New York 6.9.2024

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 (SIOP) continues to adhere to the ten principles stipulated by the Global Compact in the areas of Human Rights, Labor, Environment, and Anti-Corruption.

SIOP, 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, SIOP has striven to publicly align and intensify our practices and advocacy, particularly as they pertain to sustainability and human rights. For this 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,

David Feldner, CAE
Chief Executive Officer

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 59 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 related to the health, well-being, and effectiveness organizations and workers," updating expertise related to these issues, and providing knowledge and information on these real-world challenges to the public and relevant partners. SIOP's efforts to support the UN's Global Compact stem 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 who research, practice, and teach Industrial and 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 ten Principles of the Global Compact as well as the 17 Sustainable Development Goals (SDGs).

Main Achievements 2022 - 2024

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 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 (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 GC's 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 principles and SDGs through presentations and publications at national and international conferences.

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

SIOP is a member of the Psychology Coalition of NGOs at the United Nations Having Consultative Status with ECOSOC (PCUN). SIOP member served on the executive committee, and members have been engaged with Psychology Day at the United Nations.

Coordinated and conducted multiple initiatives, including assembling teams of SIOP member experts, to assist with and educate UN stakeholders on talent management issues (detailed below) such as:
- Assisting #NewWork staff on ways to measure the impact of change initiatives
- Educating UN staff on the use of assessments for DEI
- Educating UN staff on the use of AI in talent selection

Carr, S. C. (2023, March 7/8). Sustainable Livelihoods and Human Security. 6th International Conference on Future Education, UN Trust for Human Security/World Academy of Art & Science/Education for Human Security division of UNCTAD (United Nations Conference on Trade and Development). New York, United Nations (UN). [Invited Talk]

Project GLOW. (2023, Feb 15). UNESCO Chairs Conference: Futures of Education. Paris, UNESCO. Invited to present on Chair's main achievement to-date, from Project GLOW. [Invited Talk]
https://www.youtube.com/watch?v=Mz4n3nnqYz0&list=PLWuYED1WVJIMIBakjL-2NMl6nE0cG-xd9&index=131

 External Advocacy

SIOP produced and submitted an official statement commenting on an initiative to combat discrimination faced by individuals with disabilities when organizations use artificial intelligence in their recruiting and selection practices. The initiative was a joint effort by the U.S. Department of Justice (DOJ) and Equal Employment Opportunity Commission (DOJ). More information on this statement can be found here:
https://www.siop.org/Research-Publications/Items-of-Interest/ArtMID/19366/ArticleID/7467

Member manages a network for Reward Professionals in International Non-Government Organizations (INGOs) aimed at ensuring fair rewards through a common 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. The network recently held its first conference with 40 senior HR and reward managers from 13 countries in attendance. 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 principles and SDGs.

On its website, SIOP continues to make available to external business organizations and professionals several resources that they can use to help with their talent management goals and issues. These resources include links to white papers, resources, press information, videos, and articles relevant to a range of issues that relate to some of the SDGs and Global Compact principles such as remote work, work civility, employee engagement, work-family balance, resilience and agility, stress management, training, compensation, interviewing, and worker well-being. Major areas of interest covered in the Business Resources center include:

- **Remote Work:** https://www.siop.org/Business-Resources/Remote-Work
- **Diversity, Equity, and Inclusion:** https://www.siop.org/Business-Resources/Diversity-Equity-Inclusion

In 2024, SIOP Members participated in a Town Hall meeting sponsored by Division 13 (Consulting Psychology) of the American Psychological Association. The key theme of this meeting was to discuss pro bono work that psychologists are undertaking to support the UN. During the meeting, SIOP members highlighted the work and accomplishments that the SIOP UN Committee has taken to support the GC's principles and SDGs, in this way providing further advocacy for these efforts.

Carr, S. C. (2023, Feb 1). Interviewed by NZTV1 News (10.30pm), on Government announcement of forthcoming (in April) Minimum Wage increase on April 1, 2024.

SIOP Science Advocacy Initiatives and Briefs

For the 2023 and 2024 SIOP Annual Conferences, SIOP has included separate topic tracks for papers and presentations in the areas of Pro-Social Psychology, Inclusion and Diversity, and Testing and Assessment. Within these tracks, papers and presentations cover several issues related to the Global Compact's principles and the SDGs, including reducing employment discrimination, 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 UN Global Compact and the SDGs.

For the 2023 and 2024 SIOP Annual Conferences, SIOP has allocated multiple sessions 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 the SDGs, including diversity, equity, and inclusion, whole person management, and humanistic global talent management.

For the 2023 and 2024 SIOP Annual Conferences, UN Committee members and interns created curated lists of "recommended sessions" from the entire conference program. This list directs conference attendees to the posters and presentations that are most directly related to the Global Compact's principles and the SDGs. More broadly, SIOP secured similar lists from other committees that focus on issues related to the Global Compact's principles and SDGs, including LGBTQIA+ Committee, Women's Inclusion Network (WIN), Disability, Inclusion, and Accessibility Committee (DIAC), and Committee on Ethnic and Minority Affairs (CEMA). The curated session list from the UN Committee for the 2024 conference can be found at:
https://www.siop.org/Portals/84/Conference/2024/PDF/Curated%20Session%20Lists/24AC%20UN%20Recommended%20Sessions.pdf

SIOP continues to host a learning webinar program entitled "SIOP Work Smart Series: Content + Connection." The program brings together expert academic, research, and practitioner members to present, discuss, and field audience questions on I-O psychology related topics. The end goal is to help I-O psychologists contribute to a smarter workplace

in a period of rapid change. Some recent webinars cover topics directly related to some of the GC's principles and SDGs; for example:

- Evidence-Based Strategies for Building Inclusive Workplaces (May 22, 2024)
- The Impact of Artificial Intelligence on Employee Psychological Safety (August 23, 2023)
- Workplace Mistreatment: Science and Solutions (May 24, 2023)

Member serves as Editor of the journal *International Perspectives in Psychology*. This journal addresses international and global issues related to the Global Compact's principles and SDGs, such as social and workplace environments, poverty and economic justice, and the experiences and needs of disadvantaged groups.

Member serves as the UNESCO Chair on Sustainable Livelihoods. The focus of this role is on making work fair and sustainable through advancing research, training, and information on sustainable livelihoods.

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. 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.

SIOP's Disability, Inclusion, and Accessibility Committee hosted a free webinar in 2023 focused on "Recommendations for Accessible Classrooms and Workplaces."

