

Climate and Diversity Committee
2023-2024

Members: Peter A (Chair), Johnston-Halperin E, Landsman S, Schumacher D, Valdes-Aguilar R, Winer B, Salcedo-Gomez A (grad rep), Hamilton M (grad rep), Jones L (Bridge rep), Thompson C (Bridge rep), Erin Duell (Undergrad rep), Sanskruti Admane (Undergrad rep), Janeth Garcia Monge (Postdoc rep), Middleton J (Staff rep), Richard M (Staff rep)

Charge: The Climate and Diversity Committee will help the Department foster and sustain a diverse community of scholars and staff. The Committee also will help to ensure that the Department maintains a professional work environment that encourages respectful interchange between all members regardless of background or career status. The Committee will identify departmental, university, or other resources or activities that could be applied to enhance the professional climate of the Physics Department. The Committee will work to identify challenges caused by policies or practices that might detract from diversity or climate, and recommend changes. Importantly, the Committee and its members will provide a resource for all members of the Department when challenges arise by providing a forum to ensure that their concerns are heard, connecting affected individuals with appropriate support networks, and advocating for structural changes where appropriate.

In addition, the committee will provide assessment and where necessary recommendations for actions on the following specific issues:

Specific Items:

- Work to implement the DEI strategic framework for the department that was developed by the C&D committee this past year. This should include working with groups addressing DEI issues including APS-IDEA, HHMI Driving Change group, Bridge Program, POLARIS, URSA and other departmental committees, as appropriate.
- Work with the Chair to develop activities to emphasize the importance of actively working on improving diversity, equity and inclusion in the department. This could include Town Hall discussion on topics the committee considers important and could be a part of the DEI strategic framework.
- Make reports on committee progress in faculty, staff, and student meetings.
- Deposit key documents on the committee share drive for future committee work.