



SOCIETY for
INDUSTRIAL and
ORGANIZATIONAL
PSYCHOLOGY

SCIENCE FOR A SMARTER WORKPLACE

New York 6.9.2022

To: The Global Compact Office

Statement to 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 ensure that our activities are aligned with *the Universal Declaration of Human Right (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, 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,

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 9,000 members from 65 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.

SIOP's Mission is 'To enhance human well-being and performance in organizational and work settings by promoting the science, practice, and teaching of industrial-organizational psychology'. As part of its Strategic Goals, SIOP aims to 'collaborate with organization leaders, communities, and policymakers to understand and confront relevant real-world problems and translate scientific knowledge to promote individual and organizational health and effectiveness'. This goal includes identifying pressing real-world challenges affecting organizations and workers, updating expertise and information related to these issues, and providing knowledge and information to the public and relevant partners. SIOP's efforts to support the UN's Global Compact stems from this mission and strategy. Additional information about SIOP's Vision, Mission, and Strategic Goals and Objectives can be found at <https://www.siop.org/About-SIOP/Mission>

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>.

In addition to being a signatory with the United Nations Global Compact, SIOP became an NGO with special consultative status to the United Nations through the Economic and Social Council (ECOSOC) in 2011. Some of the activities and engagement associated with this consultative status are referred to in this report as well as it reflects the Society's additional engagement with the 10 Principles of the Global Compact as well as the 17 SDGs.

Main Achievements 2020 - 2022

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

The Society for Industrial and Organizational Psychology (SIOP) endeavors to publicly advocate for the ten principles of the Global Compact (GC), 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 showcases ongoing efforts related to the principles of the Global Compact. A sample of SIOP's advocacy activities are found below.

Advocacy Within the United Nations

Helped raise public awareness of relevant Global Compact agenda and SDGs items through presentations and publications at national and international conferences.

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

Since 2014, SIOP has had a member serving on the Americans for the United Nations Educational, Scientific, and Cultural Organization (UNESCO) board of directors, attending virtual and in-person Americans for UNESCO board meetings.

Members have either co-chaired or engaged with Psychology Day at the United Nations for several years. Member(s) participate in ongoing participation in planning for this annual event.

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

SIOP endorsed a statement offered to the United Nations by the Society for the Psychological Study of Social Issues, entitled “Beyond the Human Rights Rhetoric on ‘Leaving No One Behind:’ Integrating the Elimination of Systemic Racism, and Racial and Ethnic Discrimination into the Implementation of the SDGs.”

Member attended the webinar - “How to Set Ambitious Corporate Targets and Accelerate Integration of the 17 SDGs”, Session 2, 29 July 2020.

Member attended the virtual United Nations Uniting Business LIVE event, 21-23 September 2020.

Member attended the virtual United Nations Uniting Business LIVE event, 20-22 September 2021.

Member attended the virtual Target Gender Equality LIVE event, 15 March 2022.

External Advocacy

In September of 2020 and 2021, SIOP designated **Smarter Workplace Awareness Month**, with the goal of promoting among members and nonmembers ways in which I-O psychology contributes to more effective, productive, and engaged workplaces for employees and employers. Information was presented in the form of videos and white papers, and covered topics related to the United Nation’s Global Compact Agenda and the SDGs. Information and resources on the following topics were provided: Diversity, Inclusion, and Equity and Employee Health, Well-Being, Wellness, and Safety.

Member manages a network for Reward Professionals in International Non-Government Organizations (INGOs) aimed at ensuring fair rewards through a common set of reward-related principles and standards for organizations working in the international aid and development sector. The focus on fair rewards supports and aligns with several of the SDGs. More information can be found here: <https://project-fair.business-school.ed.ac.uk/principles/>

Members participate on committees and boards of various external organizations, such as the Alliance for Organizational Psychology. Members also at times speak to audiences outside of psychology on topics related to humanitarian work psychology. Through these efforts, members are able to advocate for and/or support issues related to the Global Compact agenda.

