

## EDITORIAL: Introducing the Diversity Badge

Steven V. Rouse

Social Sciences Division, Pepperdine University

Editor, *Psi Chi Journal of Psychological Research*

Although it is possible to learn a lot about an organization from its mission statement, it is sometimes easiest to see how that mission is enacted by looking at how the organization orients its resources. For example, the mission of Psi Chi is “recognizing and promoting excellence in the science and application of psychology” (Psi Chi, 2019). This is a valuable summation of the organization’s goals. However, mission statements are, by design, brief and generalized, and one must often look beyond the mission statement itself to see the ways the mission is used to direct specific programs, procedures, and policies. One might wonder, for example, how exactly the organization would fulfill this mission, and what practical steps are taken toward this goal.

A very clear indication of the steps the organization has chosen to reach its goals is to examine its strategic initiatives. For example, Psi Chi has a set of four faculty advisory committees, each with its own emphasis to help the honor society fulfill its mission; these are the Diversity Advisory Committee (currently directed by Dr. Gabrielle Smith), the Faculty Support Committee (currently directed by Dr. Seungyeon Lee), the International Advisory Committee (currently directed by Dr. Brien Ashdown), and the Research Advisory Committee (currently directed by Dr. John Edlund). As I look at the organization, I perceive that Psi Chi’s leadership sees the important components of promoting excellence in the science and application of psychology in order to provide faculty members who teach psychology with the resources they need to do their work, ensure that the organization remains active across national borders, advocate for the highest level of research rigor, and promote diversity and inclusion.

As the editor of the *Psi Chi Journal of Psychological Research*, it is my responsibility to align the journal with the Psi Chi mission, and it helps me to see how to accomplish this by thinking about the journal in the context of those four emphases. How, I ask myself, is the journal supporting faculty members, maintaining an international emphasis, advocating for diversity and inclusion, and promoting

high levels of research rigor? I am grateful to follow exemplary editors such as Drs. Melanie M. Domenech Rodríguez and Debi Brannan who accomplished so much in each of these areas. I believe that the journal is already aligned well with each of these four emphases, but it is helpful for me to reflect on what other changes we could enact toward these goals.

Recently, I wrote an editorial in which I announced four new initiatives specifically focused on one of these four areas: increasing representation of diversity within the pages of the journal (Rouse, 2021). I called for more inclusive and complete reporting of demographics, statements of constraints on generality especially when a sample is highly homogeneous, and optional statements of positionality when a manuscript addresses a historically marginalized community. Moreover, I announced my commitment to increase the diversity of our reviewers.

In this second editorial, I am pleased to announce a fifth initiative, the creation of a badge that will designate those articles that focus on aspects of diversity, as seen in Figure 1. Much like our current Open Materials, Open Data, Preregistration, and Replication badges, the new badge will appear on the first page of any article that meets the defining criteria.<sup>1</sup> Starting in the current issue, we will award Diversity Badges to articles that: (a) examine whether psychological phenomena differ as a function of human diversity, (b) highlight psychological characteristics within a historically marginalized group, or (c) identify factors that are related to diversity-based prejudice or discrimination.<sup>2</sup>

<sup>1</sup>The Open Materials, Open Data, and Preregistration badges were all developed by the Center for Open Science; more information about these three badges can be obtained at <https://www.cos.io/initiatives/badges>. The Replication badge was created specifically for the Psi Chi Journal of Psychological Research and was introduced by Rouse (2017).

<sup>2</sup>These articles should also follow the best practices I outlined previously (Rouse, 2022), such as conscientiously reporting complete demographic data for the participants (including gender, race, ethnicity, and age, as well as any characteristics relevant to the study at hand), and discussing constraints on generality for nondiverse samples.

SUMMER 2022

PSI CHI  
JOURNAL OF  
PSYCHOLOGICAL  
RESEARCH

This journal already publishes many studies with these three emphases of diversity. For instance, Nakai and Gurung (2021) recently exemplified the first emphasis; they showed that a frequently used measure of shyness (developed within the United States) does not function in a psychometrically equivalent manner when used in Japan. We look forward to more articles in the future that examine the ways psychological characteristics are stable or variable across different dimensions of identity diversity.

