



SOCIETY for  
INDUSTRIAL and  
ORGANIZATIONAL  
PSYCHOLOGY

SCIENCE FOR A SMARTER WORKPLACE

New York 6.9.2020

To: The Global Compact Office

Statement by the Secretary General

As an active member of the United Nations Global Compact, the Society for Industrial and Organizational Psychology (SIOOP) continues to adhere to the ten principles stipulated by the Global Compact in the areas of Human Rights, Labor, Environment and Anti-Corruption.

SIOOP, as well as our members, holds a special expertise within these areas as they pertain to the science of work and workers, and strives to ensure that our activities are aligned with *the Universal Declaration of Human Rights (1948)*, *the ILO's Declaration on Fundamental Principles and Rights at Work (1998)*, *the Rio Declaration on Environment and Development (1992)* and *the United Nations Convention against Corruption (2005)*. We express a firm ongoing commitment to these principles and endeavor to utilize them in the development of policies and practices within our organization, partners, and membership.

Since affiliating with the Global Compact, SIOOP has striven to publicly align and intensify our practices and advocacy, particularly as they pertain to sustainability and human rights. For this first term, we have produced concrete and tangible results including:

- Public and Professional Advocacy of the Global Compact Agenda
- Networking, Engagement, and Consulting with Partner Organizations
- Academic and Professional Scholarship
- Development of Resources and Infrastructure to Support the Global Compact

Sincerely Yours,

A handwritten signature in black ink that reads 'Tracy L. Vanneman'. The signature is fluid and cursive, with the first letters of the first and last names being capitalized and prominent.

Tracy L. Vanneman

Executive Director

## Our Vision

The Society for Industrial and Organizational Psychology (SIOP) is an association of the world's top workplace behavioral scientists. With more than 9,500 members from 73 countries, SIOP is a diverse group with its primary focus on building better organizations by improving the well-being and performance of individuals, teams, and groups.

Specifically, SIOP seeks to: 1) Advance the science and practice of organizational psychology to improve the quality of working life on a global scale, 2) Impact global organizations' policies regarding corporate social responsibility, gender/ethnic diversity and sustainability initiatives, and 3) Promote the use of evidence-based decision-making in management and policy development on a global scale.

## About SIOP

SIOP is the premier membership organization for those practicing and teaching Industrial-Organizational (I-O) psychology. While an independent organization with its own governance, SIOP is also a division within the American Psychological Association and an organizational affiliate of the Association for Psychological Science. I-O psychology is a dynamic and growing field that encompasses workplace issues at the individual and organizational level. I-O psychologists apply research that improves the well-being and performance of people and the organizations that employ them. This involves everything from workforce planning, employee selection and leader development to studying job attitudes and job motivation, implementing work teams, and facilitating organizational change. SIOP is working to strengthen support for I-O psychology research and practice among national policy decision makers. A more comprehensive history of SIOP can be found at: <https://www.siop.org/About-SIOP/SIOP-Museum>.

## Main Achievements 2018 - 2020

SIOP has worked to advance the principles of the Global Compact through several strategic activities, including:

- Public and Professional Advocacy of the Global Compact Agenda
- Networking, Engagement, and Consulting with United Nations Entities and Partner Organizations
- Academic and Professional Scholarship
- Development of Resources and Infrastructure to Support the Global Compact

## **Public and Professional Advocacy of the Global Compact Agenda**

SIOP endeavors to publicly advocate for the ten principles of the Global Compact, and the Sustainable Development Goals (SDGs), through public, professional, and student advocacy. This advocacy occurs through several channels, including through the avenues of the United Nations (UN), where SIOP represents issues pertaining to best practices in organizational behavior and management. SIOP also contributes external advocacy through policy discourse with other decision-making bodies, as well as providing evidence-based guidance to help employees and employers on issues related to the ten principles and SDGs. SIOP members also cover UN-related issues, the SDGs, and other humanitarian work psychology topics in their teaching and academic efforts. Finally, SIOP regularly produces publications aimed at professional and academic membership that showcase ongoing efforts related to the principles of the Global Compact and encourage more organizations to join the Global Compact. A sample of SIOP's advocacy activities are found below:

### **Advocacy Within the United Nations and Engagement with Global Compact**

SIOP members attended the United Nations Global Compact Virtual Leaders Summit, 15-16 June 2020.

SIOP members helped raise public awareness of relevant Global Compact agenda and SDGs items through presentations and publications (cited below) at national and international conferences.

SIOP members continuously supported initiatives to attract new participants to the Global Compact – including a toolkit and support structure for assisting members in approaching their organizations and universities about joining.

SIOP members have either co-chaired or engaged with Psychology Day at the United Nations for several years, covering such topics as Psychological Contributions to Building Bridges Within and Among Nations. Members participate in ongoing participation in planning for this annual event.

SIOP members co-founded and serve on the board of the Psychology Coalition of NGOs Accredited at the United Nations (PCUN).

SIOP members have served or current serve on a number of UN Committees, including PCUN's Infrastructure Task Force and the Committee on Status of Women.

SIOP members attended or viewed the webinar - "How to Set Ambitious Corporate Targets and Accelerate Integration of the 17 SDGs", Session 2, 29 July 2020.

SIOP member attended UNGC Regional Roundup "SDG 5 and Gender Equality," 7 December 2018, Gap Inc., San Francisco.

SIOP members attended several webinars from the Global Compact SDG Leadership Webinar Series, including:

- “Making the Most of the UN Global Compact Academy”, 26 March 2020.
- “Decent Work and Sustainable Procurement”, 16 April 2020.
- “Creating an SDG Action Plan with the SDG Action Manager”, 23 April 2020.
- “UN PRME and Business Management Education for the SDGs”, 21 May 2020.

SIOP members created a “Press Page” that can be used to introduce the SIOP UN Committee to UN employees and provide a general overview of I-O psychology’s areas of expertise that UN members can leverage to pursue their work-related goals.

SIOP member provided input in the 2019 Report of the Joint Inspection Unit on “Review of change management in United Nations system organizations.”

### **External Advocacy**

As part of “Smarter Workplace Awareness Month” occurring in September, SIOP has prepared and shared information on its website, made available to members and non-members (e.g., employees; businesses), outlining various ways in which the practice of I-O psychology can contribute to worker well-being. The information presented is in the form of videos and white papers, and often covers topics central to the Global Compact agenda and the SDGs. For example, in September 2019 information covered I-O psychology’s contribution to issues such as work-life balance interventions; diversity, inclusion, and equity; sexual harassment; workplace bullying; organizational deviance; employee engagement; and worker health. Similar content was presented in September 2018.

In December 2018, in partnership with Anton Botha, Senior I-O Psychologist at the UN Secretariat, SIOP member presented to the METRO (Metropolitan New York Association for Applied Psychology) membership, discussing the SIOP UN committee’s mutual projects with the UN and how I-O psychologists can be involved, as well as highlighting job and internship opportunities at the UN.

In response to COVID-19, SIOP has leveraged its experience to support members and partners, and to help policymakers and organizations address workplace disruptions resulting from the pandemic. Examples of these include compiling resources and publications that provide guidance and support to members and the general public. Examples of these resources include:

Adams, K. A. (2020, May). Tips for working from home with an infant during COVID-19. SIOP Newsbriefs. [https://siop.inloop.com/en/article/15913?utm\\_source=ElasticEmail-sb-siop&utm\\_medium=newsletter&utm\\_campaign=siop-651-s-en-070520](https://siop.inloop.com/en/article/15913?utm_source=ElasticEmail-sb-siop&utm_medium=newsletter&utm_campaign=siop-651-s-en-070520)

Allen, T. D., & Poteet, M. L. (2020, May). Caught in the middle: 10 tips for managers leading from home. SIOP Newsbriefs. [https://siop.inloop.com/en/article/16017?utm\\_source=ElasticEmail-sb-siop&utm\\_medium=newsletter&utm\\_campaign=siop-660-s-en-130520](https://siop.inloop.com/en/article/16017?utm_source=ElasticEmail-sb-siop&utm_medium=newsletter&utm_campaign=siop-660-s-en-130520)

Curphy, G., & Nilsen, D. (2020, April). Managing stress during COVID-19: The dark side of personality. SIOB Newsbriefs.