On its website, SIOP has created a Remote Work Resource Center that provides members and nonmembers with links to white papers, resources, press information, and articles relevant to remote work. These resources are provided to help individuals and organizations adapt to more remote work situations brought on by the COVID-19 pandemic. Several of the resources provide members and nonmembers with information, tips, best practices, etc., on topics related to the UN Global Compact and SDGs, including work civility, employee engagement, work-family balance, resilience and agility, stress

management, and worker well-being. This resource center can be found at <https://www.siop.org/Business-Resources/Remote-Work>

In 2021 SIOP partnered with the National Academy of Human Resources to release [Diversity, Equity and Inclusion: Perspectives From Chief Human Resources Officers and Academic Researchers](#). Through summaries of interviews with chief human resource officers (CHROs), chief diversity officers (CDOs), and Diversity and Inclusion scholars, this resource reviews perspectives on issues facing organizations related to providing equal access to key opportunities, increasing diversity in leadership roles, and creating an environment of trust and belonging, particularly among people of color.

SIOP has recently introduced a new virtual learning program, entitled “SIOP Work Smart Series: Content + Connection.” The series brings together expert academic, research, and practitioner members to present, discuss, and field audience questions on I-O psychology related topics. To date, one of three programs conducted has touched on an issue directly related to the UN Global Compact and SDGs. This program, entitled “Battling Burnout in 2022: What Can Organizations Do Beyond Encouraging Self-Care?” was presented by Jacinta Jimenez, author of “The Burnout Fix.”

SIOP Science Advocacy Initiatives and Briefs

At its Annual Conference, SIOP 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 SIOP members on ways that they can contribute to issues related to the United Nations Global Compact agenda and Sustainable Development Goals.

SIOP has allocated multiple sessions at its annual conference for Alliance for Organizational Psychology-related research and practice to be presented. At times these have included topics relevant to the Global Compact’s principles and SDGs.

Member serves as Editor of the journal *International Perspectives in Psychology*. In this capacity, 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.

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 Sustainable Development Goals (“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.

As part of its 2020 Virtual Conference, SIOP experts provided guidance and calls to action for how I-O psychologists might use their knowledge, insights, and tools to help individuals and organizations respond to the global challenges of the COVID-19 pandemic. Recordings

were made of each expert's presentation and were made available to all SIOP members. Several presentations were related to issues core to the Global Compact. For example:

- Diversity and Inclusion: "Workplace Diversity and Inclusion in the Midst of COVID-19" by Erica Ruggs (<https://vimeo.com/428620035/afa9d55f8c>)
- Emotion and Motivation: "Social Connections at Work, Emotion, and Motivation" by Liu-Qin Yang (<https://vimeo.com/428620552/e691a87fb0>)
- Humanitarian Work Psychology: "I-O Words for COVID" by Stuart Carr (<https://vimeo.com/428617675/0276333b9b>)
- Occupational Health Psychology: "I-O Psychology and the Response to the COVID-19 Crisis: A Call to Action" by Tammy Allen (<https://vimeo.com/428617306/2862888acd>)
- Remote Work: "Virtual Work Competencies" by Kristin Allen (<https://vimeo.com/428626416/c887720ed5>)

In response to Executive Order 13950, SIOP published an official "Statement of Support for Programs to Improve Organizational Diversity and Inclusion." This statement can be found at

<https://www.siop.org/Portals/84/PDFs/SIOP%20Statement%20of%20Support%20for%20Programs%20to%20Improve%20Organizational%20Diversity.pdf?ver=2020-11-24-145909-650>

For the 2021 and 2022 SIOP Annual Conferences, UN committee interns have compiled a list of conference sessions that are directly related to the 17 SDGs. This list serves as a guide for conference attendees to easily find presentations, discussions, and papers that are related to one or more of the SDGs. In 2021, over 1/3 of the 750 sessions at the conference were related to the SDGs. Information about this effort can be found at

<https://www.siop.org/Research-Publications/Items-of-Interest/ArtMID/19366/ArticleID/5703>

