



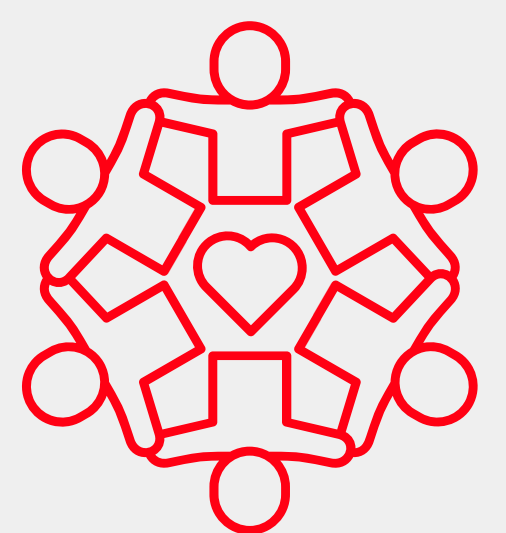
Diversity, Equity, Inclusion, and Accessibility Strategic Plan 2024-2029



WHAT IS A DEIBA STRATEGIC PLAN?

The purpose of this plan is to support AIP's mission to "advance, promote, and serve the physical sciences for the benefit of humanity" and to support the work of the Member Societies and federation at large to advance DEIBA in the physical sciences community.

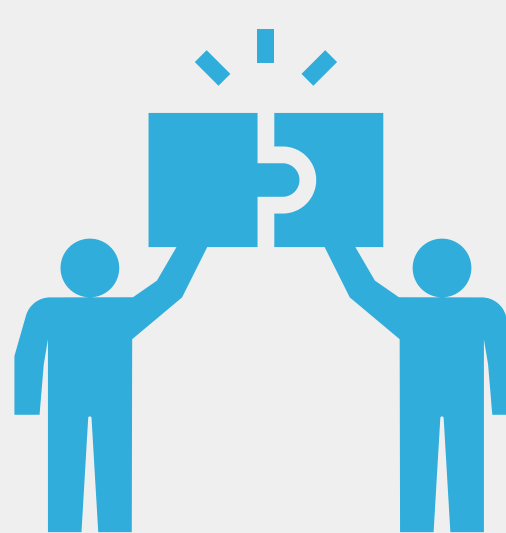
This strategic plan builds on AIP's existing programmatic efforts to improve diversity and create a culture of inclusion and belonging and increase the visibility of AIP as a DEIBA leader.



WHY A DEIBA STRATEGIC PLAN?

Creating change requires a major culture shift, investment in systemic change, and organizational support-- a collective DEIBA strategic plan supports and guides these efforts.

AIP is a thought leader in DEIBA and a Federation-wide strategic plan helps to unite our Member Societies in our collective efforts to foster diversity, equity, and inclusion.



STRATEGIC PLANNING PARTNERS

- Acoustical Society of America (ASA)
- American Association of Physicists in Medicine (AAPM)
- American Association of Physics Teachers (AAPT)
- American Astronomical Society (AAS)
- American Meteorological Society (AMS)
- American Physical Society (APS)
- American Vacuum Society (AVS)
- Optica
- Society of Rheology (SOR)



