
Departmental Inclusivity Resources

— APS NMC Conference 2020 —

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Agenda

- Session Goal (5 min)
 - Define “Inclusive”
- Departmental Level Initiatives (40 min)
 - Highlight Examples (20 min)
 - Q&A (20 min)
- APS COM Resources (40 min)
 - Review NMC, BEAM fund, bridge programs, and site visit evaluations (20 min)
 - Q&A (20 min)

Session Goal:

Discuss the challenges in making inclusive departmental environments

— that is, create an atmosphere in which all people feel valued and respected, and have access to the same opportunities —

and **highlight some of the initiatives and resources** that can help foster and improve diversity and inclusivity at the department level

INCLUSION

What does it mean?

How is it different (or not) from “diversity”?

Can you have a diverse environment, but not an inclusive one?

Departmental Level Initiatives

Language/Website Review

Some departments appoint a committee to regularly review + update

Questions to ask:

- What does your department's website say about your collective culture? To students, administration, potential new colleagues?
- Is there a statement that demonstrates your aspirations towards a more inclusive environment?
- Do you highlight (or even list) students, staff, and postdocs?
- Does your website meet standards for accessibility?
- What's on the walls within your department? (e.g. code of conduct in shared spaces, contact info to report harassment and mental health services)
- Do you list support services for students and staff anywhere on your site? (e.g. food pantries, disabilities services center, student unions, etc.)

Departmental Level Initiatives

Diversity in Events & Speakers

Collective Celebrations

Building a departmental calendar collectively

Recognizing and celebrating non-anglo / American holidays

Recognition of non-religious celebrations (e.g. Black History Month, LGBTQ+ Pride Month)

Colloquia & Seminars

Does your invited speakers list ever reflect your student body?

Do students + postdocs know they can suggest speakers?

Do you prioritize recruiting speakers from diverse backgrounds?

Creating Spaces

Learning spaces: diversity journal clubs, allyship training, bystander training

vs.

Safe spaces: WiPA, WoCiPA, international student coffee hour, etc.

Other ideas/examples?

Departmental Level Initiatives

Holistic Review for Admissions & Hiring

Holistic Review considers a broad range of factors in each applicant, in addition to academic metrics, often manifested in the form of a weighted rubric for personal experiences, academic records and/or attributes.

- Best implemented if a **clear rubric** is agreed upon prior to application review
- **Implicit Bias Training** even just once (!!) can generate a marked improvement in reducing bias in application review
- Setting **Minimum Review Times** for each application can also reduce bias
- Other ideas / examples?

Departmental Level Initiatives

Training & Mentoring Initiatives

Faculty-to-Student

- **APS NMC Mentor Resource Library**
- **CIMER Training**
 - ◆ Facilitated workshops & trainings
 - ◆ Pre-designed mentoring curricula
- **National Academies Mentoring in STEMM:**
nationalacademies.org/MentorshipInSTEMM
 - ◆ Individual Development Plans
 - ◆ Mentorship Contracts
 - ◆ Mentor Maps

These programs need faculty support and advocacy to survive.

Student-to-Student (Peer)

- **Undergrad to undergrad** (e.g. Resonance@UCI)
 - ◆ Incoming students statistically at-risk of dropping physics meet monthly
 - ◆ Builds community and growth mindset early on
- **Grad to undergrad** (e.g. GRAD@UPenn)
 - ◆ De-mystify grad school / research / academia, prepare strong applications, build community
- **Grad to grad** (e.g. PACE@UCI)
 - ◆ Monthly class time w/ small group discussions plus 1-1 meetings outside of class time
 - ◆ E.g. Topics: building a mentor network, work-life balance in grad school, qual exam Q&A
 - ◆ Results: **stronger sense of community, increase in growth mindset, wider mentor networks**

Departmental Level Initiatives

Q & A

APS Resources

APS National Mentoring Community

- ▶ Community that connects students with local faculty mentors, and provides support and resources. Emergency financial aid fund to mentees (BEAM Fund). National recognition of mentoring service (coming).
- ▶ Goal is to increase the number of African American, Hispanic American, and Native American undergraduates obtaining physics bachelor's degrees
- ▶ Contact: Simone Hyater-Adams (sadams@aps.org)
- ▶ www.aps.org/nmc