In addition, Shepler and colleagues (2021) provided an example of the second emphasis by showing that the relationship satisfaction experienced by gay and bisexual men was systematically related to a variety of constructs in the Minority Stress Model, such as uncertainty and concealment of one's sexual identity. We encourage the submission of future manuscripts that continue to elucidate the experiences of diverse groups of people.

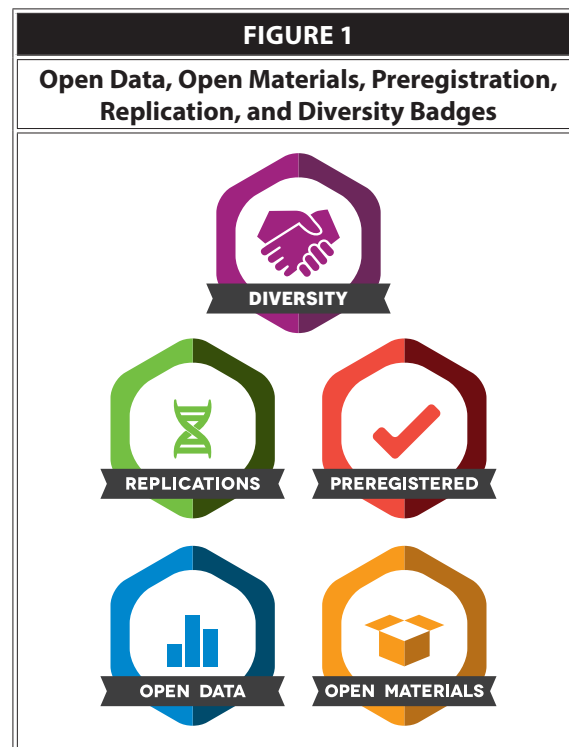
Finally, Almond and colleagues (2021) serve as an example of the third emphasis in their examination of the gender-based microaggressions experienced by graduate-level and early career women in the psychological sciences. We hope that authors continue to submit high-quality manuscripts that examine aspects of identity-based prejudice and discrimination. Important diversity-related research is already being published within the pages of the journal, and the new badge will highlight those articles that use the tools of psychological scientific research to understand and promote diversity.<sup>3</sup>

I would like to recognize, however, that this new badge differs from the four badges previously awarded by the journal in one important way. The Open Data, Open Materials, Preregistration, and Replication badges all focus on important aspects of open science and transparency in the research process. But while these four existing badges focus on the method of psychological research, this new badge differs in its focus on the content of psychological research. One might reasonably wonder

<sup>3</sup> After specifying these three criteria, we conducted an interrater reliability analysis to determine whether the badges could be assigned consistently. Heather A. Haas (University of Montana Western) and Lisa H. Rosen (Texas Woman's University), both of whom are members of the journal's Editorial Advisory Board, independently read the abstract of each article published in this journal in 2021. Without consulting each other and without being in additional conversations about these criteria, they independently decided whether or not the criteria applied. For the 39 articles in 2021, these raters were in agreement 90% of the time. The product-moment correlation between their ratings was .81 with a Kappa coefficient of .79. This suggests that the badges can be assigned very reliably based on these criteria. I am grateful to Drs. Haas and Rosen for their assistance in this process.

why this topic is different from other important topics in psychological research. Is this, one might ask, the beginning of a proliferation of badges? I recently joked with the editorial board that we would not be able to create too many additional badges; after all, with our red, blue, yellow, green, and (now) purple badges, we are using five of the six primary and secondary colors! Why then, are we choosing to deviate from the previous themes of the methodology badges to highlight the topic of diversity? Ultimately, it ties back to the mission of Psi Chi and its initiatives for reaching its goals. Clearly, an emphasis on diversity is an important means by which Psi Chi seeks to reach its mission, and this emphasis is transparent in many of Psi Chi's diversity-related initiatives (<https://www.psichi.org/page/Diversity#resources>), such as in the diversity-related grants, informative short videos on YouTube, and an index of diversity-related content. I believe that the decision to create this badge is aligned well with the organization's mission-based initiatives. Ultimately, this should be the standard that informs and guides changes within the journal.

So, as the pages of the *Psi Chi Journal of Psychological Research* become more colorful, congratulations to Malik (2022), Otto et al. (2022), and Reinka et al. (2022) for being the first recipients of our new Diversity Badge. I look forward to awarding more of these badges in future issues, and I hope



that this special program will encourage more diversity-related submissions to our journal, as well as more recognition and attention from across the scientific community for those published on these very important topics.

