

Town hall meeting on “Racial justice and Supporting our Black community members”. There were 92 Vidyo connections to the meeting. The meeting agenda may be found here: <https://indico.fnal.gov/event/43729/>. There were 3 major items addressed at the meeting, namely, the mandate of the Snowmass D&I topical group, a discussion around the continued racial injustices in the academic environment and its negative impact on Black scientists, and what we can do at academic/research institute, professional organization and personal levels. Due to lack of time, we did not discuss all the points thoroughly to converge on concrete actionable items; we will continue the discussion at the next D&I town hall meeting, planned for June 29, 2020 at 12:30 EDT. From the preliminary discussion during the meeting, the following thoughts may be retained:

- Thoughts from reflections
  - How to hold people \*actually\* accountable
    - Recommendation to funding agencies
  - Go into “inner city” and inspire
  - Tabbetha Dobbins chat box on APS site
    - Ask to send to me
  - What’s the decision tree to recommend on “preventative justice” - aka, not hiring racist people
  - How to hold funding accountable?
  - Push this - <https://www.aip.org/diversity-initiatives/team-up-task-force>
  - How do we make sure people talk out? How do we protect them?
  - Do literature review about what experts (sociologists/psychologists) know already
  - Committees, how do we make them have teeth?
  - Targeted hiring. However, targeted hiring should be the beginning of sustained efforts to retain the minority hired. Affirmative action should not be painted as a bad thing and folks hired through such a program are good and qualified and do deserve to be hired.
- Thoughts from actionable items
  - D&I Committees at academic / research institutes. Many of these have been ineffective in the past. We need to make them functional and effective. Folks in positions of power (department heads, university and research lab officials) need to demonstrate a serious engagement to implement recommendations from their D&I Committees.
  - Many POC members are asked to be on multiple committees. This is un-even workload compared to non-POC members. There should be more non-POC members involved in the committee work, and the POC members’ efforts should be recognized and properly compensated.
  - There were also some discussions on restorative justice, with a resource to respond to code of conduct violations:  
<https://frameshiftconsulting.com/code-of-conduct-book/>
  - APS IDEA (Inclusion, Diversity and Equity Alliance): for departments to form an alliance working together on EDI  
<https://www.aps.org/programs/innovation/fund/idea.cfm>