

January 2021 CU Physics Equity, Diversity, and Inclusion Newsletter

Welcome to the first newsletter on the numerous equity, diversity, and inclusion (EDI) groups associated with physics at CU Boulder! The American Physical Society (APS) recently created the Inclusion, Diversity, and Equity Alliance (IDEA), which is a network of teams from physics departments, laboratories, and other organizations from across the world working to improve EDI in their local institutions. Faculty, staff, and students from many of the existing physics EDI efforts at CU joined APS-IDEA as a team. Our primary goals are to disseminate knowledge and resources from the APS-IDEA community and to foster coordination amongst the various CU physics EDI groups. To that end, we have created this newsletter! We hope this newsletter helps you better understand what each of these groups do and how they fit together. If you are looking for ways to get involved, there are many opportunities -- read on!

--Signed, the CU APS-IDEA team. Email us at aps-idea_cu-physics@googlegroups.com



COSMOS aims to increase representation, retention, recruitment, development & advancement of people who have been historically underrepresented within physics, particularly Black, Indigenous, and Latinx students, faculty, and post-docs associated with physics and/or APS, though we are also welcoming of students with other inter-sectional identities that are underrepresented within physics. Follow us on social media IG: [cuboulder_cosmos](#) & Twitter: [@CuCosmos](#)

JILA actively seeks and supports diversity as an integral element of a collaborative and world-leading research institute. **JILA Excellence in Diversity and Inclusivity (JEDI)** is a self-nominated group of JILAns focused on advancing effective diversity and inclusivity through education, activities within JILA, and collaboratively with the CU community. JEDI includes JILA Fellows, Staff, Students and Postdocs. [See page 2](#)



Equity, Inclusion, and Cookies (EIC) is an event series that serves as a mechanism for providing all members of the CU physics department with increased awareness of, education about, and community support around issues of equity and inclusion. [See page 3](#)

R-Cubed is focused on improving representation, recruitment, and retention in the physics department. We lead a genuine community effort involving faculty, post-docs, staff members, undergraduate and graduate students. [See page 4](#)



Women and Gender Minorities in Physics is a community of graduate and undergraduate students, post-docs, and faculty working to support the inclusion, participation, and success of women and gender minorities in the physics department at CU and around the country. Our membership is primarily graduate students, but we welcome all people in physics. [See page 5](#)

CU-Prime is a student-led, diversity-focused, and community-oriented organization in the physics department. Our goal is to improve the culture of physics at CU Boulder through equity and inclusion, allyship, and education. [See page 6](#)



CU Boulder Physics

JILA Excellence in Diversity and Inclusivity



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What do you run?

- Women of JILA Speaker Series
- All-JILA training
- Community events (prior to COVID)

What might I do in your group?

- Joining a group that is focused speaking the truth and trusting each other
- Contributing time and leadership to one or more projects
- Hands on work to implement many fundamentals needed to build upon
- Providing significant input and suggestions to further our goals

Recent Accomplishments

- Joined APS-IDEA initiative
- Strategic Planning Retreat/2020 Goal Setting
- Revised goals based on Climate Survey
- Advocated for custodian training on COVID-19 safety protocols

Current Projects

- JILA Values
- Anti-Racism policy
- Inclusive Hiring Practices
- Focus Groups for additional input
- External Consultant to review policies, processes, practices for oppressive or non-inclusive wording/practice
- Strategic Plan framework
- JILA-specific diversity and anti-racism training for all new JILAnS

We have fun and genuinely care about all JILAnS (grad and undergrad students, postdocs, faculty, staff, visitors, custodians, facilities, etc.)

CU Boulder Physics

Equity, Inclusion, and Cookies



Equity, Inclusion, and Cookies (EIC) is an event series that serves as a mechanism for providing all members of the CU physics department with increased awareness of, education about, and community support around issues of equity and inclusion. Our goal is to facilitate productive discussions that contribute to department members' education and equip individuals and groups within the department with the knowledge and tools necessary to enact change.

What do you run?

Monthly discussion-based events on various topics related to equity and inclusion. Events are open to all members of the physics department, JILA, and other affiliated departments/entities on campus.

What might I do in your group?