APS Resources

APS Bridge Program

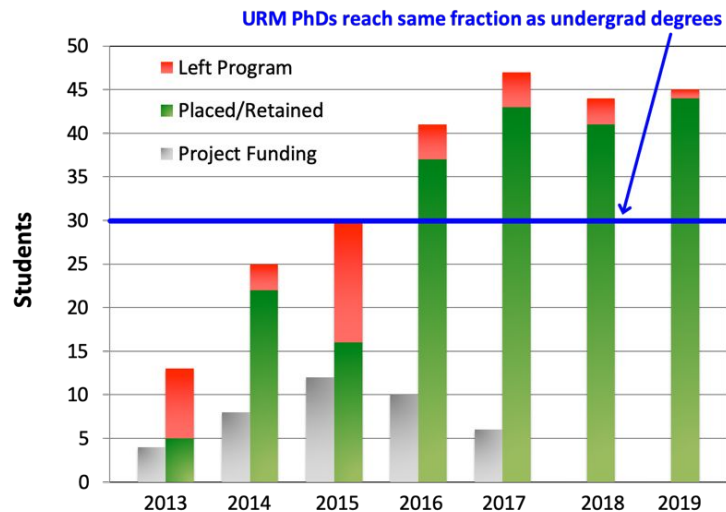
- ▶ Goal: to increase the number of URM students earning a PhD in physics
- ▶ Connects URM students who were not admitted to physics graduate programs with supportive physics departments; promotes best-practices in admissions, induction, mentoring, retention
- ▶ www.apsbridgeprogram.org



Program Demographics: Bridge Program (Physics)

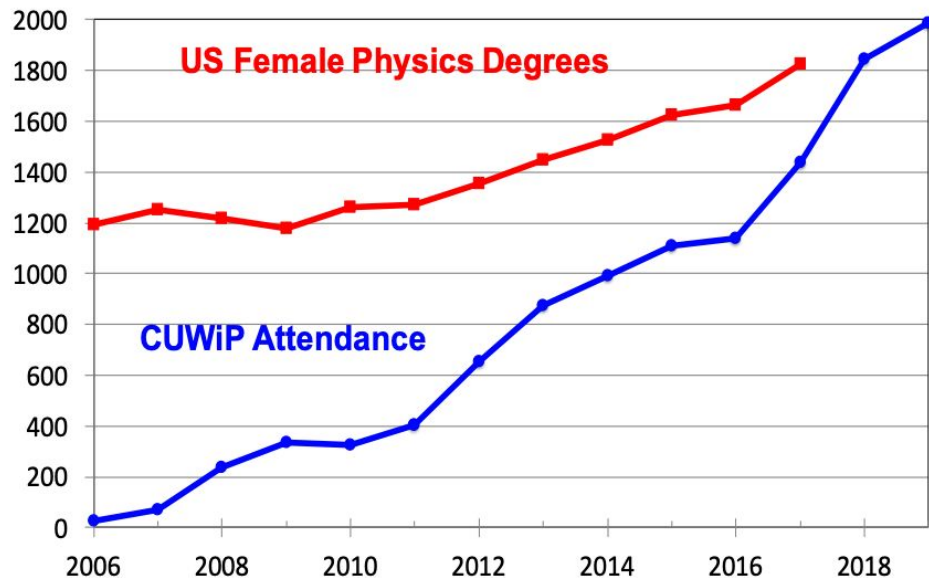
- 86% Retention rate (60%)
- 93% URM (6%)
 - African American, Hispanic, Native American
- 30% Female (20%)

Outcomes: 246 Bridge students placed into physics graduate programs. First PhD Graduates in 2019 (2) and more expected in 2020.