[https://siop.inloop.com/en/article/15766?utm\\_source=ElasticEmail-sb-siop&utm\\_medium=newsletter&utm\\_campaign=siop-634-s-en-220420](https://siop.inloop.com/en/article/15766?utm_source=ElasticEmail-sb-siop&utm_medium=newsletter&utm_campaign=siop-634-s-en-220420)

Hoopes, L. L. (2020, April). A fresh look at resilience: Outcomes, inputs, and processes. SIOB Newsbriefs.

[https://siop.inloop.com/en/article/15716?utm\\_source=ElasticEmail-sb-siop&utm\\_medium=newsletter&utm\\_campaign=siop-626-s-en-150420](https://siop.inloop.com/en/article/15716?utm_source=ElasticEmail-sb-siop&utm_medium=newsletter&utm_campaign=siop-626-s-en-150420)

Hysong, S. (2020, March). COVID-19 and public health emergencies: What I-O Psychologists should know. SIOB Newsbriefs.

[https://siop.inloop.com/en/article/15316?utm\\_source=ElasticEmail-sb-siop&utm\\_medium=newsletter&utm\\_campaign=siop-593-s-en-180320](https://siop.inloop.com/en/article/15316?utm_source=ElasticEmail-sb-siop&utm_medium=newsletter&utm_campaign=siop-593-s-en-180320)

Knight, C., Parker, S. K., & Keller, A. C. (2020, June). Triple levels of poor mental health: But there is plenty managers can do. SIOB Newsbriefs.

[https://siop.inloop.com/en/article/16243?utm\\_source=ElasticEmail-sb-siop&utm\\_medium=newsletter&utm\\_campaign=siop-686-s-en-030620](https://siop.inloop.com/en/article/16243?utm_source=ElasticEmail-sb-siop&utm_medium=newsletter&utm_campaign=siop-686-s-en-030620)

Mattingly, V. (2020, May). Using emotional intelligence to take care of yourself and others in a virtual world. <https://www.siop.org/Research-Publications/Items-of-Interest/ArtMID/19366/ArticleID/4530/Using-emotional-intelligence-to-take-care-of-yourself-and-others-in-a-virtual-world>

Pulakos, E., & Kantrowitz, T. (2020, April). Seven things to build agility and resilience. SIOB Newsbriefs. [https://siop.inloop.com/en/article/15846?utm\\_source=ElasticEmail-sb-siop&utm\\_medium=newsletter&utm\\_campaign=siop-641-s-en-290420](https://siop.inloop.com/en/article/15846?utm_source=ElasticEmail-sb-siop&utm_medium=newsletter&utm_campaign=siop-641-s-en-290420)

Shockley, K., & Clark, M. (2020, April). Work-family balance struggles in the time of COVID-19. SIOB Newsbriefs.

[https://siop.inloop.com/en/article/15627?utm\\_source=ElasticEmail-sb-siop&utm\\_medium=newsletter&utm\\_campaign=siop-619-s-en-080420](https://siop.inloop.com/en/article/15627?utm_source=ElasticEmail-sb-siop&utm_medium=newsletter&utm_campaign=siop-619-s-en-080420)

### **SIOB Science Advocacy Initiatives and Briefs**

The SIOB UN Committee is pursuing an initiative to work with the authors of I-O psychology textbooks to ensure they incorporate humanitarian work psychology and topics related to the UN's Global Compact as textbook material.

At its Annual Conference, SIOB continues to include a separate topic track for papers and presentations on the area of pro-social psychology. Within this track, the specific content areas of humanitarian work psychology, corporate social responsibility, and sustainable development are covered. This work helps to educate SIOB members on ways that they can contribute to issues related to the Global Compact agenda and SDGs.

Begun in 2018, the SIOP UN Committee continues to create annotated bibliographies that link I-O psychology science and practice to the UN's SDGs. An annotated bibliography for SDG #2 (End hunger, achieve food security and improved nutrition and promote sustainable agriculture) was the first produced. Since then other bibliographies have been produced, including for SDG #8 (Decent Work & Economic Growth), SDG #9 (Industry, Innovation, and Infrastructure), and SDG#10 (Reduce Inequalities). Additional bibliographies of other SDGs are underway.

SIOP member serves as Editor of the journal *International Perspectives in Psychology*. In this capacity, the member has introduced a Public Impact Statement relating to the UN SDGs for all contributing articles, making this the first psychology journal to publicly support the SDGs in this manner. Member also introduced evidence-based Policy Briefs as a new format.

SIOP members manage and engage with Project GLOW (Global Living Organizational Wage). This is a multidisciplinary, international project focused on the work and community psychology of a living wage, with respect to eradicating working poverty globally, under the United Nations SDGs. This capacity-building 50-year, multi-generational project connects research service and teaching hubs across more than 25 countries, cities, trade routes and supply chains. With support from leading applied psychological associations globally (IAAP, SIOP, and IMCES), this project has tabled a statement on living wages to the UN Commission for Social Development, entitled, "The SDGs need to build a social and business case for living wages".

Carr, S. C. (2020, March 30 recording). International Science Council (ISC Paris) interview, as one of 15 global experts on sustainability and human development (invited March 7, 2020). ISC is partnering with UNDP to produce a global report on fresh insights into human development. <https://council.science/human-development/latest-contributions/the-path-to-a-better-balance-between-the-sdgs-and-a-better-understanding-of-what-they-mean-for-people-in-everyday-life-lies-in-asking-people-directly/>

White Paper: Howald, N., Walker, J., Melick, S., Albert, M., & Huang, S. (2018). Addressing sexual harassment in the workplace. Society for Industrial and Organizational Psychology: Visibility Committee.  
<https://www.siop.org/Portals/84/docs/White%20Papers/AddressingSexualHarassment.pdf>

White Paper: Gabrenya, Jr., W. K., & Mochinushi, Y. (2019). Culture and overseas work: Expectations, preparations, coping, return. Society for Industrial and Organizational Psychology: Visibility Committee.  
<https://www.siop.org/Portals/84/docs/White%20Papers/Visibility/Overseas.pdf>

White Paper: Mills, M. J., Tortez, L. M., & Blanton, R. (2020). Be the eyes: Training employees to recognize industry-relevant indicators of sex trafficking. Society for Industrial and Organizational Psychology: International Affairs Committee.  
<https://www.siop.org/Portals/84/docs/White%20Papers/trafficking.pdf>

Carr, S. C. (in press). Setting 'poverty thresholds': whose experience counts? *Sustainability Science*.

