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# FSPA Report

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# Over the Past Month

- Helped support Thanksgiving Potluck at Users' Center by providing funding for traditional Thanksgiving food.
- Continued to debate the FSPA By-Laws, will pass when everyone is back after the Holiday Break.
- Debated ways to better reach broader FSPA community.
- New Perspectives scheduled for June 1st-2nd

We skipped the Holiday Party this year due to the late Thanksgiving. We will use the funds for an extra event in 2020.



# Events Coming Up

- January
  - Supporting UEC for meet-and-greet of both groups.
  - Chinese New Year Party (January 24th, Co-Hosted with Fermilab Young Professionals)
- February
  - No events planned. Hopefully a career event in February or March
- March
  - Co-hosted event with Fermilab groups (Typically this month is badminton month!)
- April
  - Co-hosted event with Fermilab groups (Likely an astronomy event)

# Goal for Events in 2020

- Continue great events we have been doing annually.
- We are making it a goal in 2020 to do substantially more career events.
  - The FSPA survey made it clear that the broad Fermilab community across all frontiers would appreciate that.
  - These events will have Zoom access

We are planning events for early 2020 and there will be more events hopefully before and after New Perspectives.



# Workplace Climate and Environment

- Previously known as EDI
- Now a user initiative with UEC+FSPA+General Users.
- Main objectives
  - Host a seminar series centered around workplace climate issues like diversity, equity, communicating, and dealing with tricky situations.
  - Monitoring workplace climate and working with Fermilab's D and I group to foster a better climate for Fermilab Users'.

Fermilab is late to the “one lab” policy that other national labs and CERN have adopted. This committee’s 2nd charge reflects the need to catch up with Fermilab’s Diversity and Inclusion office.

EDI Seminar Series  
2019  
Journeys: Paths to  
the Academy

presents

**S. Simmons, PhD**

Simmons Counseling and Consulting Services

Friday, 7/26/19 11:30AM-1:30PM  
Ramsey Auditorium, Wilson Hall

Abstract: In our final session of 2019, Dr. S. Simmons, co-founder and director of Simmons Counseling and Consulting Services will discuss how those with various intersections of identity, including those who assume from multicultural backgrounds, are LGBTQIA+, who's families are low-income, or who are first generation post-secondary students navigate specific challenges associated with academia. S has extensive experience as a scholar who studies and advocates on behalf of those who are currently underrepresented or marginalized within the academy. Their extensive experiences also includes research as the interim Director of the Gender and Sexuality Center (GSC) at the University of Illinois at Chicago and as a lecturer at the University of Chicago.

Ask Question! Expect Discussion!  
Snacks and Refreshments at 11:30! Talk Starts at 12:00!



**FSPA**  
Fermilab Student &  
Postdoc Association

# What We Need From UEC

- We are missing a UEC-appointed member. It is a two year term, but you do not need to be on the UEC for the 2nd year.
- We are saying goodbye to Bryan Ramson and Katrina Miller as members from the broader Users community. They helped immensely in setting up next year's lecture series and Bryan was incredibly integral to this year's series.
  - We are open to suggestions from the UEC for who should step up in their place.