.
 - Anti-Racism (and/or equity/inclusion) should not be goals of SPSP.
 - SPSP should not be ideological.
 - The statement is like a political litmus test.
 - Liberalism is bad for psychological science.
 - There are other more-pressing societal problems (e.g., climate change, war).
 - The discourse online about this is harming SPSP’s/our field’s reputation.
 - Pro-DEI Concerns:
 - Statements are performative and do not truly advance SPSP’s EIA goals.
 - They detract from DEIA efforts by making everything seem DEIA-relevant.
 - There is too much included for possible contributions to EIA (e.g., identity should be most important, SPSP should only focus on getting scholars from different racial backgrounds).

- Concerns about the submission process:
 - Increases burden for submitters.
 - There is already a section to discuss sample/generalizability which makes this repetitive.
 - It forces people from marginalized identities to disclose those identities.
 - DEI can already be assessed from abstracts/topics.
 - The statements are US-centric—particularly when they ask about anti-racism—and disadvantage international scholars.
 - Incentivizes lying.
 - Lack of clarity:
 - What is required is unclear.
 - How they will be used is unclear.
 - Statement weight in decisions:
 - The statements are weighted too heavily in the decision process.
 - The statements are not weighted (enough) in the decision process.

- Concerns about evidence
 - Feel that evidence is lacking that diversity/inclusion does not happen naturally/that EIA issues are a problem at SPSP.
 - Worries this was implemented without testing.

- Personal concerns:
 - Blamed these statements for rejection of work with self-assessed:
 - Strong scientific merit.
 - Strong contribution to EIA.

Alternative suggestions

- Spend efforts to address DEI goals in other ways such as...
 - funding international travel.

- hosting a preconference centered around the issue.
- planning programming centered around the issue.
 - Have a special track and quota for these types of submissions.
- outreach.
- Make optional for submissions.
- Use demographic data alone to broaden participation.

Suggestions To Improve Statements/Process

- Clarify Role in Decisions
 - Clarify that submissions are *not* required to advance DEI goals to be accepted.
 - Clarify how the statements are being evaluated and used/make it more accessible⁵.
- Expand the description to include more ways people can advance DEI (including open-science and providing training for underrepresented groups)
- Clarify/Improve instructions.
 - So, they are applicable to international groups.
 - Antiracism, in particular, is a difficult idea for international scholars because it is particularly American/US-Centric.
 - Word choice:
 - Using the word “Reflect on” instead of “Explain.”
 - Clarify that people do not have to disclose specific individual identities to “count.”
 - Provide more background and examples.
 - Define the goal of the statement for presenters.
 - For symposia: Clarify that submitters only need one for the broader symposium, not for individual speakers.
- Have a yes-no checkbox, and only ask for the statement from people who select “yes.”
- Drop “antiracism” because of the vast number of meanings it has.
- Remove the “content” part of the instructions focusing only on the other areas.
- Broaden definition of diversity (e.g., political, religious, non-WEIRD samples).
- Make it a series of check boxes.
- Build it into the broader abstract instructions, instead.
- Clarify to reviewers:
 - How to assess.
 - How it is being used.
- Use another organization’s template (e.g., ARP, NSF; see below)

- **ARP**

⁵ Note: Both the EIA mission and reviewer evaluation templates were linked on the website and in the submission form, but most seemed not to notice them/access them. If SPSP continues these statements, it would be worth the effort to make these resources more visible and memorable.

We encourage submitters to consider how their work does or does not contribute to ARPs goal of promoting diversity, inclusivity, and anti-racism. To us, promoting diversity, inclusivity, and anti-racism means:

- Elevating underrepresented voices in our field – either as speakers, members of the research team, and/or participants in our studies. This includes but is not limited to increased representation of individuals from different career stages, disciplines, or marginalized groups with regard to age, disability, education, gender, income, race-ethnicity, sexuality, and immigration status.
- Supporting scholarship that expands the generalizability of our field in terms of samples, populations, and methods.
- Supporting scholarship that evaluates the limitations of our traditional approaches that have historically excluded particular groups and methods
- Supporting scholarship that is contextualized in historical time and place, even if it does not address diversity, inclusion and anti-racism directly.
- Supporting scholarship that incorporates intra-disciplinary and/or inter-disciplinary approaches

If your submission does not promote the above goals, we encourage you to use this space to generate ideas about how your work could tackle one or more of these goals in the future. This statement is not a requirement for acceptance, but we hope that this reflection plays a part in moving our science towards one that is more equitable, generalizable, and inclusive.

- **NSF- Broader Impacts**

How does this research benefit society?

- *Reviewer Criteria: What is the potential for the proposed activity to benefit society or advance desired societal outcomes?*
- *Broader impacts may be accomplished through the research itself, through activities that are directly related to specific research projects, or through activities that are supported by, but are complementary to, the project. NSF values the advancement of scientific knowledge and activities that contribute to the achievement of societally relevant outcomes."*

Appendix A. Timeline of Statement Pilot

Below is a timeline of events related to the suggestion for and introduction of a pilot program requiring Equity, Inclusion, and Antiracism (EIA) statements as part of submissions of oral presentations to the annual meeting.

