As an organization, Psi Chi has always attempted to have its eye on the future. We recognize the need to promote diversity and to give voice to everyone. Having diverse experiences allows people the opportunity to build trust and respect as well as increases empathy and understanding. One way of promoting this mission is to support diverse collaborations between faculty and students, and encourage research that focuses on diversity. To advance this initiative, the editorial team for the *Psi Chi Journal of Psychological Research* decided to have a special issue about diversity, and more specifically about evaluating the effects of diversity and inclusion efforts within classrooms, educational materials, and technology.

**Psi Chi’s Focus on Diversity**

For an organization like Psi Chi to support diversity, resources must be committed to such an undertaking. With this in mind, Psi Chi has a dedicated Diversity Director, Dr. Susanna Gallor, who has made many contributions to the organization. She and the Diversity Advisory Committee work closely with the Psi Chi Board of Directors and the Journal to ensure that we are doing everything we can to be as inclusive as possible.

This group supports a Diversity Article Award (https://www.psichi.org/page/diversityinfo), which is a way to promote and acknowledge the best articles published by Psi Chi. They give away two $600 awards annually; one for a *Psi Chi Journal* article and one for an *Eye on Psi Chi* magazine article. The *Psi Chi Journal* submits all diversity focused articles every year to this award in order to make sure that all possible authors have a chance of receiving one of these awards.

Psi Chi also provides Mamie Phipps Clark Research grants in order to highlight student and faculty research on diverse populations and issues. The number of named Mamie Phipps Clark Grants is dependent upon the number of eligible applications.

Additionally, Psi Chi offers ways for Psi Chi chapters, from all around the world, to connect and collaborate on projects together. As Psi Chi Executive Director Dr. Martha S. Zlokovich explains, “When Psi Chi chapters voted to become an international rather than national honor society 10 years ago, that change introduced a whole new aspect of diversity to Psi Chi membership. The Board realized that the influence of international chapters on existing chapters would be a two-way street, and welcomed the unfolding of that influence in the future.” An example of how these two-way influences have unfolded is the formation of the Network for International Collaborative Exchange (NICE), a unique opportunity for Psi Chi members to connect with collaborators around the world. The initial seed for NICE grew directly out of contacts between Dr. Zlokovich and Psi Chi faculty advisors in New Zealand and Malaysia. Additionally, NICE offers the opportunity to engage in crowdsourcing as a means to work collaboratively on specific research questions, protocols, create appropriate hypotheses, measurement selection, and many other opportunities.

Another way that Psi Chi is supporting the mission of diversity is to offer resources for instructors and professors to engage students in diversity-focused classroom activities and diversity-focused events. For example, Psi Chi’s Diversity Matters online resource (www.psichi.org/RES_DiversityMatters) offers many brilliant ideas that focus on activities about disability awareness, how to host diversity gatherings such as a “Night to End Stigma,” and activities from Awareness Harmony Acceptance Advocates.

As I previously mentioned, in order to truly embrace diversity, an organization must be willing to put resources behind this goal. Psi Chi has done this with enthusiasm and full support. More specifically, Dr. Melanie M. Domenech Rodríguez, Psi Chi President (2018–19), has embraced the topic of diversity since the beginning of her tenure. She has many important thoughts on diversity:
When we speak of diversity we are making reference to a reality that the world, and its many nooks and crannies, are inhabited by people of different thoughtways and lifeways. We use labels to identify aspects of diversity such as ethnicity, gender identity, socioeconomic status, religion, sexual orientation, among many others. These labels are proxies for addressing much deeper concepts that reflect different aspects of cultural context (e.g., values, beliefs, worldviews, rules for interpersonal interactions). Where there is diversity of lifeways and thoughtways, there are both opportunities and challenges. Inclusion is the ability to successfully integrate people with different values, beliefs, and behavioral repertoires so that everyone can participate, contribute, and benefit from a particular context. This requires a deep commitment to making space for all voices to be heard, for diverse skills to be celebrated and potentiated, and for difficulties and conflicts to be addressed proactively and skillfully. In scientific publications, diversity is evident in the authors who submit and in many places in manuscripts, for example, in the theories, methods, and topics that are covered, and in the authors who are cited within manuscripts. Scientists who advance diversity and inclusion target diverse samples, collect rich demographic data, and ask questions that help advance understanding across myriad populations and contexts.