SIOP Member-Oriented Publications

SIOP produces an online quarterly publication, named *The Industrial-Organizational Psychologist*, the purposes of which are to provide news, reports, and information related to the practice, science, and teaching industrial and organizational psychology. This publication serves as an outlet for members of the SIOP UN Committee to provide information and updates on their work with the UN, as well as non-UN Committee SIOP members to publish commentaries, research, and practices on issues that may be directly related to the Global Compact and SDGs. This helps the broader I-O community to stay aware of recent advances and learn additional ways in which they can support the Global Compact and SDGs through their teaching, research, and practice. A sample of these publications is listed below.

Foster, L., Olson-Buchanan, J., Poteet, M., Rupp, D., & Scott, J. (2021, Summer). We're 10 years old! Celebrating SIOP's partnership with the United Nations. *The Industrial-Organizational Psychologist*, 59 (1). <https://www.siop.org/Research->

[Publications/Items-of-Interest/ArtMID/19366/ArticleID/5257/preview/true/We're-10-Years-Old-Celebrating-SIOP's-Partnership-With-the-United-Nations](https://www.siop.org/Research-Publications/Items-of-Interest/ArticleID/5544/ArtMID/19366/preview/true/We're-10-Years-Old-Celebrating-SIOP's-Partnership-With-the-United-Nations)

McChesney, J., Foster, L., & Olson-Buchanan, J. (2022, Winter). Nancy Tippins talks with UN staff about assessment tools for hiring. *The Industrial-Organizational Psychologist*, 59 (3). <https://www.siop.org/Research-Publications/Items-of-Interest/ArticleID/5544/ArtMID/19366/preview/true>

McWha-Hermann, I., Mallory, D., Whipple, M., & Poteet, M. (2020, Fall). Systemic inequality and the United Nations: COVID-19 and racial inequality. *The Industrial-Organizational Psychologist*, 58 (2). <https://www.siop.org/Research-Publications/Items-of-Interest/ArticleID/4752/ArtMID/19366>

Moran, L., McChesney, J., Kuzmich, I., & Munoz, G. (2022, Spring). United Nations Sustainable Development Goals make an appearance at SIOP's Annual Conference. *The Industrial-Organizational Psychologist*, 59 (4). <https://www.siop.org/Research-Publications/Items-of-Interest/ArtMID/19366/ArticleID/5703>

Olson-Buchanan, J. B., Poteet, M., Kuzmich, I., & Moran, L. (2021, Spring). SIOP-UN short-term projects: Sounding boards and literature reviews. *The Industrial-Organizational Psychologist*, 58 (4). <https://www.siop.org/Research-Publications/Items-of-Interest/ArtMID/19366/ArticleID/5046/preview/true/SIOP-UN-Short-Term-Projects-Sounding-Boards-and-Literature-Reviews>

SIOP produces a series of White Papers that organize and summarize important and timely topics in I-O psychology. Many of these papers address issues of central importance to the UN Global Compact and SDGs. These papers provide information and tips that are relevant to I-O practitioners, business and Human Resources professionals, and members of the press. A sample of recent relevant White Papers includes:

Gough, S. (2022). Developing the next generation of global leaders. <https://www.siop.org/Portals/84/docs/White%20Papers/global%20leaders.pdf?ver=7cG2OijOCTcV7E-1h0XZQ%3d%3d>

Grice, S., Sturgis, G., Avery, A., Modeste, R., & Brawley, U. (2021). Diversity, equity, and inclusion strategies: Using measurement to support your black employees. <https://www.siop.org/Portals/84/docs/White%20Papers/DEI.pdf?ver=iaqX0wwGOgF-Zir60H4W-g%3d%3d>

Manolchev, C., Lewis, D., & Pascucci, S. (2021). From insult to injury: The case for organizational compassion in modern workplaces. https://www.siop.org/Portals/84/docs/White%20Papers/Compassion.pdf?ver=4XF9WEg_7C0cblR1ULSVBw%3d%3d%2%A0

Marcy, R. T., & Bayati, A. (2020). How I-O psychology can help in the selection and development of neuro diverse employees.