### **SIOP Member-Oriented Publications**

Lace, A., & Carr, S. C. (Winter, 2020). Innovative connections between I-O Psychology and International Relations: The work of Raymond Saner and Lichia Yiu. *The Industrial-Organizational Psychologist*, 57 (3). <https://www.siop.org/Research-Publications/Items-of-Interest/ArticleID/3290/ArtMID/19366/preview/true>

Meyer, I., Carr, S. C., Foster, L., Lace, A., & Mallory, D. (2019, Summer). From SIOP into the world: The SIOP United Nations International Team. *The Industrial-Organizational Psychologist*, 57 (1). <https://www.siop.org/Research-Publications/Items-of-Interest/ArticleID/3008/ArtMID/19366/preview/true>

Mullins, M., & Poteet, M. L., (2019, Fall). Volunteering at the United Nations (without leaving home!). *The Industrial-Organizational Psychologist*, 57 (2). <https://www.siop.org/Research-Publications/Items-of-Interest/ArtMID/19366/ArticleID/3168>

Saari, L., & Maday, D. (2019, Winter). Working for the United Nations: Perspectives of early career SIOP members. *The Industrial-Organizational Psychologist*, 56 (3). <https://www.siop.org/Research-Publications/TIP/TIP-Back-Issues/563/ArtMID/25322/ArticleID/1319/Working-for-the-United-Nations-Perspectives-of-Early-Career-SIOP-Members>

Sheikh, N., Botha, A., & El-Hage, L. R. (2018, Fall). The Innovation & Learning Series: A partnership between the Society for Industrial and Organizational Psychology (SIOP) and the United Nations Office of Human Resources Management (OHRM). *The Industrial-Organizational Psychologist*, 56 (2). <https://www.siop.org/Research-Publications/TIP/TIP-Back-Issues/2018/October/ArtMID/20676/ArticleID/1340/The-Innovation-Learning-Speaker-Series>

SIOP UN Committee (2019, Spring). Working for the United Nations: More perspectives of SIOP members. *The Industrial-Organizational Psychologist*, 56 (4). <https://www.siop.org/Research-Publications/TIP/TIP-Back-Issues/564/ArtMID/24926/ArticleID/1873/Working-for-the-United-Nations-More-Perspectives-of-SIOP-Members>



## **Networking, Engagement, and Consulting with United Nations Entities and Partner Organizations**

The SIOP UN Committee works with various UN entities and partner organizations to provide direct support for the work of the UN. These efforts include pro bono consulting in an effort to collaborate on shared goals relating to the UN agenda and the Global Compact. Some of these efforts are listed below:

SIOP members organized and facilitated the work of several SIOP experts to review the performance management system and practices of the United Nations Economic and Social Commission for Asia and the Pacific (ESCAP). This review highlights several effective features of ESCAP's current process, along with some opportunities for improvement. The SIOP-led team also provided several recommendations to help ESCAP streamline and improve the quality of its performance management system and processes.

SIOP member arranged for two members of the UN External Outreach team to be at the Baruch University Career Fair in November 2018, where 35 resumes were collected for the UN.

SIOP members have either co-chaired or engaged with Psychology Day at the United Nations for several years, covering such topics as Sustainable Development, Global Violence and Global Warming, and Psychological Contributions to Building Bridges Within and Among Nations. SIOP members participate in ongoing planning for this annual event.

In 2018-2019, a SIOP member was a member of the Non-Government Organization Committee on the Status of Women.

The SIOP UN Committee continues to implement a Jobs, Internships, and Volunteer Engagements (JIVE) initiative to encourage I-O psychologist applications for UN I-O psychology related internal, employment, and volunteer opportunities. This includes working with UN staff regularly to update the position openings and posting them on the SIOP website.

SIOP member organized and provided resources to UN staff on the subject of change management to assist with intended internal change efforts.

Since its launch in 2017, SIOP members have partnered with the United Nations Office of Human Resource Management (OHRM) to implement the Innovation & Learning Series. This series has experts in I-O psychology share research, theory, and evidence-based best practices with the UN human resources professionals. Through this effort, OHRM staff gain insight into what other large international organizations are doing to tackle pressing industry challenges. Several well-received presentations and seminars have taken place thus far by prominent SIOP members, on a variety of topics such as survey design, integrity assessment, performance management, human resources management in the digital era, and talent management. Discussions are underway to potentially expand this effort to multiple UN locations.



Since 2015, SIOP member(s) have continued to be involved with and/or serve on the board of the Psychology Coalition at the United Nations (PCUN). In 2018, a SIOP member was President of PCUN. Also, members worked with the PCUN in the areas of organizational effectiveness, teaming, and goal setting to help improve the overall effectiveness of the PCUN.

The SIOP UN Committee also continues its partnership with the Global Organisation for Humanitarian Work Psychology (GOHWP), which connects a global membership of work psychologists together for issues pertinent to humanitarian causes and humanitarian work. Several SIOP members serve or have served in direct leadership roles with GOHWP since its founding.

SIOP member provided input in the 2019 Report of the Joint Inspection Unit on “Review of change management in United Nations system organizations.”

## Academic and Professional Scholarship

Those serving within the organization make a dedicated effort to produce impactful academic scholarship and make professional contributions that advance the cause of the Global Compact. For example, in 2018 three SIOP UN Committee members edited a special edition of the *Journal of Organizational Behavior* focused on humanitarian organizational behavior. Some SIOP UN Committee members working in academia also chair theses with topics that relate to the Global Compact. Additionally, innumerable organizational members not holding service positions actively publish and engage in research in areas related to the Global Compact. A sample of these publications, presentations, and other activities include:

### *\*SIOP Representative to the United Nations*

Bruyere, S. M., & Martinez-Tur, V. (2019, Winter). International Practice Forum Special Series Industrial-Organizational Psychology helps heal the world (Part 5): Employment, disability, and the role of work psychology. *The Industrial-Organizational Psychologist*, 56 (3).

Burrell, M. A., Grigoleit, T., & Silva H. (2019, Spring). International Practice Forum: Combating worldwide effects of automation on workforce competency. *The Industrial-Organizational Psychologist*, 56 (4).

\*Carr, S. C. (2020, June 16). *IO words for Covid*. Invited TED-talk, SIOP Conference, USA, by invitation during the pandemic, screened virtually on Day 1 following conference plenary, then discussed during interactive session with conference delegates two weeks later.

\*Carr, S. C. (2020, May). Global Alliance Special Session: *Living Wage, Workplace Wellbeing: Contributions from Project GLOW* (Global Living Organizational Wage). By invitation. Coordinated Early Career Work Psychologists from around the globe as they showcased their innovative research on living wages, in the GLOW network that spans 26 countries.

\*Carr, S. C. (2020, January). *International Perspectives on Work and Livelihood*. Division 52 – International Psychology Webinar Series, American Psychological Association (APA)-Approved Sponsor.

\*Carr, S. C., Afeaki-Mafale'o, E., & Haar, J. (2020, May 26). Covid Recovery – Talanoa Hubs Series: *Can the living wage reset inequality for the working poor?* May 26, Trans-South West Pacific.

\*Carr, S. C., Arora, B., Hopfgartner, L., Jyoti, D., \*McWha-Hermann, I., Saxena, M., Searle, R. H., & Seubert, C. (2020). *SIOP Select: Living wage, workplace well-being: Contributions from Project GLOW*. Virtual presentation at the 35<sup>th</sup> Annual Meeting of the Society for Industrial and Organizational Psychology, USA.

\*Carr, S.C., \*McWha-Hermann, I. & Searle, R. (Editors). (2020). *International Perspectives on Psychology: Research Practice and Consultation – Special Issue on Decent Work*.

\*Carr, S., Sawyer, K., \*Reichman, W., Saxena, M., Scott, J. C., & Solberg, E. (2020). *WHOSE diversity is still not included?* Virtual presentation at the 35<sup>th</sup> Annual Meeting of the Society for Industrial and Organizational Psychology, USA.

\*Carr, S. C., Hodgetts, D.J., Potgieter, J., & \*Meyer, I. (2020). Macro-Psychology for Decent Work: Sustainable Livelihood. In M. MacLachlan & J. McVeigh (Eds.), *Macro-psychology: A population science for Sustainable Development Goals* (in press). New York: Springer.