You can interact with EIC by either attending our events, or by joining the organizing committee. The organizing committee is made up of ~6 members, including students, post-docs, faculty, and staff. We have a strong commitment to shared-leadership -- all members of the organizing committee share the work equally, and everyone's voice is heard and valued. Organizers meet weekly throughout the academic year. In addition to the meetings, members typically spend five to ten hours per month researching topics and planning events. Some events are presented and facilitated by the organizers themselves, and for others we bring in an external speaker and coordinate with them to tailor the presentation/discussion to our context. Please email us at eic@colorado.edu if you are interested in joining the organizing committee or if you have any questions.

Recent Accomplishments

On June 10, 2020, in participation with the #shutdownSTEM and #strike4blacklives movements, EIC hosted an event on the topic of actions that could be taken to increase the representation of African-Americans in physics and establish anti-racist structures and processes in our department and in physics more broadly. Over 140 members of the Physics Department, JILA, and other adjacent departments/campus entities attended the event and engaged in thoughtful and productive discussions. Participants identified a wide variety of possible action items to create a more equitable and inclusive department. We distributed a summary of the event to the department.

During the Fall semester, we hosted two events: an introduction to systemic racism, and a conversation with Zahra Hazari about fostering physics identities.

EIC is an ongoing departmental group that spun off from R-Cubed in 2016. Since then, EIC has led 25 events. You can see materials from past events, as well as additional resources and EIC's guiding principles, at our website: physics.colorado.edu/eic. The feedback we have received from event attendees has been overwhelmingly positive and we look forward to seeing YOU at one of our upcoming events!

CU Boulder Physics

R-Cubed



R-Cubed is focused on improving representation, recruitment, and retention in the physics department. We lead a genuine community effort involving faculty, post-docs, staff members, undergraduate and graduate students. Our primary goals to support equity and inclusion efforts include:

- Increasing the representation of students by improving the admissions and recruitment process;
- Building more community, resources, and support structures to improve departmental climate and retention;
- Defining structures, procedures, and goals for R-Cubed to have broader involvement in the department

What do you run?

We run bi-weekly meetings where we plan and discuss inclusionary efforts and host town halls to promote open communication within the department.

What might I do in your group?

As a member of R-Cubed you would attend bi-weekly meetings and work on diversity projects in R-Cubed subcommittees.

Recent Accomplishments

Over the summer, R-Cubed hosted a town hall meeting to discuss specific actions to improve the climate for under-represented groups and to address structural racism within the department. As a result, R-Cubed curated a list of action items to provide a starting point for dismantling institutional and interpersonal racism in the physics department.

Current Projects

We are currently working on facilitating self-education efforts for interested physics faculty and for the members of R-Cubed, compiling and publicizing resources, establishing exit interviews for students, and collaborating with other department committees on anti-racism efforts.

R-Cubed is the only formal departmental committee open to student members. Right now, we are looking for post-doc, undergrad, and staff members in particular! We are also always looking for feedback and ideas, which can be submitted [here](#).

Women and Gender Minorities in Physics

We are a community of graduate and undergraduate students, post-docs, and faculty working to support the inclusion, participation, and success of women and gender minorities in the physics department at CU and around the country. Our membership is primarily graduate students, but we welcome all people in physics.

What do you run?

We host a monthly lunch meeting open to all graduate students, faculty, post-docs, and undergraduates interested in gender inclusion in physics. About half of these meetings feature presentations from various speakers, ranging from talks about gender in STEM fields, to tips on conflict resolution and negotiation, to the status of diversity and inclusion on campus. We also host lunch meetings with informal student-led conversations on topics such as welcoming new graduate students, discussing the graduate student union, discussing other forms of activism, and sharing our experiences as graduate students with underrepresented identities. These meetings are more social in nature, and provide an important forum for students to connect with one another and form support networks.

In addition to these monthly meetings, we host annual events aimed at recruiting and supporting underrepresented minorities in physics at both the graduate and undergraduate level. During the prospective graduate students visiting weekends, we host a dinner where prospective underrepresented graduate students are invited to mingle with faculty and current graduate students. We host ice-cream socials with undergraduate students over the summer, where undergrads are invited to meet and socialize with graduate students and postdocs over a delicious bowl of ice cream. We also helped host the Conference of Undergraduate Women in Physics in January 2017.

