

APS COMMITTEE ANNUAL REPORT 2019

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: Jose Mendoza-Cortez, Clayton Simien, Garfield Warren, Mario Borunda, Geraldine Cochran, Carol Scarlett, Ivy Krystal Jones, Mario Diaz, Donnell Walton, and Jesús Pando

SUMMARY OF MEETINGS AND ACTIVITIES IN 2019:

In addition to multiple online meetings, the Committee held face-to-face meetings in April and October 2019.

In 2019, COM reviewed its priorities and decided to prioritize and focus most of its efforts on a limited set of those priorities. These priorities are in the addition to the normal and required actions such as contributing the Gazette, developing sessions for the March and April meetings, and nominating candidates for the Bouchet Award.

A recap of the activities includes:

1. The National Mentoring Community (NMC)
 - a. Make NMC as thriving as the APS Bridge Program
 - b. Build a more robust data base. The new data base using the Nimble platform should be live by the time this report is read. Mentors and mentees can now search using different filters and be matched automatically by the system.
 - c. The BEAM fund will eventually be added to the system.
 - d. Personnel changes within APS staff has delayed somewhat the progress of the NMC, but with the Nimble platform operational, it is expected that the program can penetrate more departments.
 - e. COM is writing a letter to send to department chairs to promote the NMC within their departments
 - f. The NMC is being promoted at both the March and April meetings.
 - g. COM has asked the boards of both National Society of Black Physicists (NSBP) and the National Society of Hispanic Physicists (NSHP) to put the NMC on their agendas

- h. A joint conference between the NMC, NSHP, and NSBP was developed. The conference will take place in February at the University of Central Florida.
2. Planning for a second HBCU Chair's summit to assess the first summit and to seek information on new initiatives that the Chairs find are needed. The summit is now scheduled to take place in conjunction with the NMC meeting in February. We have received a commitment of at least 10 Chairs from HBCU's to attend the summit.
3. Strengthening ties to the NSBP and NSHP
 - a. A working group met regularly (2 times per month) led by Garfield Warren.
 - b. The working group communicated with both organizations, especially to get meeting dates for both organizations to avoid possible conflicts.
4. A report on the state of physics among indigenous was completed and will be submitted to COM before year's end.
5. The extremely successful APS Bridge program was incorporated into the IGEN program.
 - a. A total of 5 new partnership institutions were accepted
 - b. The RFP was tweaked to make clear what reviewers were looking for.
 - c. The APS Bridge Program Advisory Board, which has of two COM member, met, reviewed the program, and made some suggestions to improve the communication between partnership sites.
6. COM became more involved with CSWP site visits and the procedure has been redesigned.
 - a. COM will create a list of names to serve on site visits to help alleviate some of the work load on COM
 - b. A site visit redesign document, that included a site visit report template, was created.
7. The leadership structure of COM was changed to include a Chair elect and Past Chair line to facilitate transitions of leadership.
8. Other activities include
 - a. Managing the MSI program and changing the focus of the institutions which the program supports to undergraduate and minority serving institutions.
 - b. Participating in and supporting the new proposal for a Forum on Inclusion and Diversity.
 - c. Participating in the first IGEN conference.
 - d. Having representation on the new Ethics Committee, the Innovation fund awarded, IDEA program, and the new APS DEI task force

Acknowledgments

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