

4/02/2021

Physics DEI Committee: Meeting Minutes

Agenda: Discussion Topics

- 1) Introduction - All **(5 mins)**
 - 2) Approve previous minutes ([3/19](#)) - All **(5 mins)**
 - 3) Announcements & Matters Arising **(10-15 mins)**
 - a) MORE Workshop for Fall Semester
 - b) DEI Coalition
 - c) Other
 - 4) Update from Teaching Subcommittee **(10 mins)**
 - 5) Debrief of CRLT Workshop **(10-15 mins)**
 - 6) Breakout sessions (All) **(if time remaining)**
-

Meeting Minutes

Attendance

Present: Jennifer Ogilvie (chair), Rachel Owen (DEI GSSA), Leo Pando Zayas, Cagliyan Kurdak, Roy Clarke, Ana Austin, Ashlee Wolff, Lauren Segall, Karen O'Donovan, Johnathon Jordan, Monique Wheeler, Emery Trott, Nora Sherman, Shailaja Humane, Laura Zichi, Anwasha Saha, Riley Sechrist

Absent: Vanessa Sih, Kevin Zvonarek, Emily Crabtree, Liam Blanchard, Alec Tewsley-Booth, David Gerdes, Marina David, Bing Zhou, Chris Meiners, Yin Min Goh

Meeting Minutes

- Introductions
- Previous minutes approved
- Announcements, Feedback, and Matters Arising
 - Meeting between Department leadership and MORE representative soon to begin planning faculty workshop on mentorship in the Fall 2021
 - DEI Coalition meeting with EARTH, Mechanical Engineering, Aerospace, and Robotics

- i) Planning to have DEI GSSA next year schedule initial meeting early in Fall Semester (late September, early October)
 - ii) Subsequent meetings on a quarterly or semester basis
 - iii) Proposed that each meeting focus on a specific topic to determine departmental differences and brainstorm new ideas
 - iv) Movie screening organizers still waiting to hear back from movie creators about licensing
 - Recently, Regents passed a [resolution](#) condemning Ronald Weiser's comments and asked for his resignation
 - i) Regents took a firm stance and this is the first time of such an occurrence. Still waiting on outcomes from resolution.
 - ii) Desire from committee members to restore the name of the Dennison Building (currently called Weiser Hall)
 - iii) U-M Dean's have written a letter calling for the renaming of Weiser Hall
 - iv) Committee members in favor of writing a Departmental Letter to send to the Office of the Provost also calling for the renaming of Weiser Hall
 - v) DEI GSSA will help collect signatures from Physics, Applied Physics, and Astronomy for the letter
 - Recent regional APS Idea Meeting (U-M, MSU, Penn State, UW-Madison, etc)
 - i) Physics departments at other schools are still in the very early stages of implementing DEI initiatives (e.g. currently forming committees, inviting speakers)
 - ii) Volunteered to share any information with these departments if they so requested
- Teaching Subcommittee Update
 - Resource slides for students
 - i) Distribute to GSIs, lectures, and faculty to utilize in courses
 - (1) Display desired slides before class, post to Canvas, etc
 - (2) Current wellness resources uploaded to a ~900 student intro course Canvas page
 - ii) Topics include: campus wellness resources, student groups, prominent physicists of color, etc
 - iii) Goal: eventually turn slides into resource posters and display on Department TVs
 - iv) Need Curriculum Committee involvement and broader discussion with lecturers to help with distribution and awareness

- Graduate Student Handbook
 - i) ~90% of the way completed
 - ii) Format: external website that is linked through the Department website portal page, living website, students able to give feedback
 - iii) Goal: complete in the next few weeks and distribute to graduate students and faculty
- Courtyard sculpture honoring Elmer Imes
 - i) Elmer Imes was the second Black American to earn PhD in physics (1919), contributed major advancements to the field of spectroscopy
 - ii) Jen Zorns made a sculpture in honor of Elmer Imes and his contributions to the physics community
 - iii) Checking in with President's artwork committee and following up with Robert Sellers if the proposal is still stalled
- CRLT Workshop Debrief
 - Still waiting for feedback from the form sent out from Dr. Victoria Genetin
 - i) Anecdotally received positive feedback
 - Total attendance: ~30 people; fairly even mix of faculty and graduate students
 - Limited time to discuss specifics (e.g. large vs small class size) and would have liked to hear from colleagues on how they planned to implement changes
 - Discussed the possibility of a session or workshop to follow-up on the ideas presented in this one
 - Requests/comments for follow-up session:
 - i) Focus on challenges and not just the positives
 - ii) Discuss structural barriers for GSIs and faculty and how the department can make changes to remove those barriers
 - iii) Removing structural barriers will help with widespread problems and place less burden on individuals
 - iv) Work with Curriculum Committee to determine and develop recommendations to address structural barriers
 - v) Proposed Town Hall to voice specific concerns and collect feedback
 - Town Hall planning:
 - i) Timeline: end of the semester (ideally late April, early May)
 - ii) First discuss overarching topics that affect all courses, then break-up Town Hall by major discussion topic (e.g. break-out sessions based on specific courses)

- iii) Can have active registration process to help with attendee management
- iv) Getting a moderator is desirable, but having the Town Hall is more important
- Last meeting is next week, will discuss the following:
 - Recommendations on meeting structure/format for next year
 - Answer some of the following questions:
 - i) Were the subcommittee designations successful?
 - ii) Do we want to carry over any benefits of virtual meetings if hybrid/in-person in the Fall?
 - Create list of recommended priorities for DEI Committee next year to help create smooth transition

Past Subcommittee Notes

Outreach Subcommittee: Breakout Session

Link to Notes:

https://docs.google.com/document/d/1W0ukqD8l-3nLG_jlmkFLUuvx9fGA-Q32Sb3yyJYR1J4/edit?usp=sharing

Research Subcommittee: Breakout Session

Link to Notes:

<https://docs.google.com/document/d/1EgVvQfyXEgmjj26MZOXU9YNlj43zHK8io1em4SLxWCA/edit?usp=sharing>

Teaching Subcommittee: Breakout Session

Link to Notes:

https://docs.google.com/document/d/1Bfw6iGcOjcS6wU-AWCYSwU_tCXUoJ8jdbhDCrQQvIv4/edit?usp=sharing

Representation Subcommittee

Link to Notes:

https://docs.google.com/document/d/1b1GJy5so8pERMSO9YFQTZGx-oGcKF_vo_WQzUQUFrwk/edit?usp=sharing