The Industrial-Organizational Psychologist. SIOP produces an online quarterly publication, *The Industrial-Organizational Psychologist,* the purposes of which are to provide news, reports, and information related to the practice, science, and teaching of I-O 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 the SDGs. This publication 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 the SDGs through their teaching, research, and practice. A sample of these publications produced by the SIOP UN Committee is listed below.

McChesney, J., Campbell, C., Perry, E., & Poteet, M. L. (2024, Summer). Helping the United Nations explore the use of AI in selection. The *Industrial-Organizational Psychologist*, *62* (1). https://www.siop.org/Research-Publications/Items-of-Interest/ArtMID/19366/ArticleID/9546/preview/true/Helping-the-United-Nations-Explore-the-Use-of-AI-in-Selection

Olson-Buchanan, J., Carr, S. C., Glazer, S., McChesney, J., McWha-Hermann, I., Meyer, I., Mullins, M., Osicki, M., Poteet, M. L., & Sheikh-Hashmi, N. (Summer, 2023). SIOP UN committee board: Helping the United Nations assess the impact of change. The *Industrial-Organizational Psychologist*, *61* (1). https://www.siop.org/Research-Publications/Items-of-Interest/ArtMID/19366/ArticleID/7712

McChesney, J., & Reichman, W. (2023, Autumn). I-O psychology and Sustainable Development Goals (SDGs): An interview with Maxima Saxena. The *Industrial-Organizational Psychologist*, *61* (2). https://www.siop.org/Research-Publications/Items-of-Interest/ArtMID/19366/ArticleID/7902

White Papers. SIOP continues to produce and host 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 the SDGs. These papers provide information and tips that are relevant and available to I-O practitioners, business and Human Resources professionals, and members of the press. A sample of recent relevant White Papers includes:

New White Papers

Gutierrez, S., & Landers, R. N. (2024). How to survive the AI revolution in HR: Culture change and immediate action. https://www.siop.org/Portals/84/docs/White%20Papers/How%20to%20Survive%20the%20AI%20Revolution%20in%20HR.pdf

Lynner, B. (2023). The R.O.A.D. to recovery friendly workplaces. https://www.siop.org/Portals/84/docs/ROAD.pdf?ver=NnTP_Px2pIEjPXWmWyH5VA%3d%3d

Hosted White Papers

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=PxeWFR0pHTqn2EOZ2PlA8Q%3d%3d

Gough, S. (2022). Developing the next generation of global leaders. https://www.siop.org/Portals/84/docs/White%20Papers/global%20leaders.pdf?ver=h7cG2OijOCTcV7E-1h0XZQ%3d%3d

SIOP Source. SIOP produces a weekly electronic newsletter for its members that highlights and links to the latest public information about I-O psychology and work-related human behavior. In some instances SIOP members have generated this information. This practice helps to keep members up to date on resources, events, best practices, trends, and research in the field of I-O psychology. On several occasions information has been provided to members on issues directly related to the UN Global Compact and the SDGs. A sample of the topics and resources provided are listed below:

- Fulfill Employee Needs by Exposing Them to Nature
- Some People in High-Stress Jobs Avoid Burnout Entirely – Here's How They Do It
- How Does Air Pollution Impact Leaders and Their Followers?
- Leadership Should Prioritize This One Thing to Make Inclusion Stick
- Leader Mindset Can Reduce Gender Bias
- Posting About Mental Health Struggles Could Hurt How a Potential Employer Views a Worker, Study Finds
- From Interests to Employment (Or Not): New Study Explores Gender Taps in Career Paths
- Managers Have Major Impact On Mental Health: How To Lead For Wellbeing
- The Surprising Way That Wearing Masks Changed Emotional Labor
- How High Integrity Leaders Encourage Diversity

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:

In 2024, the SIOP UN Committee began a partnership with representatives from the American Psychological Association (APA), to identify opportunities to collaborate, provide mutual support, and share knowledge, on methods and initiatives that support the GC's principles and the SDGs. The APA has over 150,000 members across 54 divisions and is an NGO with ECOSOC special consultative status with the UN.

In 2023, the SIOP UN Committee worked with representatives from the UN's #NewWork initiative to conduct a two-hour sounding board consulting effort. For this meeting, the UN Committee recruited several SIOP experts to meet with #NewWork staff to help them identify possible ways to measure the impact of change initiatives that it has implemented. Breakout sessions were used to generate ideas based on the #NewWork staff's key concerns, and all ideas were presented to conclude the meeting. Additional resources were also suggested by the experts. The session was well received and additional details can be found in the following TIP article: https://www.siop.org/Research-Publications/Items-of-Interest/ArtMID/19366/ArticleID/7712/SIOP-UN-Committee-Sounding-Board-Helping-the-United-Nations-Assess-the-Impact-of-Change

In 2023, the SIOP UN Committee hosted a Sounding Board consulting initiative with the UN on the subject of "Assessments and DEI." Consistent with past similar efforts, a panel of SIOP experts (Anton Botha, Cheng Chua (Eddie), Recia Gomez, Sertrice Grice, Elissa Perry, Charles Scherbaum) presented and fielded questions from UN stakeholders on the topic. The committee also implemented a formal process for gathering post-sounding board feedback from the UN as part of this initiative, and results are highly positive for this event.

In 2023, SIOP UN Committee members coordinated with Julie Weintraub, a Human Resources Officer at the UN, on this well-received session with UN Secretariat HR Staff: "Using AI in Selection: Challenges and Opportunities." David Morgan drew from his experiences in crafting AI-powered talent tools for large organizations like Estée Lauder, Meta, and Amazon. Gema Ruiz de Huydobro, Manager of I-O Psychology Science at HireVue, offered best practices and legal considerations for cross-cultural integration of AI in selection. Baruch College I-O Psychology Professor Harold Goldstein contributed findings from his extensive work and research in personnel selection. Details can be found in the following TIP article: https://www.siop.org/Research-Publications/Items-of-Interest/ArtMID/19366/ArticleID/9546/preview/true/Helping-the-United-Nations-Explore-the-Use-of-AI-in-Selection

SIOP continues to be a member of the Psychology Coalition of NGOs at the United Nations Having Consultative Status with ECOSOC (PCUN). In this capacity, SIOP members have been involved with and/or serve on the executive committee. Also, SIOP members have engaged with Psychology Day at the United Nations, covering such topics as Reducing

Global Inequalities Through Education: Psychological Contributions and Psychological Contributions to Global Peace, Conflict Resolution and Equity.

SIOP Member met with the President of APA Division 13, Consulting Psychology, about actively collaborating and/or seeking experts from their division as needed for advising to UN.