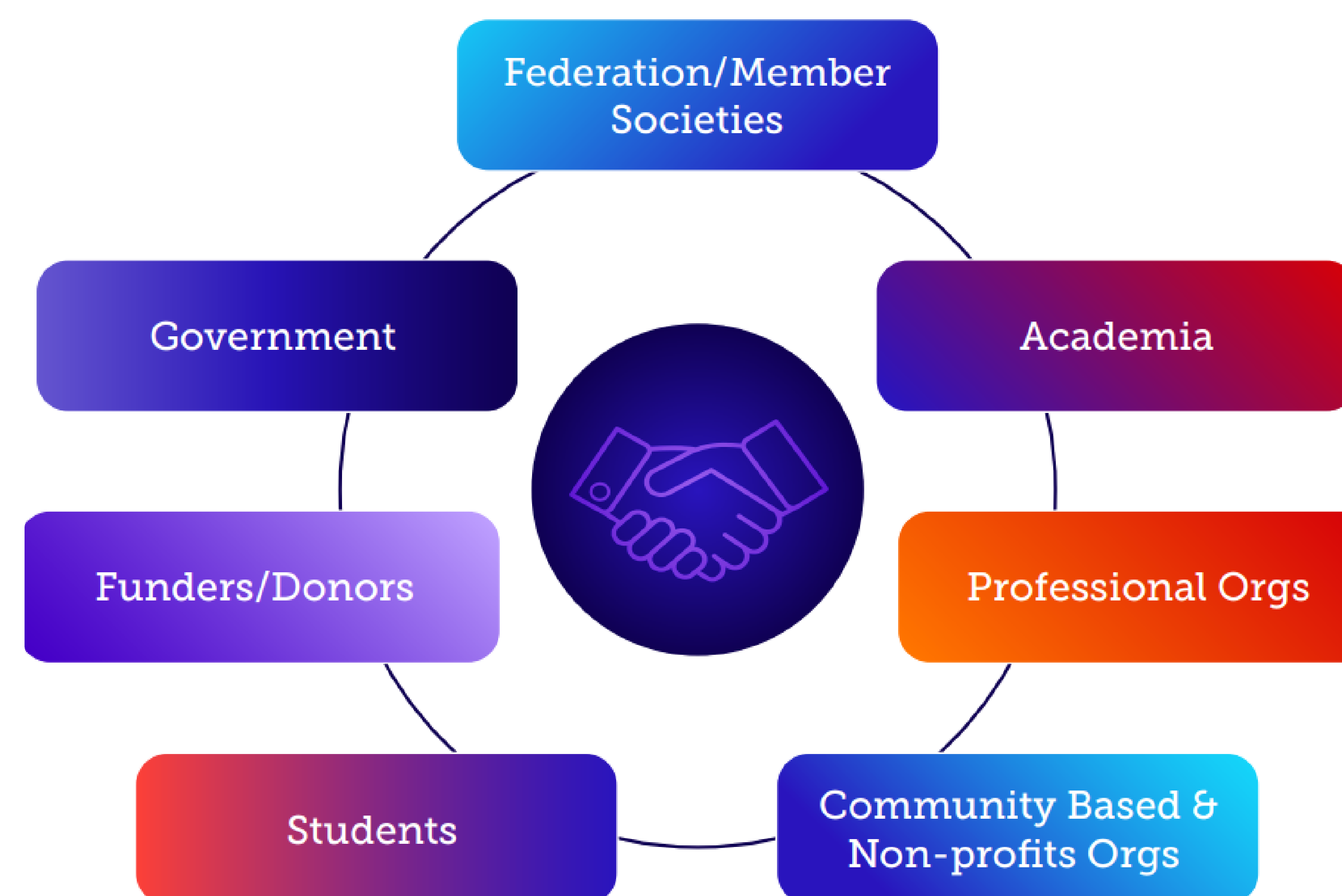
STRATEGIC PLANNING PROCESS

- ✓ A Working Group comprised of the Strategic Planning Partners, representatives from the Member Societies, thoroughly developed and reviewed the Strategic Plan to strive for useability across the Federation and relevance to DEIBA concerns within the physical sciences.
- ✓ The Working Group's charge was to create a strategic plan to guide and support the Member Society's DEIBA initiatives and programs.
- ✓ Workgroup members were asked to provide input on the preliminary plan, prioritize strategies, and champion implementation efforts.
- ✓ The result is a plan which represents the collective thinking of the Federation/Member Societies, in particular the actions needed to be taken by AIP to support the Federation.
- ✓ While this is a collective plan, each Member Society is encouraged take the elements that are most applicable to their membership and create DEIBA goals and build on existing efforts to create a DEIBA plan that is tailored to their Member Society.
- ✓ AIP will use this plan to invest resources and guide efforts to meet the needs of the entire Federation.

