

## **A DEI Strategic Plan for the OSU Department of Physics.**

- Shortly after the start of Autumn semester, the department Chair will convene at least one meeting of the Vice-Chairs and selected Chairs of departmental Committees, to include at a minimum: Climate and Diversity (C&D), Undergraduate Studies, Graduate Studies, and Graduate Admissions.
  - This meeting will assess progress from the previous year (academic years are used in this document).
  - Goals that were accomplished should be explicitly noted and, likewise, so too efforts that are in progress or that have not been successful.
  - Proposals for new goals should be evaluated and prioritized, in particular, those recommended by the previous year's C&D committee.
  - Goals should include metrics where possible.
  - The department Chair will then use this information in the determination or modification of the written charges to the department's committees.
  - A written report of the findings of this meeting will be posted publicly in a specified location, for example, on the C&D website.
- The new Charge to the C&D committee will include the implementation of Town Halls to assess the department's climate, to hear concerns, and gather ideas. The C&D committee should also be charged with making written recommendations at the end of the academic year that are posted on the C&D web site, to be considered at the above described Autumn meeting.
- To start this process, the C&D committee for the 2022-2023 academic year offers the following recommendations for consideration at the Autumn meeting(s).
  - Annual DEI training be established for the entire department or, at least, made available. This might vary from year-to-year. The C&D committee has suggestions on what this could entail.
  - Funding and support for Polaris should be increased while maintaining the current student governance. Polaris leadership should be consulted as to what is needed.
  - Surveys should be performed to determine the state of the department's climate on a regular basis.
  - A calendar of DEI and Climate related events and activities be established, for example, using the C&D committee web site with a means for curated updates.
- The C&D committee recommends that the first Town Hall be held in Autumn, 2023 and be open to the entire department to discuss this DEI Strategic Plan. It further recommends that the next two Town Halls be focused on under-represented or minoritized groups, addressing issues of particular importance as the attendees see fit. Future Town Halls can focus on different groupings such as staff, students, and faculty. A proposed code of conduct and suggestions have prepared by the committee.