

# Diversity, Equity, and Inclusion (DEI) Collective Updates: How to Better Serve and Support the Members and Each Other

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Societies involved: AAPT, AAS, AIP, APS

## What do members know about the DEI programs and projects in the AIP Federation?

Rachel Ivie (then at AIP, now at AAPT) and Alexis ran focus groups during summer/fall 2022 to learn more about what the various faculty stakeholders know about the current efforts and what types of efforts are needed. The focus group participants are engaged in Member Society education/DEI efforts aimed at departments.

Some preliminary results regarding current efforts and what the participants engage in:

- The focus group participants were aware of many programs and projects.
- Some efforts, such as SPS, whose mission is not explicitly DEI are seen as important for departmental DEI.
- Professional society position statements regarding DEI and committees/other units focused on DEI are important sources to influence departmental policy.
- Decisions to participate in efforts vary. Sometimes, a program looks interesting and that is sufficient to join. Other times, a program looks like it would fill a specific need.
- Emails are how the focus group participants find out about Member Society efforts. Chairs play an important role in encouraging participation. The perception is that if the chair forwards an email, it must be something the chair would support faculty participation.

## Improving Collaboration Among Professional Societies

This project was originally envisioned as working on a Collective Impact approach to DEI collaboration. However, Collective Impact is resource intensive. After exploring other collaboration approaches, such as strategic alliances, we identified the need to establish a solid foundation of trust and communication.

After interviewing several consultants, we selected Y's Change (<https://wisechange.org/>) to look into how to best do this work. Two consultants from this organization are conducting interviews with key informants (N ~ 10) who are knowledgeable about multiple AIP Federation Member Societies.

We anticipate that they will be finished with their interviews this spring and that their findings will be shared with the AIP Federation leadership, along with recommendations for next steps on how to improve collaboration among the DEI endeavors.

## Improving Offerings

The participants in the focus groups made the following suggestions, sorted by preliminary broad themes. We note that some of these suggestions have already been addressed to some extent.

### Access to programs/projects to facilitate broader participation

- Local offerings because travel is a financial constraint
- Ensure that caregiver responsibilities can be covered by grants or other funding
- Consideration of time zones for virtual events, because attendees may be across multiple time zones

### Cultivating community among those working on DEI matters

- Opportunities to network with others doing DEI, including informal virtual mechanisms
- Sharing what is being done and learning from one another

### Sustaining/continuing already existing programs

- Continuing the eAlliance mentorship program (<https://ealliances.aapt.org/>)
- More and continued allyship training

### Departmental resources and support that directly assist current activities

- List of DEI external reviewers
- Supporting faculty in knowing what resources are available
- Supporting faculty in doing sustained departmental/institutional change around DEI
- Devise ways so that DEI can be seen as part of tenure and promotion or other recognized and awarded similar to research accomplishments.

### Data collection and data availability to departments

- Demographic data so that marginalized groups can make affinity mentorship matches
- Evidence that DEI has positive outcomes or that not including DEI in physics has adverse outcomes for physics

### National Meetings and DEI

- Having a DEI plenary at every major professional society meeting
- Advocate for the inclusion of pronouns on badges
- Label programmatic efforts with a suggested or intended audience

### Topics/areas to be covered

- Intermediate level DEI trainings/professional development
- DEI trainings/ professional development specifically for People of Color
- Intersectionality
- Focusing on individual change in terms of educating oneself and what an individual can do, as systemic change can be more challenging to do immediately

## Your reactions!

We will ask the focus group participants for additional thoughts on the report and incorporate it. The work with the consultants regarding collaboration will be shared with key Member Society leadership, and we anticipate the sharing will include at least one meeting with the consultants.

Right now, we are interested in your reactions and thoughts, including your rationale. Please use the sticky notes to share. If you'd like to be broadly credited, please write your name and email clearly.

Which ideas or what actions seem concerning for the Federation?

Which ideas or what actions seem promising for the Federation?

Other reactions