



DEIBA Strategic Plan

Executive Summary

In an era marked by rapid societal change and growing recognition of the vital role that diversity plays in innovation and progress, AIP is committed to fostering a culture that embraces diversity, advances equity, and promotes inclusion across the physical sciences. To spur collaboration and advance goals towards achieving diversity, AIP's **Diversity, Equity, Inclusion, Belonging, & Accessibility (DEIBA) Strategic Plan** addresses the continued under-representation of racial and ethnic minorities, women, LGBTQ+ people, and people with disabilities in STEMM and especially the physical sciences. The plan represents the collective thinking of the Federation/Member Societies and builds upon AIP's existing programmatic efforts to improve diversity, create a culture of inclusion and belonging, and increase the visibility of AIP as a leader of DEIBA in the physical sciences community.

This strategic plan will drive change, dismantle barriers, and build the equity capital needed to advance the DEIBA work of our Member Societies as well as the Institute itself. AIP will lead the Federation in accomplishing three goals outlined in the strategic plan:

- 1. Diversify the physical sciences by fostering environments of inclusiveness and belonging;**
- 2. Develop and adopt best practices to promote and stimulate diversity; and**
- 3. Create tools, resources, and programs to support DEIBA initiatives for Member Societies.**

The plan incorporates a wide variety of strategies to achieve these goals, including (1) Member Society convening; (2) professional development; (3) community building; (4) advocacy; (5) student support; (6) stakeholder engagement; (7) communications; (8) developing and disseminating resources and tools; (9) leadership; (10) DEIBA consulting; (11) policy; (12) research; and (13) funding. These strategies will be used to train, educate, and raise awareness about wide-

-ranging, cross-cutting DEIBA issues that are of interest to the physical sciences community, specifically focusing on improving academic and workforce diversity in the physical sciences.

Near-term recommendations include focusing resources and efforts on five of the strategies outlined above: community building, professional development, resource development, funding, and student support. The success of this plan will be highly dependent on stakeholder support. These stakeholders include students, Member Societies, government, academia (departments and students committed to increasing underrepresented populations in STEM (including but not limited to HBCUs, MSIs, TCUs, etc.); funders/donors, and physical sciences/professional organizations (workforce, student), non-profits, and community-based organizations.

As we embark on this transformative journey, we envision a future where the physical sciences thrive through the contributions of individuals from all backgrounds, and where the Federation is a global leader in promoting DEI excellence within the scientific community. Upon adoption of this strategy, AIP will develop an implementation plan to guide the execution of this work for the next 1-3 years. This will be an iterative, comprehensive, and ongoing effort for AIP, its 10 Member Societies and affiliate societies, and the broader physical sciences community.