

HARVARD UNIVERSITY

Department of Physics

Equity, Inclusion, and
Belonging
FY21 Strategic Priorities

Welcome & Introduction

Lene Hau & John Huth, Co-Chairs, Equity and Inclusion Committee

EIC Community meeting: Follow-up to #ShutDownSTEM,

Discussion of Departmental priorities and strategies

Housekeeping

- Submit general comments via chat
- Raise your electronic hand for questions
- This meeting is being recorded

“Times - they are a changing”

- International students and visas
- Fall teaching plans
- Reopening committee to oversee efforts, chaired by Professor Morii
- Processing the events leading to #ShutDownSTEM, BLM movement

We stand unified in our commitment to make changes as a Department

Where We Have Been, What We Have Accomplished

History

- Visiting Committee Report of 2018
- Creation of the Equity and Inclusion Committee
- Hire of the Administrative Fellow for Equity and Inclusion

Current Progress

- Departmental Value Statement – finalized, to be posted shortly
- APS IDEA & EIC – 17 members representing all groups within the Dept
- Elimination of the GRE for Graduate Admissions
- Climate Survey – August 2020 launch - planning committee of faculty, students, staff & post docs

#ShutDownSTEM Community Meeting June 10

- Terrific participation and enthusiasm with more than 200 attended
- Numerous insights and suggestions
- Feedback has been reviewed and prioritized
- Developed strategic initiatives and priorities
- Opportunities exist for all members of the community to be involved

1. Engage and Connect Black Undergraduate and Graduate Students

Lead – Benita Wolff

- Enhance understanding about the needs and concerns of Black students
- Implement strategies and/or programs to address concerns
- Build community and create spaces to support Black students

2. Assess and Enhance Undergraduate & Graduate Programs

Howard Georgi, David Morin, Mara Prentiss, and Jacob Barandes

Undergraduate Programs

- Preparatory education, course sequencing [Emerging Scholars (Math), Interphase (MIT)]
- Workshops

Graduate Programs

- Preparatory education, workshops, and course sequencing (e.g., BRIDGE)
- Recruiting & Admissions (at national meetings, elimination of GRE)
- Financial Resources & Support

3. Mentoring & Faculty Engagement

- Needs of undergraduate students
- Needs of graduate students
- Needs of research scholars
- Faculty advising of first year students
- Input from wide range of individuals: faculty, students, etc.

4. Culture, Climate, and Professional Development

Leads - Lene Hau, John Huth & the EIC

- Implement incentives for anti-racism efforts
- Practice allyship by hosting faculty reading group suggested authors including Ijeoma Oluo, Ibram X. Kendi, Angela Davis, and others
- Address the origins and naming of the Physics building
- Host bystander training
- Partner with colloquia chairs on programming – for a variety of topics including anti-prejudice training, careers in Physics, neuroscience research addressing bias relating to URM/gender etc.
- Sustain this conversation and serve as a forum for advancing concerns

5. Communication

Lead - Anne Trubia

EIC Website Refresh

- Anonymous Feedback portal - "Feedback Forum" on EIC Website
- EIC meetings open to the entire community (*see website for details*)
- List of campus resources for all members of the Department

Faculty and Departmental websites

- Improving information about areas of research, employment (including research) opportunities

Email Us: equity@physics.harvard.edu

Tim's Office Hours: To be announced

Anne's Office Hours: Mondays, 3-4PM



Department of Physics Equity & Inclusion

Home People Strategic Priorities Current Initiatives Resources Events

Communication Pathways History

The Harvard Physics Department is committed to building and improving a culture of equity & inclusion. A committee has been formed to brainstorm and implement the promotion of these goals. The committee is chaired by Prof. John Huht and Prof. Lena Hau.

Harvard University Department of Physics Statement of Values

We are a community brought together in the pursuit of scientific knowledge, and recognize and uphold the dignity and agency of all community members.

We value equity, integrity, and responsibility, which form a foundation for inclusive discourse, healthy collaboration, and respect.

We commit to learn from each other to foster an environment that embraces discovery, creativity, and development.

Definitions

The Harvard University Physics Department comprises students and employees at all levels engaged in or supporting learning, teaching, research, and care for our buildings and infrastructure.