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 NGO Representative to the United Nations; **SIOP NGO Intern*

**Banerjee, N., *Mullins, M., Olson-Buchanan, J., *McWha-Hermann, I., & *Glazer, S. (2024). Industrial, Work, & Organizational Psychology & the United Nations: Present & Future [Panel & Participant Discussion]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

**Campbell, C., & Foster, L. (2024). Stigma by Association: Does Employment "Pedigree" Affect How Applicants Are Perceived? In A. Melson-Silimon (Co-Chair), N. Outland (Co-Chair), & K. M. Thomas (Discussant), More Than Its Sum: Workplace Experiences of People with Intersectional Identities [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

*Carr, S. C. (2024). Invited address on how to apply the SDGs across psychology. International Union of Psychological Science (IUPSYS). Inaugural Global Psychological Science Leadership Summit.

*Carr, S. C., & Saxena, M. (2023). Humanitarian Work Psychology 2.0: Goaling Sustainable Livelihoods? [Community of Interest]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

*Carr, S. C. (2023). What makes a livelihood sustainable? European Association of Work and Organisational Psychology/Polish Psychological Society. Katowice, Poland. [Closing Plenary Keynote Address]

*Carr, S. C. (2023). Wage and Well-being: Toward sustainable livelihoods. New York: Springer.

*Carr. S. C. (2023). From unsustainable jobs to sustainable livelihoods. In D. L. Blustein & L. Y. Flores (Eds.), Rethinking work: Essays on building a better workplace (pp. 118-122). New York: Routledge.

*Carr, S. C. (2023). Decent Work, Sustainable Livelihoods and Climate Action: Time for a clean slate? *Australian Journal of Career Development*, 32, 196-202. Special Issue: Career and Sustainable working: Fostering decent work and decent lives.

*Carr, S. C. (2023, Feb 22). Decent Work, Sustainable Livelihoods, and Wellbeing. CICA (Career Industry Council of Australia). CICA is the national umbrella organisation for career guidance and counselling services nationwide. Part of a series on careers and the Green environment. [Invited Talk]. Available at:
https://www.youtube.com/watch?v=_n4ZrNtWzyU

*Carr, S. C. (2023). Reflections on the field of humanitarian work psychology. EAWOP In Practice, 17, 66-81. Interviewed by Angela Carter.

*Carr, S. C., Hodgetts, D. J., Hopner, V., King, P. T. R., Liu, J. H., Maleka, M., *Meyer, I., Nyguyen, M. H., Potgieter, J., Saxena, M., Tchagneno, C. (2023). From precarious jobs to sustainable livelihoods. In C. Cooper & A. Difabio (Eds.), Sustainability and Sustainable Development in Organizations (pp. 57-73). New York: Taylor & Francis.

*Carr, S. C., Hodgetts, D. J., Hopner, V., & Young, M. (2023). From precarious work to sustainable livelihoods: Introduction to the volume. In S. C. Carr, V. Hopner, D. J. Hodgetts, & M. Young (Eds). Tackling Precarious Work: Toward Sustainable Livelihoods. New York: Routledge/SIOP New Frontiers.

*Carr, S. C., & Hopner, V. (2023, November 29). Identify, index, incentivize sustainable livelihoods: A clean slate collaboration? The Career Development Association of New Zealand (CDANZ). [Invited Talk] https://www.youtube.com/watch?v=cCx9ZKqNOkc

*Carr, S. C., Hopner, V., Hodgetts, D. J., & Young, M. (Eds.) (2023). Tackling precarious work: Toward sustainable livelihoods. Tackling Precarious Work: Toward Sustainable Livelihoods. New York: Routledge/SIOP New Frontiers. [22 chapters focused on Sustainable Livelihoods].

*Carr, S. C., Hopner, V., Hodgetts, D. J., & Young, M. (2023). Maximum wage. In S. C. Carr, V. Hopner, D. J. Hodgetts, & M. Young (Eds). Tackling Precarious Work: Toward Sustainable Livelihoods. New York: Routledge/SIOP New Frontiers.

*Carr, S. C. (2022). Humanitarian Work Psychology: Goaling Sustainable Livelihoods? International Conference Promoting Decent Work for All, IAAP, University of Florence, Italy. [Opening Keynote]

Colley, K., Praslova, L., Jameson, T., Benson, A., Powell-Rudy, T., & Todd Staley, T. (2023, Spring). The Bridge: Connecting science and practice: The power of partnership: Intentionally building the neurodiversity science-practice bridge. *The Industrial-Organizational Psychologist*, *60* (4).

Conway, J., Kraimer, M., & **Moran, L. (Spring, 2024). Research brief of Shao et al.'s (2021) Making Daily Decisions to Work From Home or to Work in the Office. *The Industrial-Organizational Psychologist*, *61* (4).

DiFabio, A. (2024). Promoting Decent Work for all: Results of a five-year international project. In M. Saxena, W. Reichman, & J. M. Piero, The Universal Goal of Achieving Decent

Work [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Eby, L. T., Facteau, D. B., Olson-Buchanan, J. B., *Mullins, M., *Poteet, M. L., & Weintraub, J. (2024). The United Nations and I-O Psychology: Having Impact through Research, Education, and Practice. [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL.

Garcia, S. C., **Moran, L. H., French, K. A., Cheung, H. K., Hebl, M. R., Martinez, L., McGonagle, A., & Rudolph, C. W. (2023). Conducting Organizational Psychology Research Among EEOC Protected Peoples [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

*Glazer, S., Torres, C. V., Bean, C., & Hokans-Csurilla, M. (2023). Resilience through meaningfulness in life: A multi-sample validation study. In N. A. Moon (Co-Chair) & K.P. Merlini (Co-Chair) (2023). Novel approaches to overcoming adversity: Multilevel research on workplace resilience [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA. United States.

Grant, R., & Meade, A. (Spring, 2024). Research brief of von Allmen et al.'s (2023) The Effectiveness of Work-Nonwork Interventions. *The Industrial-Organizational Psychologist*, *61* (4).

Hodgetts, D., Groot, S., Young-Hauser, A., Martin, A., *Carr, S. C., Liu, J., Kapeli, S., Hazou, R., & Haar, J. (2023). Knowledge and experiences of government income-support efforts to alleviate in-work poverty. Auckland: Massey University/Wellington: Discussion document invited by the NZ Ministry of Social Development and Productivity Commission. [Invited Talk]

Hopner, V., & *Carr, S. C. (2024). 'Careering' toward radicalism in radical times: Links to human security and sustainable livelihoods. *Australian Journal of Career Development*, 33, 121-8.