<https://www.siop.org/Portals/84/docs/White%20Papers/neurodiverse.pdf>

Mendelson, R. A., Brown, E., Zickar, M. J., & Kozak, G. (2022). Politically based maltreatment in the workplace.

<https://www.siop.org/Portals/84/docs/White%20Papers/Politics.pdf?ver=PxeWFR0pHTqn2EOZ2PIA8Q%3d%3d>

Mills, M. J., Torte, L. M., & Blanton, R. (2020). Be the eyes: Training employees to recognize industry-relevant indicators of sex trafficking.

<https://www.siop.org/Portals/84/docs/White%20Papers/trafficking.pdf?ver=2020-05-07-085835-860>

Rudolph, C. W., & Zacher, H. (2021). Employee well-being in the face of a pandemic: Organizational and managerial responses to COVID-19.

<https://www.siop.org/Portals/84/docs/White%20Papers/Visibility/PostCOVID.pdf?ver=P6APUAAH5XKh6f1cg5sFLA%3d%3d>

SIOP produces a weekly newsletter for its members that highlights and links to the latest information about I-O psychology and work-related human behavior. This helps to keep members up to date on events, best practices, trends, and research in the field. On several occasions information has been provided to members on issues directly related to the UN Global Compact and SDGs.

Networking, Engagement, and Consulting with Partner Organizations

The SIOP UN Committee works with various partner organizations, including 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:

Since 2014, SIOP has had a member serving on the Americans for the United Nations Educational, Scientific, and Cultural Organization (UNESCO) board of directors, attending virtual and in-person Americans for UNESCO board meetings.

Members organized and facilitated the work of several SIOP experts in providing an innovative Sounding Board consulting project to the UN Development Programme (UNDP). The UNDP determined to launch an initiative to recognize and reward employee performance and requested guidance on ways to make such an initiative successful. Over the course of two two-hour meetings, several SIOP practitioners and academics with expertise in work motivation, rewards/compensation, and cross-cultural/international issues worked with UNDP staff to (1) generate evidence-based ideas for reward and recognition efforts, and (2) later critique and provide feedback on the UNDP proposal for the program. A more detailed overview of this effort can be found at <https://www.siop.org/Research-Publications/Items-of-Interest/ArtMID/19366/ArticleID/5046/preview/true/SIOP-UN-Short-Term-Projects-Sounding-Boards-and-Literature-Reviews>.

In a project to help the UNDP redesign its global staffing survey, SIOP UN Committee interns worked with a former UN intern to conduct a literature review of the latest research and best practices related to employee engagement and organizational staffing surveys. The review was conducted based on the UNDP's needs and was presented to UNDP staff via a PowerPoint slideshow presentation. The interns advised UNDP staff on the best administration practices and provide suggestions for potential ways to address concerns over the existing survey. Information from this review was intended to help form a report to UNDP's senior management. A more detailed overview of this effort can be found at <https://www.siop.org/Research-Publications/Items-of-Interest/ArtMID/19366/ArticleID/5046/preview/true/SIOP-UN-Short-Term-Projects-Sounding-Boards-and-Literature-Reviews>.

Members worked with two UN staff members, Draga Paskova and Julie Weintraub, to provide an opportunity for SIOP expert Dr. Nancy Tippins to share with the UN best practices and generate evidence-based ideas on using assessment tools for hiring. These sessions were conducted with a team of UN staff aiming to propose common psychometric and other testing tools to use throughout the UN Common System. Two interactive sessions were conducted whereby Dr. Tippins provided guidance on determining whether to use formal assessments and how to choose the right ones, fielding and answering several questions from the UN staff. A more detailed summary of this event can be found at <https://www.siop.org/Research-Publications/Items-of-Interest/ArticleID/5544/ArtMID/19366/preview/true>.