\*Carr, S. C. (Organising “Special Session” Chair and Presenter, 2019). Living Wage, Worker Well-Being: Steps toward Shared Prosperity, co-presenter for *Hourly Pay, Household Income, Worker Well-being: Vertices of a Living Wage* (with J. Parker, A. Young-Hauser, W. Schmidt, co-author with D. Hodgetts, J. Haar, J. Arrowsmith, H. Jones, L, Moran). *6<sup>th</sup> Regulating for Decent Work Conference*, hosted by the UN’s International Labour Organisation (ILO), Geneva, 8-10 July.

\*Carr, S. C. (2019, October). Keynote address. *Mental health and well-being in a changing world: Applied psychology and sustainable livelihood*. 16<sup>th</sup> International Postgraduate Research Colloquium (IPRC), Srinakharinwirot University, Bangkok, Thailand.

\*Carr, S. C. (2019, June). Keynote address. *Living wages and Sustainable Livelihood*. European Association of Work Psychology Special Small Group Meeting on The Living Wage, Adam Smith School of Business, University of Glasgow, June 3-5.

\*Carr, S. C. (2019, May 30). Aston Business School, University of Birmingham, UK. Invited Research Seminar on “*Linking Wages for Sustainable Livelihoods: A perspective from New Zealand and GLOW (Global Living Organisational Wage)*.”

\*Carr, S. C. (2019, April). Special Event - Leveraging a Science-Practitioner Model to Help Eradicate Poverty: *Unsteady Job to Sustainable Livelihood: Transforming Work for Others, and IOs?* Presentation at the 35<sup>th</sup> Annual Meeting of the Society for Industrial and Organizational Psychology, USA.

\*Carr, S. C. (2019, April). SIOP Select (Society for Industrial and Organizational Psychology). Special Event: *Disruptions Big and Small: The Future of Science-Practice in I-O*. Presentation at the 35<sup>th</sup> Annual Meeting of the Society for Industrial and Organizational Psychology, USA.

\*Carr, S. C., Berry, M. O., Scott, J. C., & Hodgetts, D. (2019, Spring). Living wage research is alive and kicking – and not just about subsistence: A rejoinder to Reburn et al. *The Industrial-Organizational Psychologist*, 56 (4).

\*Carr, S. C., Haar, J., Hodgetts, D. J., Alefaio, S., Parker, J., Arrowsmith, J., A. Young-Hauser, A., & Jones, H. (2019, July). *What makes a livelihood sustainable? The optics of a living wage*. XVI European Congress of Psychology, State University of Moscow, Russia.

\*Carr, S.C., Haar, J., Hodgetts, D., Arrowsmith, J., Parker, J., Young-Hauser, A., Alefaio-Tuglia, S., & Jones, H. (2019). An employee's living wage and their quality of work life: How important household size and income? *Journal of Sustainability Research*, 1, 1-19.

\*Carr, S. C., Haar, J., Young-Hauser, A. M., Schmidt, W., Parker, J., Hodgetts, D. J., Arrowsmith, J., Alefaio, S., & Jones, H. (2019). Hourly pay, household income, worker well-being: Vertices of a living wage. In *Proceedings of the 6<sup>th</sup> Regulating for Decent Work (RDW) Network Conference*, Geneva: RDW/ILO (International Labour Organisation).

\*Carr, S. C. (2018, September). Keynote address. *Sustainable Livelihood: Bridging intellectual to practical contributions*. 2<sup>nd</sup> International Conference on intervention and applied psychology, Universitas Indonesia, Jakarta, September 12<sup>th</sup>.

\*Carr, S. C. (2018, August). 2018: Keynote address. Inaugural Summer School/2<sup>nd</sup> International Conference on Healthier Societies fostering healthy organizations – Cross-cultural perspectives. University of Florence. *Healthy organizations through sustainable livelihoods*. August 27<sup>th</sup>. [Coordinated invited Symposium, "Healthy organisations: Transforming Lives through Sustainable Livelihoods," August 31]

\*Carr, S. C. (2018). How can living wages save our generation for a better world? In G.J.R Rich, A. Padilla-López, L.K. de Souza, L. Zinkiewicz, J. Taylor, & J.L.S.B. Jaafar (Eds.), *Teaching psychology around the world* – vol. 4 (pp. 400-6). Newcastle, UK: Cambridge Scholars Publishing.

\*Carr, S. C. (2018). Standing up for Sustainable Livelihoods: From poverty to prosperity. In D. Hodgetts & K. O'Doherty (Eds.), *Handbook of Applied Social Psychology* (pp. 297-320). London: Sage.

\*Carr, S. C. (2018, September). *Humanitarian work psychology: Bridging intellectual to practical contributions*. 2<sup>nd</sup> International Conference on Intervention and Applied Psychology. Jakarta, Universitas Indonesia. [Workshop for international Masters thesis students].

\*Carr, S. C. (2018, September). *The living wage: Psychology against working poverty*. 2<sup>nd</sup> International Conference on Intervention and Applied Psychology. Jakarta, Universitas Indonesia. [Workshop for new and emerging scholars].

\*Carr, S. C., Haar, J., Parker, J., Hodgetts, D., Arrowsmith, J., Alefaeo-Tuglia, S., Young-Hauser, A., & Jones, H. (2018, August). *Living wages, healthy organisations in Aotearoa/New Zealand*. International Special Meeting: Policy Decision-Makers, Stakeholders and Researchers Building Healthier Perspectives, 2<sup>nd</sup> International Conference, Healthier Societies fostering healthy organisations, University of Florence [this was part of an invited Symposium, "Healthy Organisations: Transforming lives through sustainable livelihoods"].

\*Carr, S. C. & \*Meyer, I. (2018). International psychology: Ensuring healthy lives and promoting wellbeing for all (“SDG3”) [Editorial]. *International Perspectives in Psychology: Research, Practice, Consultation*, 7 (4), 203–204.

\*Carr, S. C., & \*Meyer, I. (2018). International psychology and partnership (“SDG17”) [Editorial]. *International Perspectives in Psychology: Research, Practice, Consultation*, 7 (1), 1–3

\*Carr, S.C., Maleka, M., \*Meyer, I. *et al.* (2018). How can wages sustain a living? By getting ahead of the curve. *Sustainability Science*, 13, 901–917. <https://doi.org/10.1007/s11625-018-0560-7>

\*Carr, S. C., Parker, J., Arrowsmith, J., Yao, C., & Haar, J. (2018). The Living Wage in New Zealand and its implications for Human Resource Management and Employment Relations. In J. Parker & M. Baird (Eds.), *Big issues in employment* (pp. 95-107). Christchurch, NZ: Wolters Kluwer.

\*Carr, S. C., \*Thompson, L., & \*Meyer, I. (Editors). (2018). Special Issue: Journal of Organizational Behavior (JOB) – *Humanitarian Organizational Behavior*, 39 (5), 543-628.

Cook-Lundgren, E. & \*McWha-Hermann, I. (2019) *The Darker Side of Social Enterprise in International Development*, 11th International Critical Management Studies Conference, Milton-Keynes, UK.

Ferdman, B. M., \*Carr, S. C., Travis, D., Kandola, B., & Sawyer, K. (2020). *HOW to foster inclusion – Best practices for people & organizations*. Virtual presentation at the 35<sup>th</sup> Annual Meeting of the Society for Industrial and Organizational Psychology, USA.

Glosenberg, A., Frese, M., \*Foster, L., Steffens, P., & \*Meyer, I. (2020). *Personal initiative training for entrepreneurs: Exploring research and impact possibilities with a focus on Africa*. Presentation at the 5<sup>th</sup> Biennial Conference of the Africa Academy of Management, Nigeria.