STRATEGIC VISION & GOALS



STRATEGIC STAKEHOLDERS

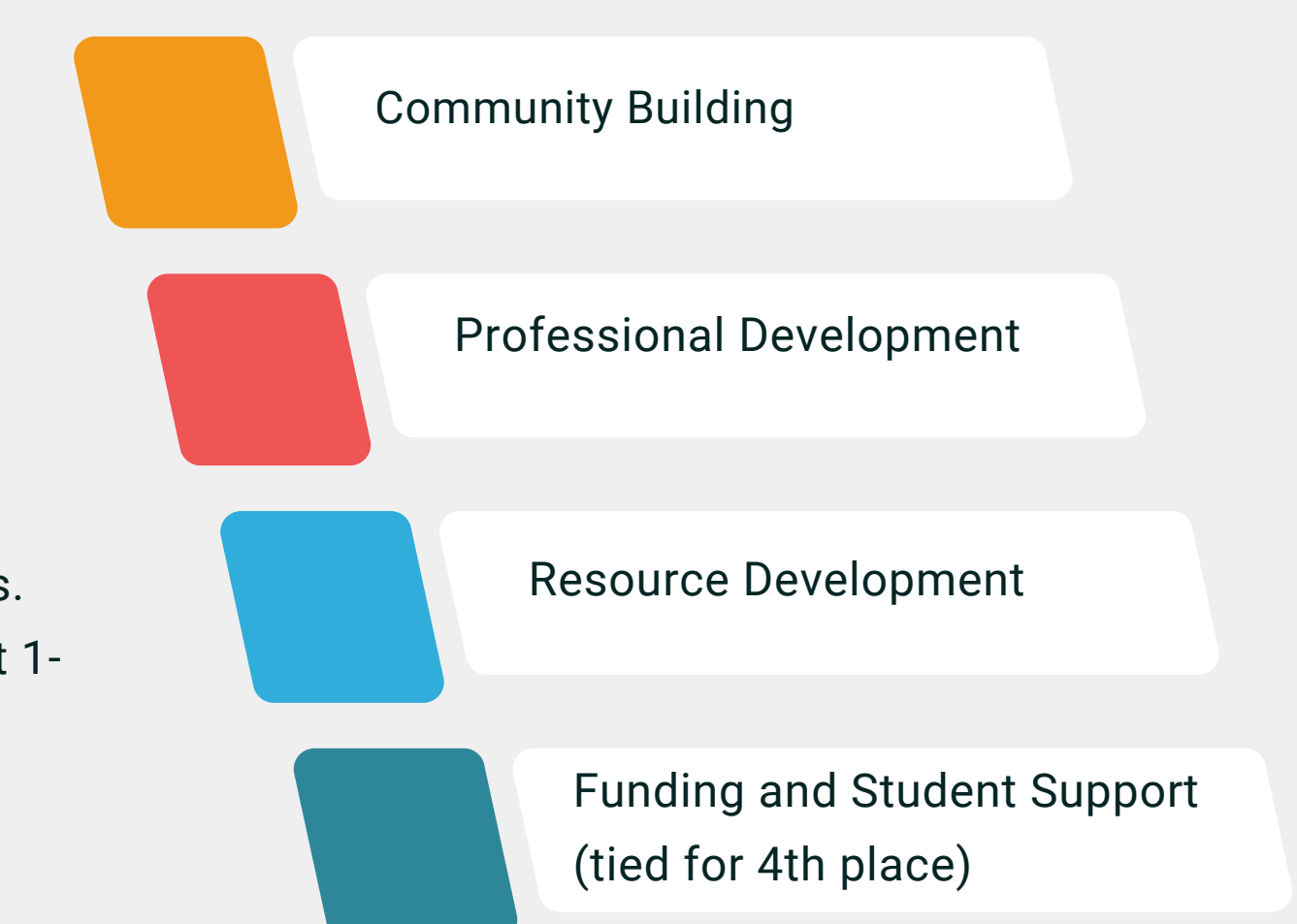


STRATEGIC FOCAL AREAS

- Diversify the physical sciences field:
 - Increase the number of physical science degree holders (undergraduate and graduate) representing under-represented groups.
- Create an inclusive culture in the physical sciences:
 - Improve academic and work environments to promote inclusivity and belonging for under-represented groups.
- Build a community of champions/change makers:
 - Engage and activate a community of stakeholders to support DEIBA change initiatives.
- Model organizational change:
 - Support the Federation to model DEIBA principles and strategies outlined in this strategic plan

STRATEGIC PRIORITY AREAS

The Strategic Planning Workgroup prioritized the strategies and decided on the following priority areas. These are the areas that we will focus on for the next 1-2 years



INTENDED OUTCOMES

Our efforts are focused on serving the following communities (not an exhaustive list):

- Racial/Ethnic Minorities: African Americans, Asian Americans, American Indian/Alaska
- Native, Native Hawaiian and Other Pacific Islanders, Hispanic/Latino Latinx Women
- People living with disabilities (e.g. Impairments, Activity Limitations, and Participation Restrictions)
- First Generation college students
- Multi-national individuals
- LGBTQAI+ individuals
- Low Socioeconomic individuals
- Students (K-12, undergraduate, graduate, post doc)
- Early Career Professionals (post-doc, early career)

STRATEGIC DIVERSITY INITIATIVES

These are examples of current initiatives AIP is undertaking to help diversify the physical sciences:

- TEAM-UP Together
 - TEAM-UP Together Scholarship
 - TEAM-UP Together Departmental Grant Program
 - National Mentoring Community (in support and partnership with APS) <https://aps.org/programs/minorities/nmc/>
 - Student Travel Grants
- Statement of the AIP Board of Directors on Confronting Harassment, Bullying, Exclusion, and Inequity
- AIP Diversity Statement
- Board of Directors Statement on AIPs Commitment to Diversity
- AIP's support of Member Societies' DEIBA activities with the 2020-2021 Diversity Action Fund and 2023 Venture Fund Grants



TEAM-UP TOGETHER SCHOLARSHIP RECIPIENTS
www.teamuptogether.org
<https://www.teamuptogether.org/scholarship>