Hopner, V. & *Carr, S. C. (2024) Tackling indecent work and obscene work; Abominations on humanity AND climate. In M. Saxena, W. Reichman, & J. M. Piero, The Universal Goal of Achieving Decent Work [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Hu, X. (Co-Chair), Jang, S. (Co-Chair), Baranik, L., Gabrenya, W. K., *Glazer, S., Ion, A., Jiang, L., Fila, M., Smith, R. W., & Wang, Y. R. (2023). Crossing the Line without Crossing the Line: Best Practice in Cross-Cultural Research [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Jones, R. G. (Summer, 2023). Why organizational psychology should be a leading force for sustainability. *The Industrial-Organizational Psychologist*, *61* (1).

Kenny, M., Di Fabio, A., & *Carr, S. C. (Eds.). (2023). Special issue of Australian Journal of Career Development: Career and Sustainable working: Fostering decent work and decent lives.

Kożusznik, B., *Glazer, S., Behrend, T., Demerouti, E., Martinez-Tur, V., Hideg, I., Fricke, H., & Kock, R. (2024). Alliance: IWOP Declaration of Identity: Creating a Global Shared Identity [Alternative Session]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Leisten, J., Kamen, S., Kern, M., *Osicki, M., Zimmer, S., & Scymcyk, J. (2022). The Neglected Essential Workers: Lessons from the Pandemic Era [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Martinez, L. (2023, Winter). Report from SIOP's new Diversifying I-O Psychology Program Committee. *The Industrial-Organizational Psychologist*, *60* (3).

Martinez-Tur, V., Davcheva, M., Moliner, C., Perez-Nebra, A., & Potocnik, K. (2024). Decent Work: A universal desire with cultural variations. In M. Saxena, W. Reichman, & J. M. Piero, The Universal Goal of Achieving Decent Work [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

*McChesney, J., Rade, C., & Koelblin, J. (2024). Understanding Biases in Hiring Applicants with Criminal Records: Race, Offense Severity, and Government Incentives. In A. Melson-Silimon (Co-Chair), N. Outland (Co-Chair), & K. M. Thomas (Discussant), More Than Its Sum: Workplace Experiences of People with Intersectional Identities [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

*McWha-Hermann, I. (2024). Living Wages: Theoretical and Practical Introduction. Project Fair Inaugural Conference, Edinburgh, UK. [Workshop]

*McWha-Hermann, I., *Carr, S. C., Searle, R., & Silvester, J. (2024). Shaping the Policy landscape through I-O Psychology Research [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

*McWha-Hermann, I. (2023). Equal pay for work of equal value: Easier said than done. In D. L. Blustein & L. Y. Flores (Eds.). Rethinking Work: Essays on Building a Better Workplace. Routledge.

*McWha-Hermann, I. (2022). Decent Work in Turbulent Times. IAAP International Conference on Promoting Decent Work for All. [Invited speaker]

*McWha-Hermann, I. & McDonald, E. (2024). Designing work well. In S. Ivory & E. McDonald (Eds.) Introduction to Management: Functions and Challenges, Oxford University Press.

*McWha-Hermann, I. & McWhirter, E. H. (2022). Social Justice and Career Development: Progress, problems and possibilities. International Conference on Critical and Radical Humanist WOP, Innsbruck.

*McWha-Hermann, I. & Searle, R. (2022). Psychology's contributions to research on living wages: A systematic review. International Conference on Critical and Radical Humanist WOP, Innsbruck. Austria.

Melson-Silimon, A. (2024). A Person-Centered Approach to Identity Management Strategies of Black Women. In A. Melson-Silimon (Co-Chair), N. Outland (Co-Chair), & K.M. Thomas (Discussant), More Than Its Sum: Workplace Experiences of People with Intersectional Identities [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

*Meyer, I., & Teng-Calleja, M. (2023). International perspectives in psychology for sustainable life. *International Perspectives in Psychology: Research, Practice, Consultation, 12*(3), 135–136.

Mishra, V., Davison, H. K., Schreiber, J., & Yurick, M. (2022, Autumn). Trends in SIOP conference presentations with a global/international/cross-cultural focus: Are we losing ground? *The Industrial-Organizational Psychologist*, *60* (2).

**Moran, L. H., Cabrera, E., Wiese, C., Arena Jr., D. F., Ashworth, W., Dhanani, L. Y., & Sabat, I. (2024). U.S. anti-LGBTQ+ legislation: Next steps for research and practice [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Munson, L. (2022, Autumn). SIOP award winners: Meet Alexander Glosenberg, the Joel Lefkowitz Early Career Award for Humanistic Industrial-Organizational Psychology Winner. *The Industrial-Organizational Psychologist*, *60* (2).

Nelson, J., & Migliano, E. N. (Spring, 2024). Research brief of Lee et al.'s (2023) Emotional Exhaustion Across the Workday. *The Industrial-Organizational Psychologist*, *61* (4).

O'Shea, D., *McWha-Hermann, I., *Meyer, I., & Martinez-Tur, V. (2023). WOP Contribution to Sustainable Development Goals. 21st EAWOP Congress, Katowice, Poland. [Alliance for Organizational Psychology Session – Invited Panel Member]

Paul, M., Graef, M., & Blagg, R. (2023, Autumn). The Bridge: Connecting science and practice: The Quality Improvement Center for Workforce Development: Bridging the research-practice gap in child welfare. *The Industrial-Organizational Psychologist*, *61* (2).

Prehar, C., McGonagle, P., Hansen-Garshong, R. (Summer, 2024). A content analysis of diversity in undergraduate I-O psychology textbooks. *The Industrial-Organizational Psychologist*, *62* (1).

Reichman, W. (2023). Treating Mental Health in the Workplace [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Rosen, M.A. (2024, Winter). The Bridge: Connecting science and practice: Encouraging voice over time. *The Industrial-Organizational Psychologist*, *61* (3).

Searle, R. & *McWha-Hermann, I. (2023). Humanitarian Work Psychology and Praxis. In S.C. Carr et al (Eds.). Tackling Precarious Work Handbook. New York: Routledge/SIOP (Society for Industrial and Organizational Psychology) Frontiers Series.

Sim, J. J., & Hewitt, C. A. (2023, Spring). Increasing representation in the industrial-organizational psychology curriculum. *The Industrial-Organizational Psychologist*, *60* (4).

*Weiner, S. P., Allen, T. D., Cox, G., Fiaschetti, S., & Fink, A. A. (2023). Experienced I-O Women: Navigating careers, families, and inequity [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Zhu, J., & Sanchez, D. R. (Spring, 2024). Considering compensation and disabilities: A summary of current research. *The Industrial-Organizational Psychologist*, *61* (4).