Members have engaged with Psychology Day at the United Nations for several years, covering such topics as Building Hope: Psychological Contributions to a Roadmap for Climate Action and Psychological Contributions to Building Back Better in a Post-Pandemic World. SIOP member(s) participate in ongoing planning for this annual event.

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 position internal, employment, and volunteer opportunities. This includes working with UN staff to update the position openings and posting them on the SIOP website.

Member(s) have continued to be involved with and/or serve on the board of the Psychology Coalition at the United Nations (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.

Members met with the UN CEB HR Network to introduce SIOP, discuss the UN-SIOP partnership, provide an overview of the Learning & Innovation Series, and discuss opportunities to expand the series to a broader audience.

SIOP endorsed a statement offered to the United Nations by the Society for the Psychological Study of Social Issues, entitled “Beyond the Human Rights Rhetoric on ‘Leaving No One Behind:’ Integrating the Elimination of Systemic Racism, and Racial and Ethnic Discrimination into the Implementation of the SDGs.”

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, 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; **SIOP NGO Intern*

Adler, S. (2022, Winter). Fostering Greater DEI in the workplace: The Friday group's recommendations. *The Industrial-Organizational Psychologist*, 59 (3).

Albedrop, A., Sanchez, D. R., & Skootsky, T. (2021, Summer). Navigating the expansion of virtual communication at work. *The Industrial-Organizational Psychologist*, 59 (1).

Alonso, N. (2022, Spring). Approaches to prosocial I-O psychology work: Joshua Caraballo. *The Industrial-Organizational Psychologist*, 59 (4).

Alonso, N., Ainspan, N. D., *Carr, S. C., Saxena, M., & Wallace, J. (2021). Prosocial I-O: How to make a positive impact with what you know. Society for Industrial and Organizational Psychology Annual Conference.

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).

Burress, 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).

Campion, E. D., Zhu, S., Campion, M. A., Alonso, A. (2021, Winter). Technical report: Impact of COVID-19 and human resource management agility practices. *The Industrial-Organizational Psychologist*, 58 (3).

Cox, B., **Hoffman, H, & Rowley, S. J. (2022, Spring). Women at work: Trends around the world. *The Industrial-Organizational Psychologist*, 59 (4).

Crawford, A. (Co-Chair), Toaddy, S. (Co-Chair), *Carr, S., Crentsil, J., Hernandez, J., Hohmann, S., Miles, A., Roman, J., Shockley, K., & Tuason, J. (2022). The work we've already done towards a jobless future. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

D'Mello, S., Bonaccio, S., Davis, C., Fisher, S., & Lyons, B. (2020, Fall). Where do we go from here? An interview with Derek Avery, SIOP's newly appointed Diversity and Inclusion Portfolio Officer. *The Industrial-Organizational Psychologist*, 58 (2).

Fedele, D., Blomstrom-Johnson, C., Jensen, S., Miller, R., Kauyer, L., & Wildman, J. (2022, Spring). Overcoming crisis: Building a resilient work culture in the era of COVID-19. *The Industrial-Organizational Psychologist*, 59 (4).

Gaskins, V. A., Egdom, D. V., Davison, K., Mishra, V., Chau, S., Thompson, R., Brady, J., Filipkowski, J., & Zelin, A. (2021, Winter). Supporting caregivers at the SIOP conference. *The Industrial-Organizational Psychologist*, 58 (3).

Geller, D., Erickson, A, & Ochieng, D. (2021, Winter). Local I-O groups: Blacks in I/O. *The Industrial-Organizational Psychologist*, 58 (3).

Glazer, S., Roach, K. N., Dalal, R., Dryjanska, L., Ion, A., Kwantes, C. T., Moukarzel, R., O'Donnell, D. J., & Robie, C. (2021, Winter). Culture-infused industrial and organizational psychology. *The Industrial-Organizational Psychologist*, 58 (3).

Glazer, S., Robie, C., Kwantes, C. T., Saxena, M., Sachin, J., & Munoz, G. (2021, Fall). An international perspective on changes in work due to COVID-19. *The Industrial-Organizational Psychologist*, 59 (2).