Glosenberg, A., \*Foster, L., & \*Carr, S. (2019). Good intentions are not enough: Applying best practices from humanitarian aid to evaluate corporate social responsibility. In A. McWilliams, D. E. Rupp, D. S. Diegel, G. K. Stahl, & Waldman, D. A. (Eds.). *The Oxford Handbook of Corporate Social Responsibility: Psychological and Organizational Perspectives*. Oxford University Press.

Grandey, A. A., Cortina, L. M., Jenkins, J. R. D., LeBlanc, M. M., & Searle, R. H. (2019). *Sexual harassment science and practice*. Special Event panel discussion at the 34<sup>th</sup> Annual Meeting of the Society for Industrial and Organizational Psychology, National Harbor, MD, USA.

Haar, J., \*Carr, S. C., & Hodgetts, D. (2019). *Fairness, work-life balance, job satisfaction, and the power of money*. In J. Harr (Chair), *Living on the edge: Radical livelihoods in New*

Zealand. Symposium presented at the 34<sup>th</sup> Annual Meeting of the Society for Industrial and Organizational Psychology, National Harbor, MD, USA.

Haar, J., \*Carr, S. C., Arrowsmith, J., Parker, J., Hodgetts, D., & Alefaio-Tugia, S. (2018). Escape from working poverty: Steps toward sustainable livelihood. *Sustainability*, 10 (11), 41-44.

Hodgetts, D., Stolte, O., Sonn, C., Drew, N., Nikora, L. W., & \*Carr, S. C. (2020). *Social psychology and everyday life* (2<sup>nd</sup> edition). London: Macmillan [contributed new chapter on work psychology and *Sustainable Livelihood, focused on SDG-8*].

Hu, Y., & \*Carr, S. C. (2020). Living wages across the Pacific Rim: A localised replication study from China. *Journal of Pacific Rim Psychology*, in press.

Klein, S. R., Arthur, T. M., Menendez, J. M., \*Reichman, W., & Weiss, J. (2019). *Beyond neurotypical: Maximizing performance through diverse talent management*. Panel discussion at the 34<sup>th</sup> Annual Meeting of the Society for Industrial and Organizational Psychology, National Harbor, MD, USA.

Kost, A., & \*Mullins, M. (2019). *Acceptance of accommodations for mental disabilities*. Poster presented at the 34<sup>th</sup> Annual Meeting of the Society for Industrial and Organizational Psychology, National Harbor, MD, USA.

Kozusznik, B., \*McWha-Hermann, I., Patras, L., Wiecek-Jakubel, K., Griffith, R. & Brol, M. (2018). *Practical Application of Research Across Borders: Competencies, Conditions and Cooperation* (Discussion Forum), International Congress for Applied Psychology, Montreal.

Madera, J. M., Wilson, K., & Nagy, M. (2019, Summer). D&I initiatives: Best practices and lessons from the field. *The Industrial-Organizational Psychologist*, 57 (1).

\*Mallory, D. B., Rupp, D. E., & Tay, L. (2019). *Predicting pro/antisocial acts from proactive personality, felt responsibility*. Poster presented at the 34<sup>th</sup> Annual Meeting of the Society for Industrial and Organizational Psychology, National Harbor, MD, USA.

Maleka, M., Rugimbana, R., \*Carr, S. C., \*Meyer, I., Parker, J., & Barry, M. L. (2018). Reflections on a study conducted in New Zealand and South Africa to ascertain the extent to which living wages are a panacea for quality life for low-income workers. *Sage Research Methods Cases*, 2, <http://dx.doi.org/10.4135/9781526449481>

McCord, K., & \*Mullins, M. (2020). *Factors influencing career advancement potential for mothers at work*. [Poster accepted for presentation]. The 35th Annual Meeting of the Society for Industrial and Organizational Psychology, Austin, TX.

\*McWha-Hermann, I. (2019). *Building trust through fair reward*. Humanitarian HR, Antwerp, Belgium.

\*McWha-Hermann, I. (2019). *Living wages and decent work in the International NGO sector*. Sixth Conference of the Regulating for Decent Work Network, ILO Geneva, Switzerland.

\*McWha-Hermann, I. (2019). *Humanitarian Work and Organizational Psychology*. European Association of Work and Organizational Psychology Congress, Turin, Italy.

\*McWha-Hermann, I. (2018). *Project Fair: a review of fairness in aid remuneration*. Charity Finance Group – Overseas Special Interest Group, London, UK [invited talk and expert panel member].

\*McWha-Hermann, I. (2018). *Fair Reward in INGOs*. Webinar organized by CHS Alliance and Humentum [invited keynote].

\*McWha-Hermann, I., Jandric, J., Cook-Lundgren, E. & \*Carr, S. C. (2019). *Reconceptualising INGO Reward: addressing tensions between social values and competitiveness*. European Association of Work and Organizational Psychology Congress, Turin, Italy.

\*McWha-Hermann, I., Jandric, J., Cook-Lundgren, E. & \*Carr, S. C. (2018). *Contextual factors influencing managerial motives to address systemic injustice in INGO*. Academy of Management Annual Conference, Chicago, IL.

\*McWha-Hermann, I., Jandric, J., Cook-Lundgren, E. & \*Carr, S. C. (2018). *Managerial motives to address systemically unjust reward policies in international non governmental organisations*. International Congress for Applied Psychology, Montreal.

\*McWha-Hermann, I., Reichman, W., & Berry, M. O. (2018). *Developing evidence-based policy briefs for academic researchers: a practical approach to generating impact* (In-Congress Professional Development Workshop), International Congress for Applied Psychology, Montreal.

\*McWha-Hermann, I. & Searle, R. (Eds.). (2020). *Four Living Wage Briefing Papers (Living Wages: What is it; Living Wages: A Checklist for HR Managers; Living Wages: Impact on Individuals; Living Wages: The Importance of Supply Chains)*. <http://eawop.org/reports>

\*McWha-Hermann, I. & Searle, R. (2020). *Project GLOW: Insights from a systematic review of living wages*. Virtual presentation at the 35<sup>th</sup> Annual Meeting of the Society for Industrial and Organizational Psychology, USA.

\*McWha-Hermann, I. & Searle, R. (21 May 2020). Living wages are crucial now more than ever. *The Psychologist*. <https://thepsychologist.bps.org.uk/living-wages-are-crucial-now-more-ever>.

McWhirter, E. & \*McWha-Hermann, I. (2020). Social justice and career development: Progress, problems and possibilities. *Journal of Vocational Behavior*, in press. (ABS4)



\*Meyer, I., \*Carr, S. C., & \*Foster, L. (2018). Humanitarian Organizational Behaviour. *Journal of Organizational Behaviour*, 39, 543-44 [Editorial for Special Issue]

\*Mullins, M., \*McWha-Hermann, I., & Berry, M. O. (accepted for publication). A macropsychology perspective on humanitarian work psychology. In M. MacLachlan & J. McVeigh (Eds.), *Macropsychology: A Population Science for Sustainable Development Goals*. New York: Springer.

Quijada-Crisostomo, A. L., & \*Mullins, M. (2019, April). *Interracial romances in the workplace*. Paper presented at the 34<sup>th</sup> Annual Meeting of the Society for Industrial and Organizational Psychology, National Harbor, MD.

Reichman, W., & \*Carr, S. C. (2020). Human rights is the business of business. In N. Rubin (Ed.), *Cambridge Handbook of Psychology and Human Rights* (in press). Cambridge, MA: Cambridge University Press.

Ruggs, E. N., & \*Carr, S. C., Yang, L-Q., Allen, T., Solberg, E., & Randall, J. G. (2020). *COVID-19 – Inclusion, emotions, and well-being*. Virtual presentation at the 35<sup>th</sup> Annual Meeting of the Society for Industrial and Organizational Psychology, USA.