Industrial and Organizational Psychology: Perspectives on Science and Practice

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 the SDGs. Sample publications are presented below:

Focal Article

Wilcox, A., Damarin, A. K., & McDonald, S. (2022). Is cybervetting valuable? *Industrial and Organizational Psychology*, *15*(3), 315–333. doi:10.1017/iop.2022.28

Commentaries

Brink, K. E. (2022). Cybervetting is the latest symptom of a deeper problem. *Industrial and Organizational Psychology*, *15*(3), 342–347. doi:10.1017/iop.2022.46

Obenauer, W. G. (2022). The price of technology is responsibility: A discussion of threats created by cybervetting that employers must address to ensure equal employment opportunity. *Industrial and Organizational Psychology*, *15*(3), 348–351. doi:10.1017/iop.2022.33

Simha, A., & Schmidt, G. B. (2022). A need to "veto" the "vett" in cybervetting to prevent DEI efforts from DIEing. *Industrial and Organizational Psychology*, *15*(3), 357–360. doi:10.1017/iop.2022.44

Dahunsi, O., Luu, V. H., Knight, C., Lok-Lee, M. F., & Nittrouer, C. L. (2022). Social media information in assessment and implications for minoritized social identities. *Industrial and Organizational Psychology*, *15*(3), 371–377. doi:10.1017/iop.2022.59

Cho, Y., Mills, M. J., & Grotto, A. R. (2022). Drawing on attributional augmenting to unlock the potential of cybervetting to combat gender discrimination in hiring. *Industrial and Organizational Psychology*, *15*(3), 378–381. doi:10.1017/iop.2022.40

Focal Article

Dhanani, L. Y., Wiese, C. W., Brooks, L., & Beckles, K. (2022). Reckoning with racialized police violence: The role of I-O psychology. *Industrial and Organizational Psychology*, *15*(4), 554–577. doi:10.1017/iop.2022.62

Commentaries

Brink, K. E. (2022). Identifying I-O and HRM practices is necessary but not sufficient for lasting change. *Industrial and Organizational Psychology*, *15*(4), 578–582. doi:10.1017/iop.2022.78

Raver, J. L., & McElheran, M. (2022). A trauma-informed approach is needed to reduce police misconduct. *Industrial and Organizational Psychology*, *15*(4), 583–587. doi:10.1017/iop.2022.82

Williams, M. S., & Gassam Asare, J. (2022). The socio-ecological model: A multifaced approach for I-O psychologists to design interventions targeted at reducing police violence. *Industrial and Organizational Psychology*, *15*(4), 588–591. doi:10.1017/iop.2022.81

*Glazer, S., & Torres, C. V. (2022). Human values differentially motivate police actions. *Industrial and Organizational Psychology*, *15*(4), 592–598. doi:10.1017/iop.2022.75

Waterbury, C. J., & Smith, N. A. (2022). Defunding is refunding: Community investments, not policing, create safety. *Industrial and Organizational Psychology*, *15*(4), 599–603. doi:10.1017/iop.2022.83

French, K. A., & Fletcher, K. A. (2022). Officer-involved domestic violence: A call for action among I-O psychologists. *Industrial and Organizational Psychology*, *15*(4), 604–608. doi:10.1017/iop.2022.74

Winterberg, C. A., & Harms, P. D. (2022). Investigating the dark side of personality: A case for derailer assessment in police. *Industrial and Organizational Psychology*, *15*(4), 609–611. doi:10.1017/iop.2022.76

Ravid, D. M., Pitcher, B. D., Alge, B. J., & Behrend, T. S. (2022). Body-worn camera technologies can promote positive policing. *Industrial and Organizational Psychology*, *15*(4), 612–616. doi:10.1017/iop.2022.79

Weiss, M. (2022). The critical role of team processes and team reflexivity in the emergence and prevention of racialized police violence. *Industrial and Organizational Psychology*, *15*(4), 617–620. doi:10.1017/iop.2022.77

Alanis, J. M., & Pyram, R. H. (2022). From simulations to real-world operations: Virtual reality training for reducing racialized police violence. *Industrial and Organizational Psychology*, *15*(4), 621–625. doi:10.1017/iop.2022.80

Zacher, H., & Rudolph, C. W. (2022). Racialized police violence: Potential solutions from and for Germany. *Industrial and Organizational Psychology*, *15*(4), 626–629. doi:10.1017/iop.2022.73

Focal Article

LeFevre-Levy, R., Melson-Silimon, A., Harmata, R., Hulett, A. L., & Carter, N. T. (2023). Neurodiversity in the workplace: Considering neuroatypicality as a form of diversity. *Industrial and Organizational Psychology*, *16*(1), 1–19. doi:10.1017/iop.2022.86

Commentaries

Kalmanovich-Cohen, H., & Stanton, S. J. (2023). How can work from home support neurodiversity and inclusion? *Industrial and Organizational Psychology*, *16*(1), 20–24. doi:10.1017/iop.2022.93

Whelpley, C. E., Holladay-Sandidge, H. D., Woznyj, H. M., & Banks, G. C. (2023). The biopsychosocial model and neurodiversity: A person-centered approach. *Industrial and Organizational Psychology*, *16*(1), 25–30. doi:10.1017/iop.2022.95

McMillan, J. T., Listyg, B., & Cooper, J. (2023). Neurodiversity and talent measurement: Revisiting the basics. *Industrial and Organizational Psychology*, *16*(1), 31–35. doi:10.1017/iop.2022.96

Brown, M. I., & Fisher, H. R. (2023). Promoting neurodiversity without perpetuating stereotypes or overlooking the complexity of neurodevelopmental disorders. *Industrial and Organizational Psychology*, *16*(1), 36–40. doi:10.1017/iop.2022.97

Ezerins, M. E., Vogus, T. J., Gabriel, A. S., Simon, L. S., Calderwood, C., & Rosen, C. C. (2023). From environmental niches to unique contributions: Reconsidering fit to foster

inclusion across neurotypes. *Industrial and Organizational Psychology*, *16*(1), 41–44. doi:10.1017/iop.2022.98

Silver, E. R., Nittrouer, C. L., & Hebl, M. R. (2023). Beyond the business case: Universally designing the workplace for neurodiversity and inclusion. *Industrial and Organizational Psychology*, *16*(1), 45–49. doi:10.1017/iop.2022.99