Harbaugh, J. L. (Chair), Baker, T. (Panelist), *Carr, S. C. (Panelist), Payne, H. S. (Panelist), Shyamsunder, A. (Panelist), Stage, V. C. (Panelist). & Waters, S. (Panelist). (2022). Pro bono I-O: Using I-O skills for the greater good. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

Hysong, S. J., & DeBakey, M. E. (2021, Winter). Beyond organizations: Contributing to COVID-19 on a larger stage. *The Industrial-Organizational Psychologist*, 58 (3).

Kozusnik, B., & Glazer, S. (2021, Spring). Hearing the international voices of professionals in Industrial, Work, and Organizational psychology: A Declaration of identity. *The Industrial-Organizational Psychologist*, 58 (4).

Loignon, A. C., & Loignon, K. K. (2021, Fall). How I-O psychology can help bridge social class divides within organizations. *The Industrial-Organizational Psychologist*, 59 (2).

*Mallory, D. B., **Lace, A. *McWha-Hermann, I., *Meyer, I., & **Whipple, M. (2021). I-O hacks the United Nations: Breaking into the UN Sustainable Development Goals. Society for Industrial and Organizational Psychology Annual Conference.

Munson, L. J. (2022, Spring). SIOP award winners: Meet Joel Lefkowitz Award for Humanistic I-O Psychology: Ishbel McWha-Hermann. *The Industrial-Organizational Psychologist*, 59 (4).

Munson, L. (2022, June). SIOP award winners: Meet Walter Reichman – 2022 SIOP Humanitarian Award Winner. *The Industrial-Organizational Psychologist*, 60 (1).

Oki, T., Johnson, L. U., Mattingly, V., Powell-Rudy, T., Lawal, T. (2022, June). Take the challenge: Five recommendations to advance DEI efforts in the I-O field. *The Industrial-Organizational Psychologist*, 60 (1).

*Olson-Buchanan, J. B., De Bruin, R., & Finkelstein, L. (2021). Brave or brash? Exploring metastereotypes of voicers and nonvoicers in the workplace. Society for Industrial and Organizational Psychology Annual Conference.

*Poteet, M. L., *Foster, L., *Olson-Buchanan, J. B., Rupp, D. E., & Scott, J. C. (2021). Ten years as an NGO: Reflecting on SIOP's partnership with the United Nations. Society for Industrial and Organizational Psychology Annual Conference.

Randall, J.G., & Solberg, E. (2020, Fall). I-O psychology and the response to COVID-19: A call to action. *The Industrial-Organizational Psychologist*, 58 (2).

Shyamsunder, A., Ferdman, B. M., Solberg, E., Sawyer, K., *Carr, S., & Gilrane, V. (2020, Fall). The what, why, how, who, and where of inclusion: Highlights and the way forward from the SIOP 2020 Theme Track. *The Industrial-Organizational Psychologist*, 58 (2).

Smith, R. W., Davison, H. K., Nhung, H., Hulett, A. L., Antonik, C. W., Cawman, M. W., & McAliley. (2021, Fall). Diversity, equity, and inclusion: Where do SIOP members stand? Evidence from the 2019 SIOP Salary Survey. *The Industrial-Organizational Psychologist*, 59 (2).

Stewart, A., *Foster, L., & **McChesney, J. (2021). The effect of third-party sustainability scorecards on organizational attraction. Society for Industrial and Organizational Psychology Annual Conference.

Tracy, I., & *Foster, L., (2021). Is this training for her? Effects of gendered language on entrepreneurial training. Society for Industrial and Organizational Psychology Annual Conference.

Woo, V., Lall-Trail, S., & Islam, S. (2022, Winter). Delivering on DEI: An analysis of coursework and research in graduate programs. *The Industrial-Organizational Psychologist*, 59 (3).

