

APS COMMITTEE ANNUAL REPORT 2018

COMMITTEE: Committee on Minorities

COMMITTEE CHARGE:

The Committee on Minorities (COM) is dedicated to increasing the participation of underrepresented minorities in physics.

CURRENT COMMITTEE MEMBERS: William Ratcliff, Charles McGruder, Jesús Pando, Garfield Warren, Mario Borunda, Geraldine Cochran, Carol Scarlett, Ivy Krystal Jone, and Mario Diaz

SUMMARY OF MEETINGS AND ACTIVITIES IN 2018:

In addition to multiple online meetings, the Committee held face-to-face meetings in March and November 2018.

In 2018, COM undertook several major projects:

- 1) Developed a set of talking points on the value of diversity.
- 2) Progressed on forming an indigenous task force.
- 3) Revised the Minority travel grant program so that now MSI institutions will be able to apply for funds to bring in speakers with an emphasis on engagement with students.
- 4) Continued working on the APS National Mentoring Community.
 - a) COM worked with APS staff to develop and optimize the policies and implementation of the National Mentoring Community (NMC). The NMC seeks to increase the number of underrepresented minority students who complete Bachelor's degrees in physics, by matching students with well-trained local mentors who can provide them with guidance and support as they navigate their academic careers. New developments this year included the development of a plan for

constellation mentorship in which we involve mentors from industry and national labs; proposals for recognizing students and mentors; administration of an emergency fund for students.

- 5) National Mentoring Community Conference
 - a) COM worked with APS staff to hold the third NMC Conference (2018 [BP/ NMC Conference](#) held in partnership with the APS Bridge Program), which will take place at Stanford/Google on November 16-18. This is an annual conference, and COM advises on the conference program and structure. This is in order to achieve the goal of bringing together students and their mentors to provide professional development activities, share ideas, and build relationships, the conference included workshops on mentor/mentee training, grad school admissions, career development, racial experiences, and more. We also addressed DACA.
- 6) [APS Bridge Program](#), Partnership Institutions
 - a) COM worked with the APS staff to select and evaluate graduate physics departments that would like to become Partner Institutions with the APS Bridge Program. The Bridge Program seeks to match URM and other non-traditional students who have completed a BA or BS in physics with graduate programs in physics. Partner Institutions can admit students with BA or BS degrees directly into their own graduate programs or can accept students who have completed an APS Bridge program. In either case, the partner institution commits to provide mentoring and other appropriate support to the students. COM's role is to evaluate and advise departments in providing appropriate support to these students.
- 7) Ongoing Programs In addition to the above projects, COM continues to:
 - Hold session at both the APS March and April meetings, focusing on topics of interest to URM physicists and those who support these groups.
 - Co-sponsor “Meetups” at the March and April Meetings, with the National Society of Black Physicists and National Society of Hispanic Physicists.

- Nominate URM candidates for major APS honors and awards as well as provide members to the selection committee for the APS Bouchet and Braslau awards.
- COM also worked with the APS Committee on Prizes and Awards (PRAW) to evaluate diversity goals and strategies for APS awards and to determine.
- Advise APS staff on Bridge program policies, recently upgrading the rubric for partnership institutions.
- Participate in the Forum on Diversity and Inclusion Organizing Committee.
- Work with CSWP on climate site visits.
- Worked with DOE and CSWP towards a statement on the physics GRE.

Acknowledgments

The members of the APS Committee on Minorities thank Dr. Theodore Hodapp and Dr. Monica Plisch for their continuing support and unflinching dedication to increasing minority participation in physics. We are also appreciative of Erika Brown, whose work on the Bridge program has been impressive as well as that of David May on the NMC program.