Bernard, L., Fox, S., Kulason, K., Phanphackdy, A., Kahle, X., Martinez, L., Praslova, L., & Smith, N. A. (2023). Not your "typical" research: Inclusion ethics in neurodiversity scholarship. *Industrial and Organizational Psychology*, *16*(1), 50–54. doi:10.1017/iop.2022.100

Kidwell, K. E., Clancy, R. L., & Fisher, G. G. (2023). The devil you know versus the devil you don't: Disclosure versus masking in the workplace. *Industrial and Organizational Psychology*, *16*(1), 55–60. doi:10.1017/iop.2022.101

Wegmeyer, L., & Speer, A. (2023). Examining personality testing in selection for neurodiverse individuals. *Industrial and Organizational Psychology*, *16*(1), 61–65. doi:10.1017/iop.2022.102

Praslova, L., Bernard, L., Fox, S., & Legatt, A. (2023). Don't tell me what to do: Neurodiversity inclusion beyond the occupational typecasting. *Industrial and Organizational Psychology*, *16*(1), 66–69. doi:10.1017/iop.2022.105

Benson, A. L., Colley, K. L., Prasad, J. J., Willis, C. M. G., & Powell-Rudy, T. E. (2023). Contextualizing cases for neuroatypical inclusion in the workplace. *Industrial and Organizational Psychology*, *16*(1), 70–73. doi:10.1017/iop.2022.108

Richard, E. M. (2023). Conceptualizing neurodiversity as individual differences in self-regulation. *Industrial and Organizational Psychology*, *16*(1), 74–76. doi:10.1017/iop.2022.109

Focal Article

Gabriel, A. S., Allen, T. D., Devers, C. E., Eby, L. T., Gilson, L. L., Hebl, M., Kehoe, R. R., King, E. B., Ladge, J. J., Little, L. M., Ou, A. Y., Schleicher, D. J., Shockley, K. M., Klotz, A. C., & Rosen, C. C. (2023). A call to action: Taking the untenable out of women professors' pregnancy, postpartum, and caregiving demands. *Industrial and Organizational Psychology*, *16*(2), 187–210. doi:10.1017/iop.2022.111

Commentaries

Allen, T. D., Miller, M. H., French, K. A., Kim, E., & Centeno, G. (2023). Gender differences in tenure-track faculty time spent on childcare. *Industrial and Organizational Psychology*, *16*(2), 211–214. doi:10.1017/iop.2023.5

Hideg, I., Krstic, A., Powell, D. M., & Zhan, Y. (2023). Supporting women during motherhood and caregiving necessary, but not sufficient: The need for men to become equal partners in childcare. *Industrial and Organizational Psychology*, *16*(2), 215–220. doi:10.1017/iop.2023.12

Delacruz, A. Y., & Speer, A. B. (2023). Maternal wall biases and the maybe baby effect. *Industrial and Organizational Psychology*, *16*(2), 221–224. doi:10.1017/iop.2023.3

Trinh, M. P. (2023). Experience, empathy, and emotions: What our academic systems need to support (not just) women professors. *Industrial and Organizational Psychology*, *16*(2), 225–228. doi:10.1017/iop.2023.13

Howes, S. S., & Huffman, A. H. (2023). Yes, and…: Taming the wicked problem and navigating the empathy–efficiency paradox. *Industrial and Organizational Psychology*, *16*(2), 229–232. doi:10.1017/iop.2023.7

Offermann, L., Gray, C. E., Bragger, J., & Laguerre, R. A. (2023). It takes a [helpful] village: Recognizing and minimizing unhelpful help to better support female caregivers in academia. *Industrial and Organizational Psychology*, *16*(2), 233–236. doi:10.1017/iop.2023.14

Pupco, S., & Barling, J. (2023). It all begins when you are a graduate student. *Industrial and Organizational Psychology*, *16*(2), 237–241. doi:10.1017/iop.2023.16

Mahabir, B., Swain, S., Hernandez, J., & Cheung, H. K. (2023). Changing times, changing resources: Starting a family as a graduate student. *Industrial and Organizational Psychology*, *16*(2), 242–247. doi:10.1017/iop.2023.2

Chheda, K. J., Beckel, J. L. O., & Gardner, D. M. (2023). When equal isn't equal: Contrasting equity and equality perspectives in supporting female professors. *Industrial and Organizational Psychology*, *16*(2), 248–251. doi:10.1017/iop.2023.17

Rabenu, E., Shwartz Asher, D., & Kurlander, Y. (2023). The dual role of faculty and motherhood: Enabling resources for successful coping. *Industrial and Organizational Psychology*, *16*(2), 252–256. doi:10.1017/iop.2023.1

Carmichael-Tanaka, N., & Kang, B. Y. (2023). Applying an intersectional lens to consider disparities in historically marginalized women's access to caregiving resources. *Industrial and Organizational Psychology*, *16*(2), 257–262. doi:10.1017/iop.2023.18

Nübold, A., & Dóci, E. (2023). Beyond bearable: Gender equality and the benefits of systemic change in academia. *Industrial and Organizational Psychology*, *16*(2), 263–266. doi:10.1017/iop.2023.20

Chawla, N., Rogers, K. M., & Schinoff, B. S. (2023). Making the invisible visible: Recrafting the discourse surrounding women caregivers in academia. *Industrial and Organizational Psychology*, *16*(2), 267–272. doi:10.1017/iop.2023.19

McAlpine, K. L., & Piszczek, M. M. (2023). Faculty unions as a fourth actor: Two paths to supporting female professors in academia. *Industrial and Organizational Psychology*, *16*(2), 273–276. doi:10.1017/iop.2023.11

Burch, K. A., Sorensen, M. B., Hurt, C. E., Simmons, M. R., Eugene, T., McDaniel, A. K., & Paulson, A. (2023). Parental leave is just a wolf in sheep's clothing: A call for gender-aware policies in academia. *Industrial and Organizational Psychology*, *16*(2), 277–282. doi:10.1017/iop.2023.8

Focal Article

Valenzuela, M. A., & Bernardo, A. B. I. (2023). The potential of fostering connections: Insights into polycultural organizations. *Industrial and Organizational Psychology*, *16*(3), 378–397. doi:10.1017/iop.2023.23

Commentaries

Chung, H. H., & Kato, A. E. (2023). Polyculturalism: Diversity incognito or diversity made irrelevant? *Industrial and Organizational Psychology*, *16*(3), 398–400. doi:10.1017/iop.2023.45

Caleo, S., & Whitman, D. S. (2023). Polyculturalism as a multilevel phenomenon. *Industrial and Organizational Psychology*, *16*(3), 401–404. doi:10.1017/iop.2023.41

