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 relaying 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
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

### Strategic Initiatives and Priorities for FY21

<table>
<thead>
<tr>
<th>Initiative</th>
<th>Lead</th>
<th>Points of Contact</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>1. Engaging and Connecting Black Undergraduate and Graduate Students</strong></td>
<td>Benita Wolff</td>
<td><a href="mailto:benita_wolff@fas.harvard.edu">benita_wolff@fas.harvard.edu</a></td>
</tr>
<tr>
<td><strong>2a. Assess &amp; Enhance Undergraduate Programs</strong></td>
<td>Tim Kaxiras, <a href="mailto:chair@physics.harvard.edu">chair@physics.harvard.edu</a></td>
<td>Howard Georgi, DUS: <a href="mailto:georgi@fas.harvard.edu">georgi@fas.harvard.edu</a>, David Morin, co-DUS: <a href="mailto:djmorin@fas.harvard.edu">djmorin@fas.harvard.edu</a></td>
</tr>
<tr>
<td><strong>2b. Assess &amp; Enhance Graduate Programs</strong></td>
<td>Tim Kaxiras: <a href="mailto:chair@physics.harvard.edu">chair@physics.harvard.edu</a></td>
<td>Mara Prentiss, DGS: <a href="mailto:prentiss@fas.harvard.edu">prentiss@fas.harvard.edu</a>, Jacob Barandes, co-DGS: <a href="mailto:Barandes@g.harvard.edu">Barandes@g.harvard.edu</a></td>
</tr>
<tr>
<td><strong>3. Mentoring &amp; Faculty Engagement</strong></td>
<td>Tim Kaxiras: <a href="mailto:chair@physics.harvard.edu">chair@physics.harvard.edu</a></td>
<td></td>
</tr>
<tr>
<td><strong>4. Culture, Climate, and Professional Development</strong></td>
<td>Lene Hau, John Huth &amp; EIC</td>
<td><a href="mailto:Hau@g.Harvard.edu">Hau@g.Harvard.edu</a>, <a href="mailto:Huth@g.Harvard.edu">Huth@g.Harvard.edu</a>, <a href="mailto:equity@physics.Harvard.edu">equity@physics.Harvard.edu</a></td>
</tr>
<tr>
<td><strong>5. Communication</strong></td>
<td>Anne Trubia: <a href="mailto:trubia@fas.harvard.edu">trubia@fas.harvard.edu</a></td>
<td></td>
</tr>
</tbody>
</table>

### Also:
- Applied Physics
- CUA
Questions & Answers

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