Dignity - Deserving honor and respect

Creativity - Ability to think and generate ideas in a unique and valid way

Agency - The individual is able to act and speak independently. Agency implies and allows for a sense of self-advocacy, authenticity, and empowerment that enables a person to express themselves effectively and across multiple platforms. This includes but is not limited to discussion, research, writing, group work, as well as physical and emotional expression. Within the concept of agency is a mutual agreement that everyone should be afforded the space they need to experience their own agency within the department

Friction - Calmness and patience in the face of needs not met

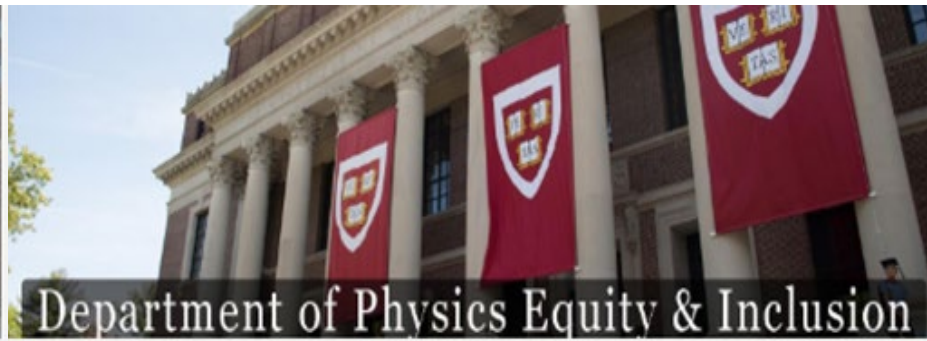
← July 2020 →

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5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

UPCOMING EVENTS

2020
JUL
09
**Equity & Inclusion
Committee Meeting**
Date:

Thursday, July 9, 2020,
3:00pm to 4:00pm
Location: Zoom



Department of Physics Equity & Inclusion

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Communication Pathways History

HOME / RESOURCES /

Resources and Advocates for Undergraduate and Graduate Students

Accessible Education Office

(617) 496-6707

Works in partnership with Harvard faculty, staff, and students to develop and implement accessibility plans based on individualized assessments of student needs.

Physics Specific Graduate Student Resources

Mara Prentiss, Director of Graduate Studies, prentiss@fas.harvard.edu, (617) 495-2910

Jacob Barandes, Co-Director of Graduate Studies, barandes@g.harvard.edu, (617) 384-6138

Lisa Cacciabaudo, Graduate Program Administrator, cacciabaudo@fas.harvard.edu, (617) 495-4327

Harvard University Bureau Of Study Counsel

(617) 495-2581

Confidential

Supports students as they learn, grow, and engage in the educational opportunities available at Harvard.

Resources include academic counseling, peer tutoring, ESL peer consultation,

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EIC Website Refresh

Feedback Portal – Questions Recv'd to date

Q. Please provide a link to this suggestion/feedback form on the department website for easy access

Q. Request for review of undergraduate research assistants' summer pay

Q. GREs and making admissions more equitable

Q. Disappointment in the response to the EIC Community meeting – not enough concrete near term suggestions adopted

How to Get Involved

Also:

-Applied Physics

-CUA

Strategic Initiatives and Priorities for FY21	Points of Contact
1. Engaging and Connecting Black Undergraduate and Graduate Students	Lead: Benita Wolff benita_wolff@fas.harvard.edu
2a. Assess & Enhance Undergraduate Programs	Lead: Tim Kaxiras, chair@physics.harvard.edu Howard Georgi, DUS: georgi@fas.harvard.edu David Morin, co-DUS: djmorin@fas.harvard.edu
2b. Assess & Enhance Graduate Programs	Lead: Tim Kaxiras: chair@physics.harvard.edu Mara Prentiss, DGS: prentiss@fas.harvard.edu Jacob Barandes, co-DGS: Barandes@g.harvard.edu
3. Mentoring & Faculty Engagement	Lead: Tim Kaxiras: chair@physics.harvard.edu
4. Culture, Climate, and Professional Development	Leads: Lene Hau, John Huth & EIC Hau@g.harvard.edu , Huth@g.harvard.edu equity@physics.harvard.edu
5. Communication	Lead: Anne Trubia: trubia@fas.harvard.edu

Questions & Answers

- Put general comments on chat
- Raise your electronic hand for questions