Scott, J. C., Bonnell, A., \*Carr, S. C., \*Olson-Buchanan, J. B., & Schein, V. E. (2019). *Leveraging a scientist-practitioner model to help eradicate poverty*. Special Event panel discussion at the 34<sup>th</sup> Annual Meeting of the Society for Industrial and Organizational Psychology, National Harbor, MD, USA.

Searle, R. & \*McWha-Hermann, I. (20 May 2020). Why living wages matter more than ever. *Policy Scotland*. <https://policyscotland.gla.ac.uk/why-living-wages-matter-more-than-ever/>

Searle, R. & \*McWha-Hermann, I. (2020). *Living Wages: Impact for Individuals*. (Briefing Note), European Association of Work and Organizational Psychology. [http://eawop.org/ckeditor\\_assets/attachments/1252/impact\\_for\\_individuals.pdf?1575384266](http://eawop.org/ckeditor_assets/attachments/1252/impact_for_individuals.pdf?1575384266)

Searle, R., \*McWha-Hermann, I. & \*Carr, S.C. (Eds.). (2020). *European Journal of Work and Organizational Psychology – Special Issue on Psychological Perspectives on Living Wages*.

Searle, R., \*McWha-Hermann, I., & \*Carr, S. C. (Editors). Special Issue on Decent Work. *International Perspectives in Psychology*. (APA Division 52 flagship journal).

Searle, R., \*McWha-Hermann, I. & \*Carr, S. C. (2019, June 3-5). European Association of Work and Organizational Psychology (EAWOP)-funded workshop on *The Living Wage*. Designed to enable research capacity and policy connectedness, this funded workshop brought together early career researchers, practitioners, and civil society groups working to reduce poverty in the EU and across global supply chains.

Wright, N. A., & \*Foster, L. (2018). Improving disaster response through the science of work. *International Journal of Disaster Risk Reduction*, 31, 112-120.

## SIOP Publication

SIOP produces the journal *Industrial and Organizational Psychology: Perspectives on Science and Practice*. This journal provides a forum for the interactive exchange of perspectives and ideas on topics of importance to the science and practice of I-O psychology. The unique format of this journal includes a focal article that represents a position paper, followed by peer commentaries that can challenge, expand upon, or discuss implications of the focal article. Sample publications from this journal that cover topics and issues directly related to the Global Compact and SDGs are presented below:

### *Focal Article*

Gardner, D., Ryan, A., & Snoeyink, M. (2018). How are we doing? An examination of gender representation in Industrial and Organizational (I-O) psychology. *Industrial and Organizational Psychology, 11*(3), 369-388. doi:10.1017/iop.2018.4

### *Commentaries*

Cheng, S., Ng, L., Trump-Steele, R., Corrington, A., & Hebl, M. (2018). Calling on male allies to promote gender equity in I-O psychology. *Industrial and Organizational Psychology, 11*(3), 389-398. doi:10.1017/iop.2018.88

Hightower, C., McCord, J., Hay, M., Doyle, B., & Harman, J. (2018). I-O psychology has an important role to play in gender differences in negotiation. *Industrial and Organizational Psychology, 11*(3), 398-403. doi:10.1017/iop.2018.89

Sterling, C., DeJordy, R., & \*Olson-Buchanan, J. (2018). How we are doing what we are doing: Network mechanisms of gender representation in I-O psychology. *Industrial and Organizational Psychology, 11*(3), 410-418. doi:10.1017/iop.2018.92

Hernandez, T., Bernard, L., & Martinez, L. (2018). Let the pigs fly: What we say and how we say it when we talk about gender. *Industrial and Organizational Psychology, 11*(3), 419-427. doi:10.1017/iop.2018.93

Schneider, K., & Radhakrishnan, P. (2018). Three dilemmas for academics: Gender disparities in scholarship, teaching, and service. *Industrial and Organizational Psychology, 11*(3), 428-433. doi:10.1017/iop.2018.94

Leung, D., & Rainone, N. (2018). Where are the women of color in I-O psychology? *Industrial and Organizational Psychology, 11*(3), 433-439. doi:10.1017/iop.2018.95

McMillan, J., Shockley, K., & Carter, D. (2018). Gender differences in SIOP Research Fellows' publication networks. *Industrial and Organizational Psychology, 11*(3), 439-448. doi:10.1017/iop.2018.96

Stockdale, M., & Eagly, A. (2018). Beyond representation of women in I-O to producing gender-inclusive knowledge. *Industrial and Organizational Psychology, 11*(3), 448-455. doi:10.1017/iop.2018.97

#### *Focal Article*

Medeiros, K., & Griffith, J. (2019). #Ustoo: How I-O psychologists can extend the conversation on sexual harassment and sexual assault through workplace training. *Industrial and Organizational Psychology, 12*(1), 1-19. doi:10.1017/iop.2018.155

#### *Commentaries*

Bilotta, I., Davenport, M., Wu, F., & Beier, M. (2019). If we build it, will they come? Lack of incentives as barriers to implementing effective sexual harassment training. *Industrial and Organizational Psychology, 12*(1), 20-24. doi:10.1017/iop.2019.1

Dhanani, L., Johnson, R., Colton, C., & Hall, T. (2019). A missing perspective: Considering survivors in sexual misconduct training. *Industrial and Organizational Psychology, 12*(1), 25-29. doi:10.1017/iop.2019.2

Steele, L., & Vandello, J. (2019). When training backfires and what can be done about it. *Industrial and Organizational Psychology, 12*(1), 30-33. doi:10.1017/iop.2019.3

Mills, M., Tortez, L., & Blanton, R. (2019). Moving beyond employees: Antitrafficking training as facilitating social change. *Industrial and Organizational Psychology, 12*(1), 34-38. doi:10.1017/iop.2019.4

Walsh, B., & Magley, V. (2019). Don't forget the role of civility interventions in workplace sexual harassment. *Industrial and Organizational Psychology, 12*(1), 39-41. doi:10.1017/iop.2019.5

Bergman, M. (2019). Ending harassment is about changing power structures more than providing training. *Industrial and Organizational Psychology, 12*(1), 42-47. doi:10.1017/iop.2019.6

Eatough, E., Waters, S., & Kellerman, G. (2019). Evidence-based recommendations for improved design of sexual harassment training. *Industrial and Organizational Psychology, 12*(1), 48-51. doi:10.1017/iop.2019.7

Lee, S., Hanson, M., & Cheung, H. (2019). Incorporating bystander intervention into sexual harassment training. *Industrial and Organizational Psychology, 12*(1), 52-57. doi:10.1017/iop.2019.8

Stewart, S., & Davison, H. (2019). Teenage workers need sexual harassment training, #TeensToo. *Industrial and Organizational Psychology, 12*(1), 58-63. doi:10.1017/iop.2019.9

Goldberg, C., & Ahmad, A. (2019). Improving the measurement of sexual harassment climate. *Industrial and Organizational Psychology, 12*(1), 64-67. doi:10.1017/iop.2019.10

Gutworth, M., & Howard, M. (2019). Improving sexual harassment training effectiveness with climate interventions. *Industrial and Organizational Psychology, 12*(1), 68-72. doi:10.1017/iop.2019.11

Islam, S., Zhu, X., Jacobs, H., & Nair, R. (2019). Actions of little consequence. *Industrial and Organizational Psychology, 12*(1), 73-78. doi:10.1017/iop.2019.12

Chawla, N., Wong, E., & Gabriel, A. (2019). Expanding the discourse surrounding sexual harassment: The case for considering experienced and observed hostile sexism, benevolent sexism, and gendered incivility. *Industrial and Organizational Psychology, 12*(1), 79-83. doi:10.1017/iop.2019.13