Hines, S., & Conjar, E. (2023). Bringing polycultural organizations to life: A network analytic strategy. *Industrial and Organizational Psychology*, *16*(3), 405–407. doi:10.1017/iop.2023.44

Huang, H.-C. (Brad), Yang, Z. (Rick), & Kung, F. Y. H. (2023). Employees' mindset matters: Leveraging cultural mindset to harness the benefits of organizational polyculturalism. *Industrial and Organizational Psychology*, *16*(3), 408–412. doi:10.1017/iop.2023.34

Bueno, A., & Brown, S. G. (2023). (Conditionally) Supporting polycultural organizations through bidirectional allyship. *Industrial and Organizational Psychology*, *16*(3), 413–416. doi:10.1017/iop.2023.46

Obenauer, W. G. (2023). Polyculturalism research should develop further before recommending organizational implementation strategies. *Industrial and Organizational Psychology*, *16*(3), 417–420. doi:10.1017/iop.2023.33

Focal Article

*Mullins, M., & Olson-Buchanan, J. (2023). Moving boundaries on what I-O has been, and what I-O can be: The United Nations Sustainable Development Goals as an organizing framework. *Industrial and Organizational Psychology*, *16*(4), 479–494. doi:10.1017/iop.2023.48

Commentaries

Eby, L. T., Anker, J. G., Facteau, D. B., Facteau, K. O., & Casper, W. J. (2023). How well are we doing at addressing the United Nations Sustainable Development Goals in the science and practice of I-O psychology? Reflections on the SIOP 2023 conference. *Industrial and Organizational Psychology*, *16*(4), 495–503. doi:10.1017/iop.2023.62

*McWha-Hermann, I., *Meyer, I., *Carr, S. C., & Searle, R. (2023). Moving the boundaries of I-O, or of work itself? *Industrial and Organizational Psychology*, *16*(4), 504–507. doi:10.1017/iop.2023.57

**Banerjee, N. J., **Moran, L. H., & *McChesney, J. E. (2023). Strengthening the link between I-O psychology and the SDGs: Providing support for the next generation. *Industrial and Organizational Psychology*, *16*(4), 508–513. doi:10.1017/iop.2023.65

Lefkowitz, J. (2023). Humanitarianism and the UN sustainable developmental goals are insufficient: The case for a humanistic industrial-organizational psychology. *Industrial and Organizational Psychology*, *16*(4), 514–519. doi:10.1017/iop.2023.54

Blacksmith, N., & Schmittzehe, T. (2023). We can be more, but first, who are we? *Industrial and Organizational Psychology*, *16*(4), 520–523. doi:10.1017/iop.2023.53

Glosenberg, A. (2023). To engage with the UN SDGs, the "how" is just as important as the "what": A case for engagement with the aid-effectiveness framework. *Industrial and Organizational Psychology*, *16*(4), 524–527. doi:10.1017/iop.2023.52

Slack, K. J., Pearson, A., Schmidt, L. L., & Keeton, K. E. (2023). POSH, plus nonvisible disabilities. *Industrial and Organizational Psychology*, *16*(4), 528–532. doi:10.1017/iop.2023.60

Crayne, M. P. (2023). Finding "work" in grand challenges: Lessons from extremism research and a call to action. *Industrial and Organizational Psychology*, *16*(4), 533–536. doi:10.1017/iop.2023.55

Fernández-Castillo, G. (2023). Earning our place: How we can use interdisciplinary collaborations to move forward with sustainable development goals. *Industrial and Organizational Psychology*, *16*(4), 537–540. doi:10.1017/iop.2023.63

Focal Article

Lemmon, G., Jensen, J. M., & Kuljanin, G. (2024). Best practices for weight at work research. *Industrial and Organizational Psychology*, *17*(1), 85–105. doi:10.1017/iop.2023.50

Commentaries

Standen, E. C., & Mann, T. (2024). The science of weight controllability: Implications and future directions for weight at work research. *Industrial and Organizational Psychology*, *17*(1), 106–110. doi:10.1017/iop.2023.78

Myeong, H., Wang, P., & King, E. B. (2024). The weight of beauty in psychological research. *Industrial and Organizational Psychology*, *17*(1), 111–114. doi:10.1017/iop.2023.87

Johnson, B. N., & Kunstman, J. W. (2024). Organizational research on weight stigma must center targets' perspectives. *Industrial and Organizational Psychology*, *17*(1), 115–120. doi:10.1017/iop.2023.84

Gerson, M. J. (2024). Acknowledging the ramifications of weight-based stereotype threat in the workplace. *Industrial and Organizational Psychology*, *17*(1), 121–125. doi:10.1017/iop.2023.88

Anker, J. G., Carmichael-Tanaka, N., & Eby, L. T. (2024). Importance of considering intersectionality when studying weight at work. *Industrial and Organizational Psychology*, *17*(1), 126–132. doi:10.1017/iop.2023.82

Carpini, J. A., & Luksyte, A. (2024). Twinks, jocks, and bears—oh my! The stereotype content model extended to gay men and weight at work. *Industrial and Organizational Psychology*, *17*(1), 133–137. doi:10.1017/iop.2023.77

Yang, T. (2024). Beneficial role of mindfulness interventions in reducing weight stigma. *Industrial and Organizational Psychology*, *17*(1), 138–141. doi:10.1017/iop.2023.74

Waterbury, C. J., Martinez, L. R., Bernard, L., & Smith, N. A. (2024). Becoming and acting as an ally against weight-based discrimination. *Industrial and Organizational Psychology*, *17*(1), 142–147. doi:10.1017/iop.2023.75

Focal Article

Follmer, K. B., Sabat, E., Jones, K. P., King, E. (in press). Under attack: Why and how I-O psychologists should counteract threats to DEI in education and organizations. *Industrial and Organizational Psychology*. Published online 2024:1-24. doi:10.1017/iop.2024.12

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 SIOP UN Committee continues to operate with badged representatives from both the United Nations Headquarters in New York City and the United Nations office in Geneva. As such, the committee's members are located in multiple global locations. This geographic dispersion 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, as well as inculcate a more global perspective in the work of the committee.

The SIOP UN Committee continues to support short member-produced videos that discuss the efforts of I-O psychologists to support the SDGs. This work helps to strengthen awareness of the SDGs and provide examples and ideas of how members might further contribute to them. These videos have been made available to all SIOP members and non-members via SIOP's official Youtube channel, found here at: https://www.youtube.com/playlist?list=PLKSlc2ksqN2qZwMma7xD0NT6ifizc969H

The SIOP UN Committee (volunteers) is currently working with the SIOP Administrative Office (staff) to publicize its efforts in working with the UN, to promote the Global Compact agenda, and to highlight opportunities for SIOP members to contribute, through SIOP's social media channels.

