Updates on APS-IDEA

Facilitating Community Transformation

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The American Physical Society's Inclusion, Diversity & Equity Alliance

- Mission is to empower and support physics departments, labs, and organizations to identify and implement strategies that improve inclusion, diversity and equity in their local community, setting a trend for global community transformation.

- The method of support and empowerment is through bringing together communities of practice and providing DEIA experts to facilitate discussion.

- We make decisions about how to navigate creating change and which topics to support through continued reference to our Guiding Principles.

APS-IDEA Guiding Principles

- Share leadership across differences in social power

- Center people whose identities are marginalized

- Utilize sensemaking to foster individual and organizational learning

- Implement research-based methods to enact 2nd-order change

APS-IDEA Teams

- Membership in APS-IDEA is Team-based. Teams may be from colleges, universities, national labs, and collaborations. We accept teams internationally.

- Expectations for Teams include meeting regularly outside of provided programming to develop and make progress toward local goals.

- Programmatically, we are looking for evidence of "empowered" Teams, which means evidence of the ability to set and achieve goals, access to local power or policy makers, and implementation of the guiding principles.

- New Team applications are currently under consideration.

Team Feedback

- We routinely collect feedback about all of our programming and contract with experts to analyze the results, including those serving on our Steering Committee

- Teams broadly want

    - More information/understanding, but less work in obtaining it,

    - Shorter meetings, but more content and more discussion time

    - More opportunities to contribute, but they don't sign up

    - More unstructured discussions, but they don't attend them

- Quite a set of conundrums…

APS-IDEA Cohorts

- Cohorts work together with a Facilitator over the course of the academic year

- The purpose of Cohorts is to form a community of practice with in-depth information and discussion, focused around a particular goal or setting.

- Cohorts meet monthly and often have preparatory homework or follow-up activities for Teams to work through between Cohort Discussions

- Currently, the most popular topic is "Inclusion in Academic Environments"

- We also have cohorts on: "Status Quo of Science Culture", "DEIA as Academic Counterculture", "Recruitment & Retention", and "Labs & Collaborations"

Recent Changes to Cohorts

- The structure and purpose of Cohorts have changed significantly over the relatively short existence of APS-IDEA

- We started with "Online Learning Communities" which were randomly assigned groups of ~5 Teams with a Facilitator who was provided with curriculum on DEIA and Organizational Change from the Steering Committee

- Last Year, we asked Facilitators to design their own curriculum on a range of topics, so we paired them and ended up with ~18 Teams per cohort topic, and 2 meeting times.

- This year, we have 7 Teams per Cohort, with Facilitators working more independently.

- Next year, we are refining our topics based on where our network best serves our Teams within the context of our Guiding Principles and the empowered Teams framework.

APS-IDEA Network

- The full network started with 99 Teams, and this year we have 64.

- There is a network-wide slack space for discussion and announcements.

- Network level events are primarily once or twice a semester virtual events

- We do not currently have the bandwidth in the Steering Committee to sustain additional events like DEIA colloquia.

- We have also experimented with holding Steering Committee Office Hours to provide an additional outlet for Teams or Individuals to come together for unstructured discussion

- We are currently trying out attaching in-person events tied to large meetings - There is an APS-IDEA Meet & Greet tomorrow during the lunch hour.

Network Meeting Updates & Feedback

- Originally network meetings were 4 hours long with multiple rounds of plenary and breakout sessions to overview particular change ideas and then promote sensemaking

- Currently, network meetings are 90 min - offered twice to serve disparate time zones, and usually have only one or two breakout sessions

- The move from OLCs to Topical Cohorts came with a fear of moving away from our theoretical roots into applications. Network Meetings took on the role of anchor point for those network-wide theoretical roots, especially in emphasizing the Guiding Principles

- Recently, we integrated an external speaker in the program to emphasize the importance of storytelling, and connect diverse storytelling with strategic organizational work.

New Teams

- **New Teams automatically join our "Fundamentals of Organizational Change" Cohort**

- **This Cohort summarizes and adapts the original 2-year OLC curriculum into a 1 year program that emphasizes identifying power structures, strategic planning for organizational change (e.g. driver diagram proficiency), and intermediate DEIA concepts, especially common pitfalls, like tokenism.**

- **In subsequent years, Teams may request to join any cohort offered within the network.**

- **Open Questions - Can/should we continue to sustain a full range of time zones? How to balance Team desires with programmatic goals? How to evaluate Facilitators and the efficacy of our curriculum?**

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Questions

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