Bagdasarov, Z., \*Olson-Buchanan, J., & MacDougall, A. (2019). Improving sexual harassment and sexual assault training effectiveness by aligning training efforts with business strategy. *Industrial and Organizational Psychology, 12*(1), 84-88. doi:10.1017/iop.2019.14

Perry, E., Kulik, C., Golom, F., & Cruz, M. (2019). Sexual harassment training: Often necessary but rarely sufficient. *Industrial and Organizational Psychology, 12*(1), 89-92. doi:10.1017/iop.2019.15

Nagy, M., & Curl-Nagy, D. (2019). Workplace civility training: An antidote to traditional sexual harassment training. *Industrial and Organizational Psychology, 12*(1), 93-95. doi:10.1017/iop.2019.16

Madera, J., Lee, L., & Dawson, M. (2019). Sexual harassment and sexual assault training: Consider the industry. *Industrial and Organizational Psychology, 12*(1), 96-99. doi:10.1017/iop.2019.17

Sachdev, A., Grossman, R., & Burke-Smalley, L. (2019). Beyond “checking the box”: Using accountability to promote the effectiveness of sexual misconduct training. *Industrial and Organizational Psychology, 12*(1), 100-105. doi:10.1017/iop.2019.18

Singletary Walker, S., Ruggs, E., Taylor, R., & Frazier, M. (2019). Reporting sexual harassment: The role of psychological safety climate. *Industrial and Organizational Psychology, 12*(1), 106-109. doi:10.1017/iop.2019.19

Baran, B., Clinton-Sherrod, M., & Sobbeck, P. (2019). Sexual assault prevention and the U.S. Navy: An overview. *Industrial and Organizational Psychology, 12*(1), 110-114. doi:10.1017/iop.2019.20

Brummel, B., Newman, E., Arnold, B., & Slaughter, A. (2019). Sexual harassment and sexual assault training needs analysis for journalists. *Industrial and Organizational Psychology, 12*(1), 115-118. doi:10.1017/iop.2019.21

Burleson, S., & Major, D. (2019). #I-Os matter—extending I-O research and theory even further into the design and implementation of sexual assault and harassment training: A STEM-based example. *Industrial and Organizational Psychology, 12*(4), 501-503. doi:10.1017/iop.2019.87

Hamilton, K., Snoeyink, M., & Martinez, L. (2019). Blurred lines: How to approach sexual harassment training when sexual harassment isn't always about sex. *Industrial and Organizational Psychology, 12*(3), 345-349. doi:10.1017/iop.2019.64

#### *Focal Article*

Cortina, L., Cortina, M., & Cortina, J. (2019). Regulating rude: Tensions between free speech and civility in academic employment. *Industrial and Organizational Psychology, 12*(4), 357-375. doi:10.1017/iop.2019.63

#### *Commentaries*

Manegold, J., VanMeter, R., & Casper, W. (2019). Looking on the bright side: Rewarding civil behavior in academia. *Industrial and Organizational Psychology, 12*(4), 376-380. doi:10.1017/iop.2019.67

Praslova, L. (2019). Civility and voice: From “civility wars” to constructive engagement. *Industrial and Organizational Psychology, 12*(4), 381-384. doi:10.1017/iop.2019.68

Aharoni-Goldenberg, S., Tziner, A., & Barnett, D. (2019). Repercussions of incivility and hostile expressions in academia: A legal perspective. *Industrial and Organizational Psychology, 12*(4), 385-390. doi:10.1017/iop.2019.72

Lapine, C., & Sachdev, A. (2019). Juggling in heels: The struggle of female professors to balance civility and free speech without suffering from negative student evaluations. *Industrial and Organizational Psychology, 12*(4), 391-394. doi:10.1017/iop.2019.78

O'Connor, K., & Schmidt, G. (2019). Civility 101: Free speech, social media, and university faculty. *Industrial and Organizational Psychology, 12*(4), 395-399. doi:10.1017/iop.2019.73

\*Olson-Buchanan, J., Boswell, W., & Lee, Y. (2019). Toward a workplace that facilitates civility while encouraging prosocial and remedial voice. *Industrial and Organizational Psychology, 12*(4), 400-404. doi:10.1017/iop.2019.74

Walsh, B., Kabat-Farr, D., Matthews, R., & Schulte, B. (2019). Can we select for respect in academe? *Industrial and Organizational Psychology, 12*(4), 405-407. doi:10.1017/iop.2019.77

Demsky, C. (2019). Unpacking the role of power in incivility. *Industrial and Organizational Psychology, 12*(4), 408-411. doi:10.1017/iop.2019.81

Bergman, M. (2019). Civility, anti-racism, and inclusion. *Industrial and Organizational Psychology, 12*(4), 412-418. doi:10.1017/iop.2019.80

Harmata, R. (2019). Freedom of speech: Friend or foe? An investigation of epistemic violence in academic spaces. *Industrial and Organizational Psychology, 12*(4), 419-420. doi:10.1017/iop.2019.82

Beane, D., & Viswesvaran, C. (2019). Regulating individual expressions of faith: A balancing act for organizations. *Industrial and Organizational Psychology, 12*(4), 421-424. doi:10.1017/iop.2019.76

Morgan, W., Waples, E., & Neale, N. (2019). Combating incivility: I-O can get by with a little help from our friends. *Industrial and Organizational Psychology, 12*(4), 425-428. doi:10.1017/iop.2019.79

#### *Focal Article*

Hayes, T., Kaylor, L., & Oltman, K. (2020). Coffee and controversy: How applied psychology can revitalize sexual harassment and racial discrimination training. *Industrial and Organizational Psychology, 13*(2), 117-136. doi:10.1017/iop.2019.84

#### *Commentaries*

Griffith, J., & Medeiros, K. (2020). Expanding the footprint of sexual harassment prevention training: A power, credit, and leadership perspective. *Industrial and Organizational Psychology, 13*(2), 137-141. doi:10.1017/iop.2020.26

Yang, T. (2020). Mindfulness complements sexual harassment and racial discrimination training by counteracting implicit gender and race biases. *Industrial and Organizational Psychology, 13*(2), 142-146. doi:10.1017/iop.2020.27

Hernandez, T., Bergman, M., & Liu, S. (2020). Why is training the only answer? *Industrial and Organizational Psychology, 13*(2), 147-153. doi:10.1017/iop.2020.28

Khanna, C., & Shyamsunder, A. (2020). Observer intervention training—filling an important gap. *Industrial and Organizational Psychology, 13*(2), 154-158. doi:10.1017/iop.2020.30

Winterberg, C. (2020). Legal factors shaping workplace harassment training. *Industrial and Organizational Psychology, 13*(2), 159-162. doi:10.1017/iop.2020.29

Mishra, V., & Davison, H. (2020). Sexual harassment training: A need to consider cultural differences. *Industrial and Organizational Psychology, 13*(2), 163-167. doi:10.1017/iop.2020.25

Latham, J. (2020). Looking beyond training as a solution to workplace sexual harassment and discrimination. *Industrial and Organizational Psychology, 13*(2), 168-173. doi:10.1017/iop.2020.24

Mouton, A., Cox, C., & Pool, G. (2020). The model minority but not management material? The importance of anti-bias interventions to promote leadership opportunities for Asian Americans. *Industrial and Organizational Psychology, 13*(2), 174-177. doi:10.1017/iop.2020.41

Cubrich, M. (2020). Expanding the focus: How considering gender and sexual minority experiences can improve sexual harassment training. *Industrial and Organizational Psychology, 13*(2), 178-181. doi:10.1017/iop.2020.31

George, F. (2020). Integrating discrimination training with CSR programs. *Industrial and Organizational Psychology, 13*(2), 182-185. doi:10.1017/iop.2020.32