### References

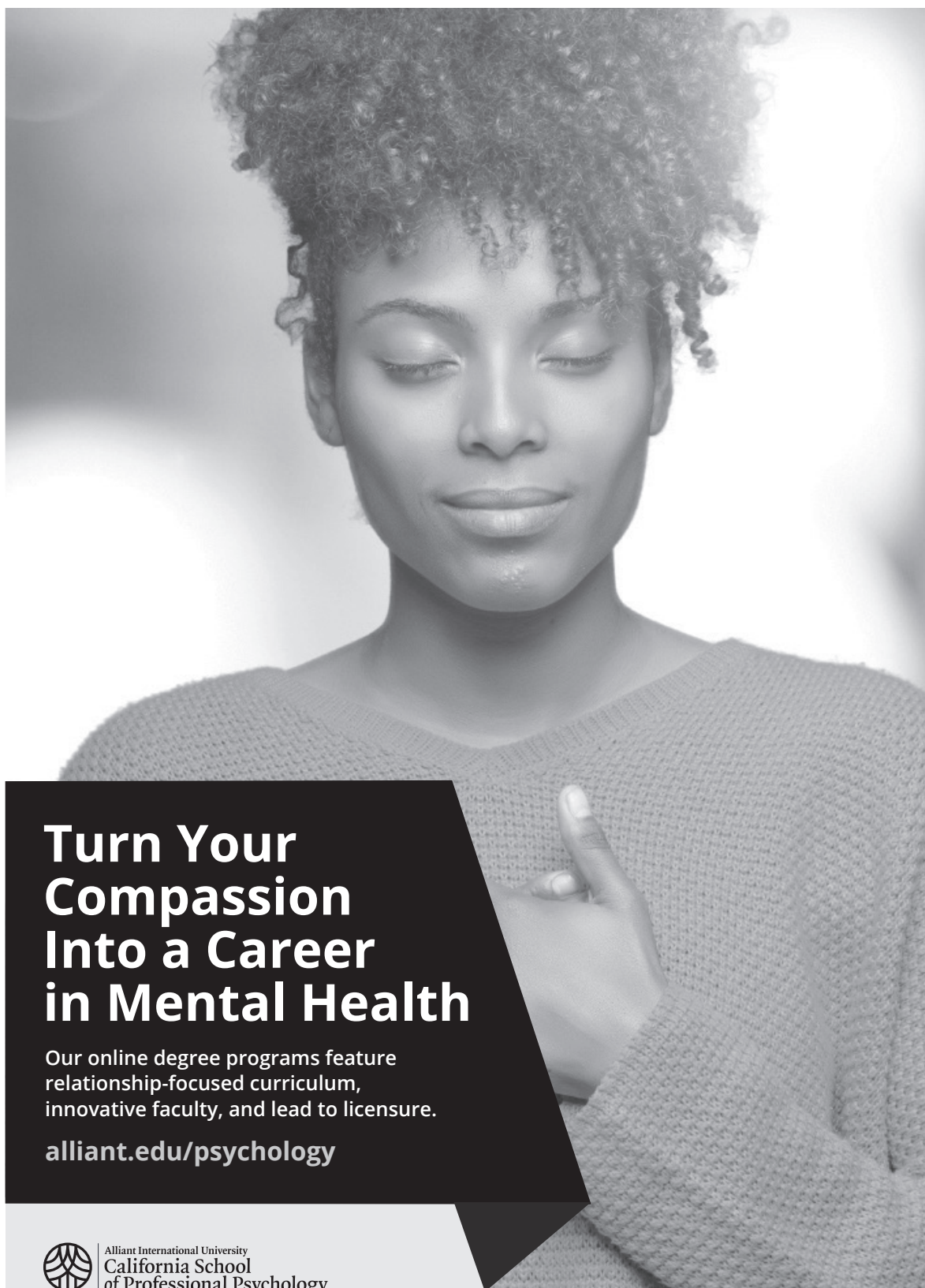
- Almond, A. L., Ayala, E. E., Moore, M. M., & Mirzoyan, M. D. (2021). Angry, frustrated, and silent: Women's responses to microaggressions within the discipline that coined microaggressions. *Psi Chi Journal of Psychological Research*, 26(4), 408–421. <https://doi.org/10.24839/2325-7342.JN26.4.408>
- Berardi, J., Jobson, E., & Reinka, M. A. (2022). Interaction between health self-efficacy and race on self-reported health status. *Psi Chi Journal of Psychological Research*, 27(2), 99–104. <https://doi.org/10.24839/2325-7342.JN27.2.99>
- Malik, H. B. (2022). Predictors of help-seeking: Self-concept clarity, stigma, and psychological distress. *Psi Chi Journal of Psychological Research*, 27(2), 166–177. <https://doi.org/10.24839/2325-7342.JN27.2.166>
- Nakai, S. C., & Gurung, R. A. R. (2021). Measurement invariance analysis on the Revised Cheek and Buss Shyness Scale in a U.S. and Japanese college sample. *Psi Chi Journal of Psychological Research*, 26(4), 383–394. <https://doi.org/10.24839/2325-7342.JN26.4.383>
- Otto, E. A., Kumar, S. A., & DiLillo, D. (2022). Music's impact on the sexualization of Black bodies: Examining links between hip-hop and sexualization of Black women. *Psi Chi Journal of Psychological Research*, 27(2), 145–153. <https://doi.org/10.24839/2325-7342.JN27.2.145>
- Psi Chi. (2019). *Mission & purpose*. <https://www.psichi.org/page/purpose>
- Rouse, S. V. (2017). The red badge of research (and the yellow, blue, and green badges, too). *Psi Chi Journal of Psychological Research*, 22(1), 2–9. <https://doi.org/10.24839/2325-7342.JN22.1.2>
- Rouse, S. V. (2021). Increasing the representation of diversity in the *Psi Chi Journal of Psychological Research*. *Psi Chi Journal of Psychological Research*, 26(4), 360–362. <https://doi.org/10.24839/2325-7342.JN26.4.360>
- Shepler, D. K., Glaros, M. R., & Boot, J. W. (2021). Minority stress and relationship satisfaction among gay and bisexual men. *Psi Chi Journal of Psychological Research*, 26(3), 296–306. <https://doi.org/10.24839/2325-7342.JN26.3.296>