APS Resources

Conferences for Undergraduate Women in Physics (CUWiP)



APS Resources

Women in Physics Groups

- ▶ Mini-grants (up to \$1,000) to build, improve, or sustain WiP groups; collect and share ideas on activities. Goal is to improve recruitment and/or retention of women in physics (WiP).
- ▶ Examples of funded activities: workshops on careers, communication, negotiation, leadership, dealing with bias, other skills; high school or middle school classroom visits; lab tours or field trips; research expos; book club or journal club; group lunches, dinners, or social events
- ▶ Contact: women@aps.org
- ▶ www.womeninphysics.org



APS Resources

Climate Site Visits for Women and Minorities

- ▶ 1-2 day site visits resulting in a formal report to the chair; 1-year follow up
- ▶ Focus on Research Universities, National Laboratories, Scientific Collaborations; 79 visits over last 25 years; best-practices in hiring, retention, climate, etc. available on the website
- ▶ Led by the APS Committee on the Status of Women in Physics (CSWP) and APS Committee on Minorities (COM)
- ▶ Goal is to improve the climate for underrepresented individuals in physics departments
- ▶ Contact: women@aps.org
- ▶ www.womeninphysics.org

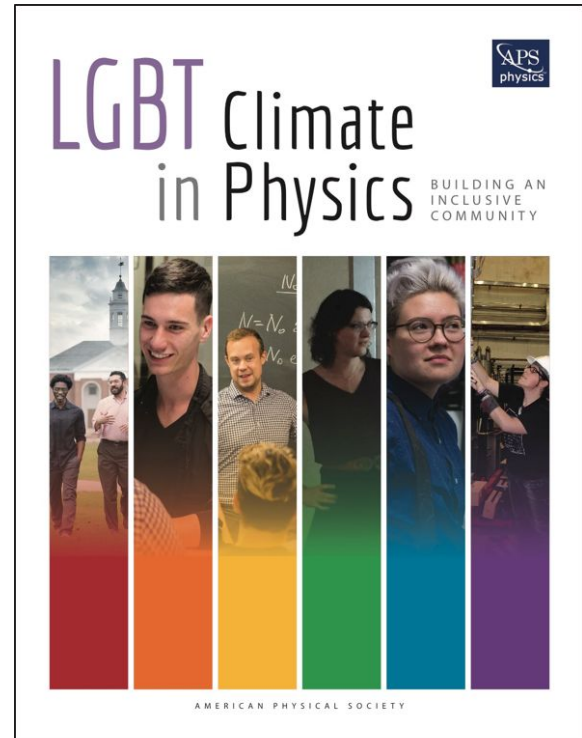


APS Resources

LGBT Climate in Physics Report

- ▶ Survey of 300+ LGBT physicists:
 - ▶ Many experienced isolation, exclusionary behavior
 - ▶ Many at risk for leaving school or workplace
- ▶ Recommendations endorsed by APS Council (April 2016)
- ▶ Report featured by Nature, AAAS, Physics World, others

"I was very out [as an undergraduate].... I know that all of the other students, literally all of them, studied together and did their homework together and all of that. And I tried to participate in these things and was often, you know, given the run around on the times, and I just stopped trying after a while and stopped interacting with them socially."



www.aps.org/programs/lgbt

APS Resources

APS Inclusion, Equity and Diversity Alliance (APS-IDEA)

- ▶ **Mission:** to empower and support physics departments, laboratories, and other organizations to identify and enact strategies for improving equity, diversity, and inclusion. It will do so by establishing a community of transformation of these organizations.
- ▶ **Key elements:**
 - ▶ Departmental change teams
 - ▶ Annual in-person workshop
 - ▶ Online learning community
 - ▶ Development of strategic plans
 - ▶ Guided by research-based change-management methods
- ▶ **Contact:** Monica Plisch (plisch@aps.org)



go.aps.org/36JqR9V

APS Resources

More...

- Forum on Diversity and Inclusion
- Dependent Care Grants at APS Meetings
- Inclusive Graduate Department Questionnaire
- Professional Skills Development Workshops
- STEP UP
- M. Hildred Blewitt Fellowship
- APS Statements

APS Resources

Q & A