

September 16 SECDEI Agenda

1.) Introduction and Resources

- SECDEI Leadership [Google Spreadsheet](#)
 - i.) Contact the current leaders if you are interested in a leadership position that the spreadsheet does not accommodate
 - ii.) We can also deputize people for specific tasks
- A website exist: <https://usyoungparticlephysicists.github.io>
 - i.) Any volunteers?
 - ii.) Contact Fernanda Psihas for editing access
- CERNbox Link: <https://cernbox.cern.ch/index.php/s/6p3jYOYIjOjbMjm>
 - i.) Password: SECDEI
 - ii.) Please add resources to it as you see fit
- Change-Now Physics website ([link](#))
- Meeting with the ETF: Friday 18, 2pm EST
 - i.) <https://snowmass2021.slack.com/archives/C014XENHRDL/p1600096353108300>
 - ii.) <https://umich.zoom.us/j/92858824160>
Meeting ID: 928 5882 4160
Passcode: 848321

2.) When do we wanna start the Jornal Clubs?

- Volunteers for organization?

3.) DEI Town Hall

- Brainstorming of issues to touch
 - i.) Undergrads
 - (1) Advocacy for more Summer programs
 - (2) Guidance and conversation about power dynamics in the field
 - (3) Access to conferences in the field
 - (a) Funding for local small conferences
 - (b) Free virtual access to big conferences
 - (4) P2P harassment and Cultural differences
 - (5) Bias in the availability of career paths
 - (6) Standardizing tests as a way into grad school
 - ii.) Grad Students
 - (1) P2P harassment and Cultural differences
 - (2) Bias in the availability of career paths
 - iii.) Postdocs/Early Career(?)
 - (1) National labs and the lack of work with grad/undergrad students
 - (2) P2P harassment and Cultural differences

- (3) Bias in the availability of career paths
 - Volunteers for organization?
- 4.) Other business?

Meeting Notes

- 1.
2. Brainstorming about subjects
 - a. Undergrads
 - i. Power dynamics as an important issue in every level
 1. Advisor - student
 - a. Is your Advisor putting effort into helping you?
 - b. What are the standards we hold advisors to?
 - c. Are there options to step away from a bad relation?
 - d. We need to ask the questions in a way that context is given
 - e. Sara have examples of surveys that touch this points
 - ii. Accessibility of Summer programs
 1. Advertisement and financial barriers
 2. Incentive to prioritize local
 3. Summer programs and URM (Johan LOI)
 - b. Grad Students
 - i. Funding sources and the decisions related to the budget
 1. Do students understand how the funding works?
 2. Protections for students funding?
 - ii. Grant writing experience?
 - iii. Power dynamics when visas are involved
 - iv. Incentive to involve more than just one advisor
 - c. Harassment
 - i. Cultural differences
 - ii. Retaliation
 - iii. Unconscious biases
 1. Involvement of other advisors in the process
 2. Evaluation of the advisory process
 - a. Standards are needed so there's equity in treatment
([example](#))
 - iv. What's the perception related to the efficiency of the reporting mechanism that they have available
 1. Do you have experience with reporting and was it effective
 2. The role of collaborations/experiments on reporting