Finally, we host informal social gatherings for members. Two or three events a year are proposed and organized by individual group members. We have hosted dessert potlucks, wine and coloring nights, and most recently a fondue night.

What might I do in your group?

You can join as a participant and/or act as an organizer. You are welcome to join one or as many events as you would like! The best way to hear about upcoming events is to join our listserv (to join, email us at WiPBoulder@gmail.com).

Our group is managed by a volunteer organizing committee made up of graduate student members from various years. Anyone is welcome to join the organizing committee. These students share responsibility for organizing group meetings and events. Typically, one student will take charge of one major recurring responsibility for a year. These responsibilities include coordinating food for meetings, corresponding with invited presenters, and communicating with faculty.

We are trying to figure out how to create social opportunities and continue to meet as a community in a pandemic!

CU Boulder Physics

CU-Prime



CU-Prime is a student-led, diversity-focused, and community-oriented organization in the physics department. Our goal is to improve the culture of physics at CU Boulder through equity and inclusion, allyship, and education.

What do you run?

We offer three programs for undergraduate students:

- A semester-long Fall academic class for first year students about what it looks like to do science.
- Bi-weekly research talks led by grad students that promote networking and awareness of research happening at CU.
- A long-term mentoring program that connects new physics students to graduate students and upper division undergraduate students.

Additionally, we host internal workshops to educate ourselves on issues of diversity and inclusion.

What might I do in your group?

You can join as a participant in one of our programs and/or act as an organizer.

Graduate student participants can give research talks, act as a mentor, or advise a class project group. For undergrads, participation usually means attending talks or pairing with a mentor/group (or taking the class, but it's too late this year), but they may also give talks on their own research or act as mentor-mentee in a group.






Any student can become a CU-Prime Organizer, and the roles are the same for grads and undergrads. Beyond running the above programs (incl. teaching the course), this may involve networking with other groups (incl. the national Access Network that we are part of), managing various group logistics (funding, website, meeting facilitation), attending or running Diversity Workshops, or participating in Organizer meetings (to discuss the status of our programs, address opportunities that pop up, plan for the future and evaluate the alignment of our programs and mission).

Recent Accomplishments

Our primary focus these past few months has been transitioning our programs to remote versions. All three are currently working well in this mode!

Current Projects

At the moment, we are primarily occupied with maintaining and improving the above programs. When there is sufficient organizer bandwidth, we discuss potential new programs or larger changes to existing ones to better align with our mission.

<p>CU Physics EDI Groups Reference</p>					
<p>Who can be involved?</p>	<p>Students, post-docs, staff & faculty</p>	<p>Graduate and Undergraduate Students</p>	<p>Anyone with a connection to physics</p>	<p>Any JILAn</p>	<p>Students, post-docs, staff & faculty</p>
<p>Which department?</p>	<p>Physics</p>	<p>Physics and other fields</p>	<p>Physics and JILA</p>	<p>JILA</p>	<p>Physics and related fields</p>
<p>Contact info</p>	<p>cuboulder.qualtrics.com/jfe/form/SV_1zBs4mx6nVUCj5z</p>	<p>cuprime@colorado.edu</p>	<p>eic@colorado.edu</p>	<p>jila_jedi@lists.colorado.edu</p>	<p>WiPBoulder@colorado.edu</p>
<p>Website</p>	<p>colorado.edu/physics/partners/representation-recruitment-and-retention-r-cubed</p>	<p>cuprime.org</p>	<p>physics.colorado.edu/eic/</p>	<p>jila.colorado.edu/virtual/community/jedi-information</p>	<p>sites.google.com/a/colorado.edu/women-in-physics/</p>
<p>When do you meet?</p>	<p>Biweekly, alternating Mon/Fri</p>	<p>Monthly org meetings (3rd Thu), biweekly talks (Tue)</p>	<p>Events happen monthly-ish. Organizers meet weekly.</p>	<p>Every other Tuesday at 4</p>	<p>Virtual monthly meetings, join listserv for more info!</p>