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. As such, the journal aims to advance the knowledge of I-O psychologists in order that they can further advance the science and practice of I-O psychology in ways that can benefit the global work population. Publications in this journal often cover topics and issues directly related to the Global Compact and SDGs. Sample publications are presented below:

Focal Article

Kooij, D., Zacher, H., Wang, M., & Heckhausen, J. (2020). Successful aging at work: A process model to guide future research and practice. *Industrial and Organizational Psychology, 13*(3), 345-365. doi:10.1017/iop.2020.1

Commentaries

Allen, K., Van Someren, G., & Gutierrez, S. (2020). What's age got to do with it? You may be surprised! *Industrial and Organizational Psychology, 13*(3), 403-407. doi:10.1017/iop.2020.68

Burke, V., & Grandey, A. (2020). "Midlife crisis" on the road to successful workforce aging. *Industrial and Organizational Psychology, 13*(3), 388-394. doi:10.1017/iop.2020.62

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Development of Resources and Infrastructure to Support the Global Compact

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

The committee has produced short videos of team members discussing the efforts of I-O psychologists to support the SDGs. Several videos have been made 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. Information about this effort can be found at <https://www.siop.org/Research-Publications/Items-of-Interest/ArtMID/19366/ArticleID/4831/SIOP-UN-Committee-Releases-Video-Series>. Sample videos covering several SDGs can be found at <https://www.youtube.com/playlist?list=PLKSlc2ksqN2qZwMma7xDONT6ifizc969H>

The SIOP UN Committee continues to operate with two teams: one with badging privileges at the United Nations Headquarters in New York City, and one with badging privileges at the United Nations in Geneva. This has afforded more opportunities for the committee to utilize its I-O psychology expertise to benefit the work of the United Nations, particularly with respect to the Sustainable Development Goals. In fact, several of the SDG videos mentioned above were produced by members of the International Geneva-based team.

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. Since this time, a number of interns have participated on the committee and have made considerable contributions to the committee's internal operations as well as to the UN. For example, two interns took on a significant role in providing guidance to help the UNDP revise its staffing and engagement survey. More importantly, this program exposes I-O students to the UN organization and provides real-world opportunities to participate in the field of humanitarian work psychology.

The committee has revised and updates its support resources (e.g., instructions; application toolkit; sample applications) to encourage and assist industrial and organizational psychology graduate programs to join the Global Compact.

Begun in 2018, the 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) and SDG #9 (Industry, Innovation, and Infrastructure). Additional bibliographies of other SDGs are underway.

The committee continues to work on expanding 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 that are related to the Global Compact agenda. These are listed and described below.

SIOP Anti-Racism Grant. In 2020, SIOP created an Anti-Racism Grant to support SIOP members' work that enhances the understanding of racism in the workplace and contributes evidence-based solutions to its elimination or reduction. Since its creation, nine projects have been awarded grants to advance these efforts to understand and improve the prospects of equal opportunity for all. Abstracts for each of the award-winning projects can be found at <https://www.siop.org/Research-Publications/Items-of-Interest/ArtMID/19366/ArticleID/4684/Anti-Racism-Grant-Winners-Announced> and <https://www.siop.org/Research-Publications/Items-of-Interest/ArtMID/19366/ArticleID/5089/2021-Anti-Racism-Grant-Winners-Announced>.