Perry, S. (2020). Changing the narrative on harassment and discrimination training: Building an organizational culture with healthy professional boundaries. *Industrial and Organizational Psychology, 13*(2), 186-190. doi:10.1017/iop.2020.33

Icekson, T., Tziner, A., & Bareket-Bojmel, L. (2020). One size does not fit all: Taking trainees' personal characteristics into consideration in sexual harassment and racial discrimination training. *Industrial and Organizational Psychology, 13*(2), 191-195. doi:10.1017/iop.2020.34

Gardner, D., & Alanis, J. (2020). Together we stand: Ally training for discrimination and harassment reduction. *Industrial and Organizational Psychology, 13*(2), 196-199. doi:10.1017/iop.2020.35

Purvanova, R., & Bryant, A. (2020). Trainees as consumers? How marketing can revitalize sexual harassment and racial discrimination training. *Industrial and Organizational Psychology, 13*(2), 200-204. doi:10.1017/iop.2020.36

Donnelly, L., & Ran, S. (2020). Can harassment and discrimination training be less WEIRD? *Industrial and Organizational Psychology, 13*(2), 205-207. doi:10.1017/iop.2020.37

Danna, G., Hernandez, J., Mahabir, B., Nandigama, D., & Cheung, H. (2020). Who else besides (White) women? The need for representation in harassment training. *Industrial and Organizational Psychology, 13*(2), 208-212. doi:10.1017/iop.2020.38

Salter, N., & Roman, J. (2020). Receptivity to sexual harassment and racial discrimination training: You can't learn what you won't hear. *Industrial and Organizational Psychology, 13*(2), 213-215. doi:10.1017/iop.2020.39



Burrows, D., Phetmisy, C., Watson, I., Brown, R., & Beier, M. (2020). Coffee and corporate social responsibility: Not as simple as revitalizing training. *Industrial and Organizational Psychology, 13*(2), 216-218. doi:10.1017/iop.2020.44

Keeler, J., Goodman, M., Faught, K., & Whaley, K. (2020). Rethinking how to manage harassment and discrimination in the workplace. *Industrial and Organizational Psychology, 13*(2), 219-224. doi:10.1017/iop.2020.40

Wallace, D., Raver Luning, C., Rosenstein, J., Ledford, A., & Cyr-Roman, B. (2020). A culture of respect: Leader development and preventing destructive behavior. *Industrial and Organizational Psychology, 13*(2), 225-229. doi:10.1017/iop.2020.46

Zabel, K., & Zabel, K. (2020). Who says what (and how) to whom: A multilevel approach to improving workplace bias training. *Industrial and Organizational Psychology, 13*(2), 230-235. doi:10.1017/iop.2020.42

Robinson, A., Arena, D., Lindsey, A., & Ruggs, E. (2020). Expanding how we think about diversity training. *Industrial and Organizational Psychology, 13*(2), 236-241. doi:10.1017/iop.2020.43

Jalil, D., Zhu, X., & Alonso, A. (2020). Landing on the wrong planet: Practical guidance for bridging the gap between I-O psychology and key stakeholders. *Industrial and Organizational Psychology, 13*(2), 242-245. doi:10.1017/iop.2020.45

## **Development of Resources and Infrastructure to Support the Global Compact**

The SIOP UN Committee has taken on additional activities to enhance its ability to promote and support the Global Compact. Some of these activities are listed below:

The committee is currently working on a project to produce short videos of members discussing the efforts of I-O psychologists to support the SDGs. Plans are to cover the 17 SDGs with a separate video for each. Several videos are already under production and, once completed, will be available to all SIOP members and non-members via SIOP's official Youtube channel. Through this effort we are intending to create a stronger awareness about the SDGs amongst SIOP members and to provide examples and ideas of how members might further contribute to them.

In October 2018, the committee expanded its membership by creating and launching the SIOP UN International Team, with badging privileges at the United Nations in Geneva. This development will provide SIOP with more opportunity to utilize its I-O psychology expertise to benefit the work of the United Nations and SDGs with the United Nation's worldwide agencies. The activities and accomplishments of both the New York City-based and Geneva-based teams are, and will continue to be, summarized in this Communication on Engagement.

In 2019 – 2020 the committee formalized an expansion of its student intern program. Specifically, roles and responsibilities, term limits, and a selection process, were all created for the intern role. With the intent of having one intern assigned to each badged UN committee member, these actions may provide a greater number of SIOP students in-depth experience working with the United Nations, as well as further enable the committee to advocate for and produce work on behalf of the Global Compact agenda and SDGs.

The committee continued its efforts to encourage industrial and organizational psychology graduate programs and related organizations to join with the Global Compact. The most recent institution to join was California State University (CSU), Fresno, in 2019. By doing so, CSU Fresno joins other institutions such as the George Mason University I-O Psychology program, Xavier University I-O Psychology program, and Purdue University I-O Psychology program, in committing to engaging in activities that are consistent with the Global Compact's ten principles. The committee is currently revising and updating its support resources (e.g. instructions; application toolkit; sample applications) to assist graduate programs in joining the Global Compact.

The committee is working on an effort to expand its social media communications (e.g., LinkedIn) to both publicize its efforts in working with the UN and the Global Compact agenda, and to highlight opportunities for SIOP members to contribute. It is intended that this effort will drive greater awareness among SIOP members to the work of the Global Compact.

SIOP as an organization has also created programs and infrastructure to accomplish and support objectives that are directly aligned with the Global Compact, its ten principles, and the SDGs. For example, SIOP sponsors and oversees various grants and awards that are available to members whose practice or research advances topics of interest that are related to the Global Compact agenda. Two such programs created within the past two years include:

- The Joel Lefkowitz Early Career Award for Humanistic Industrial-Organizational Psychology. The award was created by Joel Lefkowitz to promote a humanistic perspective within I-O psychology by recognizing SIOP members whose work advances issues of work dignity, economic and social justice, or the common good. More information can be found here: <https://www.siop.org/Research-Publications/TIP/TIP-Back-Issues/563/ArtMID/25322/ArticleID/1315/Foundation-Spotlight-Promoting-Humanistic-I-O-Psychology>
- In 2020, SIOP created an Anti-Racism Grant, intended to support SIOP members' work that enhances the understanding of racism in the workplace and contributes evidence-based solutions to its elimination or reduction. More information can be found here: <https://www.siop.org/Research-Publications/Items-of-Interest/ArtMID/19366/ArticleID/4616/SIOP-and-SIOP-Foundation-call-for-Anti-Racism-Grant-Project-Proposals>

In 2020, SIOP announced the creation of a new standing committee, entitled *Disability Inclusion and Accessibility Committee*. The role of the committee is to raise awareness of disability and disability identity issues in the workforce, in order that SIOP members, students, and others with disabilities can have improved experiences. The committee contains a mix of scientists and practitioners to ensure that sound, evidence-based practices and recommendations are offered. More information can be found here: <https://www.siop.org/Career-Center/Calls-and-Announcements/ArtMID/19859/ArticleID/3393/Announcing-the-New-Disability-Inclusion-and-Accessibility-Committee>

In 2019, SIOP approved an amendment that created a new Officer role, entitled *Diversity and Inclusion Officer*. This Officer will sit on the Executive Board of SIOP, and will oversee the work of several standing committees whose work is directly related to some of the ten principles of the Global Compact: International Affairs, Committee on Ethnic Minority Affairs (CEMA), and Lesbian, Gay, Bisexual, Transgender (LGBT) Committee. More information can be found here: <https://www.siop.org/Career-Center/Calls-and-Announcements/ArtMID/19859/ArticleID/3063/SIOP-Members-Create-New-DI-Portfolio-Officer>