*Author Note.* Steven V. Rouse 

<https://orcid.org/0000-0002-1080-5502>

**Positionality Statement:** Steve Rouse identifies as a cisgender White man. As a bi man, he identifies as part of the LGBTQ+ communities. He is nondisabled. He acknowledges that his perspective is influenced by his position within all of these dimensions of identity.

Correspondence concerning this manuscript should be addressed to Steven V. Rouse, Social Sciences Division, Pepperdine University, Malibu, CA 90263-4372, United States. Email: [steve.rouse@pepperdine.edu](mailto:steve.rouse@pepperdine.edu)



## Turn Your Compassion Into a Career in Mental Health

Our online degree programs feature  
relationship-focused curriculum,  
innovative faculty, and lead to licensure.

[alliant.edu/psychology](https://alliant.edu/psychology)



Alliant International University  
California School  
of Professional Psychology



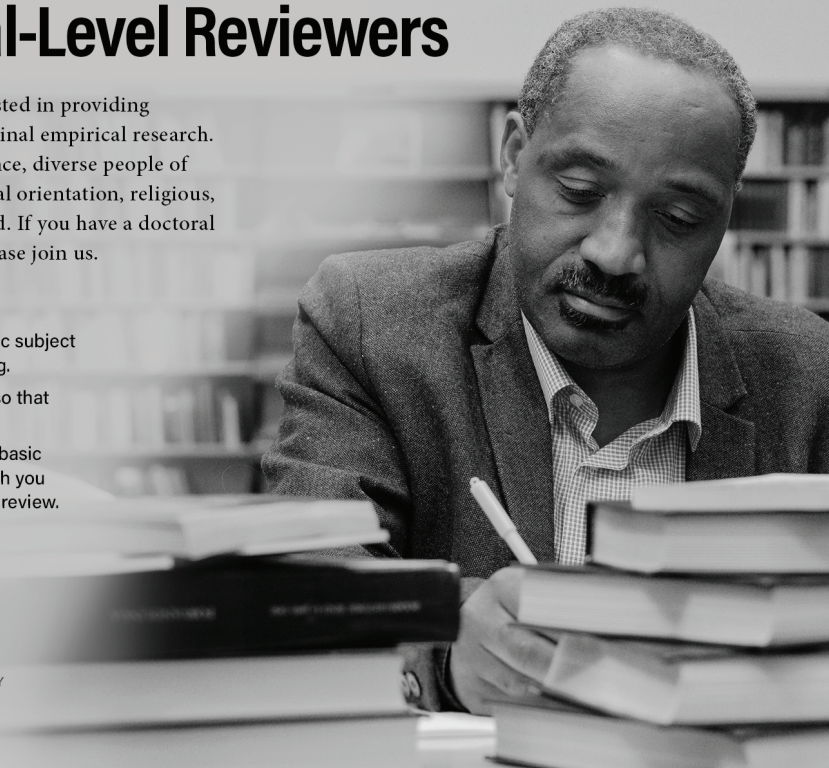
# Call for Doctoral-Level Reviewers

*Psi Chi Journal* is seeking reviewers interested in providing constructive feedback on our authors' original empirical research. To increase the journal's scope and relevance, diverse people of varied racial, ethnic, gender identity, sexual orientation, religious, and social class backgrounds are welcomed. If you have a doctoral degree in psychology or a related field, please join us.

## TO SUPPORT OUR EXCEPTIONAL REVIEWERS

- Our online portal allows you to submit specific subject areas that you feel comfortable with reviewing.
- At any time, you can set unavailability dates so that we will know when not to contact you.
- With each request to review, you will receive basic instructions and a template review form, which you can use in order to save you time during your review.

TO BECOME A REVIEWER, EMAIL  
**steve.rouse@psichi.org**



## An Eye on Graduate School



Guidance  
Through  
a Successful  
Application

**Kindle Edition Available Now!**



Psi Chi's digital anthology brings together our very best advice about applying to graduate school—advice accumulated from 25+ experts in over 20+ years of *Eye on Psi Chi* magazine issues.

In nineteen chapters, this eBook will help you navigate the seven primary steps that are vital to your acceptance at the graduate program of your choice.

- Preparing for and Selecting a Graduate Program
- The Application Process
- Preparing for the GRE
- Soliciting Letters of Recommendation
- Writing the Personal Statement
- Interviewing
- Choosing a Program and Succeeding in Graduate School

**Download Today at [Store.PsiChi.org](http://Store.PsiChi.org)**

Log in as a Psi Chi Member to receive a discount!



SUMMER 2022

**PSI CHI  
JOURNAL OF  
PSYCHOLOGICAL  
RESEARCH**

## Publish Your Research in *Psi Chi Journal*

Undergraduate, graduate, and faculty submissions are welcome year round. Only one author (either first author or coauthor) is required to be a Psi Chi member. All submissions are free. Reasons to submit include

- a unique, doctoral-level, peer-review process
- indexing in PsycINFO, EBSCO, and Crossref databases
- free access of all articles at psichi.org
- our efficient online submissions portal

View Submission Guidelines and submit your research at [www.psichi.org/?page=JN\\_Submissions](http://www.psichi.org/?page=JN_Submissions)

---

## Become a Journal Reviewer

Doctoral-level faculty in psychology and related fields who are passionate about educating others on conducting and reporting quality empirical research are invited become reviewers for *Psi Chi Journal*. Our editorial team is uniquely dedicated to mentorship and promoting professional development of our authors—Please join us!

To become a reviewer, visit [www.psichi.org/page/JN\\_BecomeAReviewer](http://www.psichi.org/page/JN_BecomeAReviewer)

---

## Resources for Student Research

Looking for solid examples of student manuscripts and educational editorials about conducting psychological research? Download as many free articles to share in your classrooms as you would like.

Search past issues, or articles by subject area or author at [www.psichi.org/journal\\_past](http://www.psichi.org/journal_past)

---

## Learn About Psi Chi

Psi Chi is the International Honor Society in Psychology. Membership is primarily open to undergraduates, graduate students, transfer students, full-time and part-time faculty members, and alumni.

See membership benefits and a link to apply at [www.psichi.org/page/member\\_benefits](http://www.psichi.org/page/member_benefits)



Register an account:  
<http://pcj.msubmit.net/cgi-bin/main.plex>