- Performative Gesture or Genuinely Supportive: The Impact of Workplace Responses to the Racial Injustice Movement on Employees. *Lauren Collier-Spruel & Dr. Ann Marie Ryan*
- Organizational Anti-Racism Initiatives: Advancing Scholarship and Guiding Practice on Effectiveness. *Dr. Enrica Ruggs, Dr. Alison Vania Hall (Birch), Dr. Derek R. Avery, Dr. Benjamin E. Baran, & Christopher W. Everett*
- Algorithmic Racial Bias in Automated Video Interviews. *Louis Hickman, Dr. Louis Tay, Dr. Sang Eun Woo, & Sidney D'Mello*
- Underestimating and Underreacting? Identifying and Addressing Empathy Gaps in Perceptions of Racial Microaggressions. *Lindsay Y. Dhanani & Matthew L. LaPalme*
- Interpersonal Mistreatment, Perceived Discrimination, and Minority Identity Management: An Attribution Theory Perspective. *Dr. Maria Kraimer, Dr. Lawrence Houston III, Jerry Liu, & Dr. Scott Seibert*
- What We (Don't) Talk About When We Talk About Diversity: The Subtext and Consequences of Diversity, Equity, and Inclusion Initiatives. *Michelle (Mikki) R. Hebl, Naomi Fa-Kaji, and Eden King*
- Reevaluating the Target: Developing Messaging Strategies to Improve the Targeted Recruitment of Black Americans in Organizations. *Veronica Derricks, Leslie Ashburn-Nardo, India Johnson, and Evava Pietri*
- Words Matter: Identifying Language in Job Postings That Perpetuates Racial Segregation and Work. *Cassandra Batz-Barbarich, Nicole Strah, and Stuti Thapa*
- A Qualitative Investigation of Black Law Enforcement Officers: Mitigating Racism and Transforming Police Organizations. *Melanie K. Prengler, Nitya Chawla, Angelica Leigh, and Kristie M. Rogers*

The Joel Lefkowitz Early Career Award for Humanistic Industrial-Organizational Psychology. The award was created by SIOP member 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. Winners of this award since its inception include the following.

- 2021: Ishbel McWha-Hermann (<https://www.siop.org/Research-Publications/Items-of-Interest/ArtMID/19366/ArticleID/5694>)
- 2022: Alexander Glosenber (https://www.siop.org/Portals/84/docs/Awards/2022_SIOP_Salutes.pdf)

SIOP Humanitarian Award. This award is provided to a SIOP member for their sustained, significant, and outstanding humanitarian contributions related to I-O psychology. The 2021 and 2022 award winners are listed below.

- 2021 Stuart Carr (https://www.siop.org/Portals/84/docs/Awards/2021_SIOP_Salutes.pdf)
- 2022 Walter Reichman (<https://www.siop.org/Research-Publications/Items-of-Interest/ArtMID/19366/ArticleID/6872/preview/true/SIOP-Award-Winners-Meet-Walter-Reichman—2022-SIOP-Humanitarian-Award-Winner>)

Best Lesbian/Gay/Bisexual/Transgender (LGBT) Research Award. This annual award is provided to the author(s) of a conference paper or poster that furthers I-O's understanding of LGBT issues within the workplace.

- 2021: Same-Gender Partners' Workplace Disclosure and Spillover Outcomes. Toni Kostecki & Isaac E. Sabat (https://www.siop.org/Portals/84/docs/Awards/2021_SIOP_Salutes.pdf)
- 2022: An Intersectional Examination of Identity Management Among LGPB Employees. Lindsay Y. Dhanani, Taylor Kipp Hall, Carolyn Pham, and Rebecca Totton (https://www.siop.org/Portals/84/docs/Awards/2022_SIOP_Salutes.pdf)

In 2021, SIOP introduced a **Diversity, Equity, and Inclusion Online Resource Center** to its members. This resource provides organizations and I-O professionals with timely information on how I-O science and practice can be used to address DEI issues and goals within organizations. This resource can be found at <https://www.siop.org/Business-Resources/Diversity-Equity-Inclusion>

SIOP recently began an initiative named **The DIP** (Diversifying I-O Psychology Program), with the goal of increasing diversity within the field of I-O psychology by helping to increase diversity student populations into funded I-O doctoral programs. More information about this initiative can be found at <https://www.siop.org/About-SIOP/The-DIP>

In 2019, SIOP approved an amendment that created a new Officer role, entitled Diversity and Inclusion Officer. This Officer sits on the Executive Board of SIOP and oversees 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. SIOP member Derek Avery was appointed as the first Diversity and Inclusion Officer, and information about his vision and goals for the can be found here: <https://www.siop.org/Research-Publications/Items-of-Interest/ArticleID/4749/ArtMID/19366/preview/true>