- **Spring 2020: SPSP Anti-Racism and Equity Task Force Recommendations Issued**
 - Relevant Recommendations:
 1. ...Organizers/chairs should be asked to include a “diversity statement” that describes how their symposium and its members address/reflect diversity. This... could be about demographic diversity of speakers, but could also include other kinds of diversity (topic, career stage, type of institution, etc.). If organizers choose not to aim for diversity, they will need to own this in their statements (or via an explicit check box).
 2. ...statement should be a central criterion used by the review committee to select symposia for inclusion in the conference. How precisely to use the statements would need development (diversity could be an initial screening criterion)
- **Spring 2020: Convention Committee Develops a Plan for How to Implement the Recommendations**
 - Proposed 2-year initial pilot program and data-gathering phase:
 1. Year 1: Collect statements with submissions.
 - Only the convention and professional development committees see them.
 - Allows convention committee to gauge what types of content will be submitted and how to create reviewer instructions.
 - Initial recommendation use: only to make decisions between submissions on the margins of acceptance.
 2. Year 2: Provide statements to reviewers to view and rate statements.
 - Development of the statements and instructions to happen in light of Year 1 decisions.
 3. After Year 2:
 - Provide a report to the SPSP board.
 - Revise or adapt as needed.
 - Reasoning behind 2-year pilot
 1. To integrate the statements carefully and thoughtfully
 2. To collect data on:
 - Content
 - How they affect decisions
 - How they affect submitter and reviewer burden
 - Any unexpected consequences
 3. For having a Year 1 where reviewers do not get statements:
 - Concerns that reviewers would automatically use statements in their evaluations, without us knowing whether the instructions

- were clear and people would understand how to write the statements.
 - Concerns about developing instructions for reviewers without ever having seen the kinds of statements people would produce.
 - 4. For piloting the program, in general:
 - Concerns that some content areas might be specifically advantaged (e.g., stereotyping and prejudice research) over others (e.g., personality research).
 - Concerns about whether the statements might cause unintended stress to the groups it aimed to serve by promoting unwanted self-disclosure.
 - Concerns about not being able to communicate to the membership about the inclusion of statements without any data.
 - **Summer 2020: Convention Committee Presents Idea for Statements to the SPSP Board**
 - Board discusses and approves plan.
 - Board reviews instructions, offers changes to the wording, and approves the final wording.
 - **Fall 2020: Statements Required with Oral-presentation Submissions**
 - Submission types: Symposia, Single-Presenter Symposia, Data Blitzes, Professional Development sessions.
 - Convention and Professional Development committees receive the statements and use them in a small number of cases as a way to choose between submissions with very similar ratings in traditional scientific criteria.
 - **Spring 2021: Convention Committee Reviews Initial Submissions**
 - Discusses their utility in the process as possible way to choose between submissions with very similar ratings in traditional scientific criteria.
 - Recommends the pilot program continue for another year.
 - **Summer 2021: SPSP organizes meeting to discuss the EAR Taskforce Recommendations**
 - Representatives from the board, the awards committee, the convention committee, EAR taskforce, SISPP, Division 8, and SISPP discuss the taskforce’s recommendations for SPSP programming broadly.
 - Convention committee updates representatives about the pilot program.
 - Continuation of the pilot program with review the following year recommended.
 - **Summer 2021: Convention Committee Refines Instructions and Creates Reviewer Guidelines**
 - Updates:
 1. Provided clear links to SPSP EAR Taskforce statements.
 2. Minor wording changes.
 - Reviewer Guidelines:
 1. Statements to be rated entirely separately from traditional metrics.
 2. Limit decisions to three categories: Exceptional, Satisfactory, N/A.
 3. Instructions:

Evaluate the extent to which the submission advances SPSP’s goal of promoting equity, inclusion and anti-racism. To do so, please consider the equity statement as well as the submission as a whole. Submissions advancing equity, inclusion, and anti-racist goals may include (but are not limited to):

- **Diverse research participants** (e.g., understudied or underserved populations).
- **Diverse research methods** (e.g., methodology that promotes equity or engages underserved communities or scholars).
- **Diverse members of the research team** (e.g., those from underrepresented sociodemographic backgrounds, from an array of career stages, from outside the United States, or with professional affiliations that are not typical at SPSP such as predominately undergraduate serving institutions, minority serving institutions, or outside academia).
- **Presentation content** (e.g., prejudice and discrimination, critical theories, cross-cultural research).

Rating Scale:

The system allows you to make ratings on a 3-point rating scale for each dimension:

- **3: Exceptional**- The submission clearly and strongly advances SPSP’s goal of promoting equity, inclusion and anti-racism.
- **2: Satisfactory**- The submission slightly to moderately advances SPSP’s goal of promoting equity, inclusion, and anti-racism. We expect that this rating will be the most commonly applied rating.
- **1: Not Applicable**- The submission does not advance SPSP’s goal of promoting equity, inclusion, and anti-racism.

- **Fall 2022: For a Second Year Statements Submitted with Oral-presentation Submissions**

- Reviewers evaluate each submission.

- **Winter 2022: Decisions on Oral-presentations Made for 2023 Meeting**

- Program and Professional Development consider these ratings in their decision-making secondary to scientific merit. Committees report that they used them in the following way:

1. **Symposia:** Used to make decisions for research with equal scientific merit on the margin of acceptance alongside other criteria (e.g., increasing coverage of a topic area).
2. **Single-presenter:** Used to make decisions for research with equal scientific merit on the margin of acceptance; relied primarily on reviewer scores of EIA; used alongside other criteria (e.g., increasing coverage of a topic area).

- **Note:** Single presenter submissions are by far the biggest batch of submissions—they include single-presenter oral presentations

(e.g., data blitz), posters, research spotlights, and round tables.
This committee decided over 1600 submissions.

3. Professional Development: Examined statements only if EIA score was low to understand why.
 - Note: Professional Development receives far fewer submissions than the others do, so decision-makers could consider the entirety of each submission holistically.