

How can I take action?

2020/06/15

Kétévi Assamagan, Carla Bonifazi, Mu-Chun Chen, Sam Meehan

Support at Your Institutions [1]

- ❑ Get involved in Diversity and Inclusion (D&I) committees at your institutes, research collaborations, professional associations;
- ❑ If such committee do not exist at your institute or department, initiate discussions to create them; work with the committee to develop guidelines, examples of what constitutes / does not constitute “Diversity” and “Inclusion”; develop a website visible from the institute’s main page;
 - ❑ If such a committee exists but it is dysfunctional, work to improve it; review it periodically and update it as your institution grows in understanding;
- ❑ Strive to make such a committee diverse in its composition;
- ❑ Encourage such a committee to develop a trained peer-counseling committee;
- ❑ Work with such a committee to seek funding at the institute to support short-term research visits of Black colleagues;

Support at Your Institutions [2]

- ❑ Seek funding for a competitive MSc., PhD, post-doctoral programs to attract and retain Black members;
- ❑ Do not just say “Oh! We can’t find them.” Make serious efforts to seek them out, attract and retain them. Search, attract and retain Black staff; establish a transparent and fair promotion system; provide equal opportunity to all progress and succeed in their career;
- ❑ Make summer programs—that take students to major research centers and other large institutes—diverse;
- ❑ Attend/promote/develop racial sensitivity training;
- ❑ Transparent performance appraisal / evaluation;
- ❑ Security and protection; make your institute a safe place for all employees and guests; Create a safe environment where Black members can express their concerns/complaints without fear of reprisals. Improve communication and feedback: knowing that suggested changes have been investigated and considered seriously.

Support through Professional Organization or Research Collaborations

- ❑ Organizers of large physics gatherings should setup a subcommittee to identify Black colleagues, through registration information and encourage their participation in social events;
- ❑ When organizing institutional or departmental seminars, seek and invite qualified Black speakers;
- ❑ Large research collaborations should seek out HBCU (Historical Black Colleges and Universities) and other such institutions, and encourage their participation;
- ❑ When planning sabbatical or research/teaching visits, consider going to an HBCU if appropriate, even for short term, even as a service.

Support as Individual

- ❑ Attend and give talks at Black meetings, for example at the NSBP (National Society of Black Physicists) annual meetings;
- ❑ Consider research collaborations with black physicists and HBCU;
- ❑ Do not just say “Oh! I can’t find them and I don’t have any Black colleagues.” Make serious efforts to seek them out and build relationships.
- ❑ Be the voice of Black members when they are not present or cannot speak for themselves.
- ❑ When in a professional or social settings where there are no Black members and you hear or see something (racially motivated statements, decisions conducive to discrimination, actions that do not support diversity and inclusions), say something.
 - ❑ Keeping quiet suggests an implicit support of discrimination.