The SIOP UN Committee has re-engaged with Anton Botha, who has extensive experience as a staff member and as independent consultant in the UN, to advise on ways to expand delivery of SIOP's expertise in the UN more broadly. For example, interns are working on developing infographics on I-O topics (current topics in progress: surveys, DEI, recognition) to share with leaders of organizations within the UN beyond the Secretariat. Additionally, the committee is currently working on a webinar on Organizational Culture to be delivered to UNDP HR staff, as well as planning to provide consultative assistance to several offices within the UNDP to help them plan and execute actions based on improvements indicated as needed in their employee surveys.

SIOP works with and supports the SIOP Foundation on 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. These are listed and described below.

SIOP Caregiver Support Grant. The Caregiver Support Grant is designed to provide financial awards for SIOP members who require caregiving support to attend its annual conference. More information about this grant can be found at: https://www.siop.org/Research-Publications/Items-of-Interest/ArtMID/19366/ArticleID/5815

The Zedeck-Jacobs Adverse Impact Reduction Research Grant. This grant supports research focused on understanding organizational practices that hinder or facilitate access for all workers to opportunities for employment, advancement, and development, as well as fair treatment.

- 2023: Karyssa Courey and Fredrick Oswald, Do Data Speak Louder Than Words? A Bayesian Approach to Adverse Impact https://www.siop.org/Portals/84/docs/Awards/2023_SIOP_Salutes.pdf

- 2024: Hamed Ghahremani, Interpreting the Scarf: Uncovering When and Why Religious Attire Influences Female Muslim Applicants' Job Interview Outcomes https://www.siop.org/Portals/84/docs/Awards/2024_SIOP_Salutes.pdf

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. The 2023 and 2024 award winners are listed below.

- 2023: Dong Liu, Tackling the Negative Impact of COVID-19 on Work Engagement and Taking Charge: A Multi-Study Investigation of Frontline Health Workers https://www.siop.org/Portals/84/docs/Awards/2023_SIOP_Salutes.pdf

- 2024: Katina Sawyer, Hope Cultures in Organizations: Tackling the Grand Challenge of Commercial Sex Exploitation https://www.siop.org/Portals/84/docs/Awards/2024_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 2023 and 2024 award winners are listed below.

- 2023: *Not awarded*
- 2024: Julie B. Olson-Buchanan https://www.siop.org/Portals/84/docs/Awards/2024_SIOP_Salutes.pdf

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 psychology's understanding of LGBT issues within the workplace. The 2023 and 2024 award winners are listed below.

- 2023: Kristen Jaramillo, Isaac E. Sabat, Toni Kostecki, Evan Nault, Neel Kamal Mishra, & Hanan Guzman, Intersectional Experiences of Transgender and Gender Expansive Employees of Color https://www.siop.org/Portals/84/docs/Awards/2023_SIOP_Salutes.pdf

- 2024: Lindsay Y. Dhanani, Jerry Liu, & David F. Arena, Jr., A Model of Prototypicality Perceptions Among LGBT+ Employees
https://www.siop.org/Portals/84/docs/Awards/2024_SIOP_Salutes.pdf

SIOP has created programs and infrastructure to accomplish and support objectives that are directly aligned with the Global Compact agenda, its ten principles, and the SDGs. These are listed and described below.

SIOP continues to support diversity and inclusion efforts through its **Diversity and Inclusion Officer.** This Officer sits on the Executive Board of SIOP and oversees the work of several committees whose work is directly related to some of the ten principles of the Global Compact. SIOP member Enrica Ruggs was elected to serve in this role starting in 2023.

SIOP continues to support several **standing and ad hoc committees** focused on increasing knowledge and advancing progress on issues directly related to some of the ten principles of the Global Compact. These committees are composed of SIOP members who volunteer their time and energy to help the committees achieve their goals. Several of these committees are overseen by SIOP's Diversity and Inclusion Officer. Some of these committees include:
- Committee on Ethnic Minority Affairs (CEMA)
- LGBTQIA+ Committee
- International Affairs Committee (IAC)
- Women's Inclusion Network (WIN)
- Disability, Inclusion, and Accessibility Committee (DIAC)
- Military and Veteran's Inclusion (MVI) Committee

Through the work on some of these committees, SIOP has taken steps to make its annual conference more inclusive and accessible to all SIOP conference attendees. Example practices that have been implemented include reserved seating for those who need seating at the front or rear of conference sessions, guidance for presenters to make their presentations and posters more accessible (e.g., closed captioning), pronoun stickers for conference badges, a private lactation room, and self-reflection, quiet rooms. More information on these efforts can be found at:
- The SIOP Conference Inclusion Subcommittee. (2024). Practices for an inclusive SIOP 2024 Conference. *The Industrial-Organizational Psychologist*, *61* (4). https://www.siop.org/Research-Publications/Items-of-Interest/ArticleID/9301/ArtMID/19366/preview/true
- Cobb, H. R., & Rauvola, R. S. (Spring, 2024). Gentle SIOP: A new conference approach. *The Industrial-Organizational Psychologist*, *61* (4). https://www.siop.org/Research-Publications/Items-of-Interest/ArtMID/19366/ArticleID/9300/preview/true

SIOP approved an initiative named **Diversifying I-O Psychology (DIP) Program** in 2021, with the goal of increasing diversity within the field of I-O psychology by helping to increase diversity student populations into funded I-O psychology doctoral programs. The program does this through three phases, including (1) holding a virtual conference for interested students to learn more about I-O psychology, (2) providing selected student scholars with research experiences, and (3) inviting select student scholars to attend SIOP's annual conference where they receive several development and networking opportunities. Since its creation the DIP has made continuous progress on its mission. Progress reports can be seen in the article "Report from SIOP's New Diversifying I-O Psychology Program Committee": https://www.siop.org/Research-Publications/Items-of-Interest/ArtMID/19366/ArticleID/7228. More information about this initiative can be found at https://www.siop.org/About-SIOP/The-DIP.

SIOP continues to host the **Corporate Social Responsibility and Prosocial/Humanitarian I-O Registry**. This is a searchable database that allows one to identify SIOP members with expertise and experience with Humanitarian Work Psychology areas and issues. The purpose is to allow for SIOP members, external media, and external organizations to find members with expertise who will be able promote the science, advocacy, and practice of humanitarian work issues.