Psi Chi Journal’s Focus on Diversity
Psi Chi Journal of Psychological Research is committed to supporting diversity in education, practice, and research. The Journal’s previous Editor and current Psi Chi President, Dr. Melanie M. Domenech Rodríguez, has kept her focus on diversity. Specifically, the theme of her presidency was on “Leveraging Technology to Advance Diversity and Inclusion.” This mission is one that the editorial board of the Psi Chi Journal felt that we could get behind. Every person on the board feels that supporting and educating people to diverse ideas, beliefs, and values is more important than ever in our ever-changing world.

During the past 24 years, the Psi Chi Journal has published more than 300 diversity-focused articles. Thanks to recent efforts this spring, these articles can each be accessed online through Psi Chi’s Publication Search tool (visit www.psichi.org/Publications_Search, select “Search Journal Articles by Category,” and then choose “Diversity Articles”). We have also added diversity to the journal’s purpose statement in order to let potential authors know that we are highly supportive of diverse points of view.

JOURNAL PURPOSE STATEMENT
The twofold purpose of the Psi Chi Journal of Psychological Research is to foster and reward the scholarly efforts of psychology students as well as to provide them with a valuable learning experience. The articles published in the journal represent the work of undergraduates, graduate students, and faculty; the journal is dedicated to increasing its scope and relevance by accepting and involving diverse people of varied racial, ethnic, gender identity, sexual orientation, religious, and social class backgrounds, among many others. To further support authors and enhance journal visibility, articles are now available in the PsycINFO, EBSCO, CrossRef, and Google Scholar databases. In 2016, the journal also became open access (i.e., free online to all readers and authors) to broaden the dissemination of research across the psychological science community.

As indicated in the final sentence of the purpose statement above, all Psi Chi Journal articles became available for free online in 2016. Efforts like this to “open up” access to articles, as well as our encouragement for authors to host their study materials and data on the free Open Science Framework website, are also strategies that support diversity. Many people of diverse backgrounds such as first-generation college students, international students, and students of various racial and ethnic backgrounds may be less likely to have the same funding and other resources necessary to afford all of the many expensive articles for conducting research; providing our authors’ research, materials, and data openly and freely allows access to all—not just traditionally WEIRD (White, Educated, Industrialized, Rich, and Democratic) researchers and others interested in the research. This topic has been discussed previously at the 2017 American Psychological Association Convention in Brannan

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SPECIAL ISSUE
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a session called “Open Science Initiatives Promote Diverse, Just, and Sustainable Research Practices” by Drs. Jon Grahe (chair), Simine Vazire, Rich Lucas, and Bradford J. Wiggins, and then further at the 2018 Association for Psychological Science Convention by Drs. Jon Grahe (chair), myself, Dana Leighton, and Kelly Cuccolo.

The Special Issue
When the Journal Editorial Team found out that Dr. Melanie M. Domenech Rodríguez wanted to focus on diversity during her presidential term, we were excited to support that mission. We quickly decided to have another Special Issue with an emphasis on diversity, so I immediately put a call out for abstracts for this issue. We received 11 abstracts, five of which were ultimately accepted for this issue. Additionally, we had unanimous support from the associate editors and reviewers for this issue.

In sum, we are proud of this Special Issue that focuses on the important topic of diversity and more specifically on the effectiveness of some of the countless practices and tools used to encourage diversity. We are pleased by the support of our Psi Chi members and authors, and we look forward to keeping this topic in our line of sight. Understanding and promoting diversity is everchanging. The Psi Chi Journal of Psychological Research is dedicated to continuing to exemplify a vocal, freely accessed, and state-of-the-art conduit with which our members and countless others can explore education, research, and practice for a diverse world.

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Submit an abstract* for a potential empirical manuscript to be published in our upcoming special issue. This issue welcomes articles that showcase psychological science in a variety of real-world settings such as human resources, teaching and learning, health services, industrial/organization, relationship counseling, and game design.

- Abstracts are due to Debi.Brannan@psichi.org by October 1, 2019.
- Selected manuscripts are due December 15, 2019.
- Publication for the issue is anticipated for Summer 2020.

This special issue is in direct support of the new 2019–20 Psi Chi theme of “Psychological Science for All.” Learn more at https://psichi.com/PCLabJan1819.

*Faculty and student authors are both eligible to submit. Only the first author is required to be a Psi Chi member.
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