

SFU Physics IDEA (Fall 2022)

We promote equity, diversity, and inclusion (EDI) in the SFU Physics Department and related communities.



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The APS Inclusion, Diversity, and Equity Alliance (APS-IDEA)

Guiding principles

The mission of APS-IDEA is to empower and support physics departments, laboratories, and other organizations to identify and enact strategies for improving equity, diversity, and inclusion (EDI). It will do so by establishing a community of transformation.

Our vision is that as a result of collective efforts, physics and related fields will become more inclusive of all social identities, with a diversity reflective of the nation, and with an equitable distribution of opportunities and resources.

To achieve this mission and vision, APS-IDEA adheres to the guiding principles of:

- ▶ centering people whose identities are marginalized
- ▶ utilizing sensemaking, including creating brave spaces
- ▶ implementing research-based transformational methods
- ▶ sharing leadership across levels; from students up to faculty

The APS Inclusion, Diversity, and Equity Alliance (APS-IDEA)

Guiding principles (cont'd)

APS-IDEA networks enact these guiding principles by:

- ▶ exchanging ideas, information, and experiences
- ▶ deepening knowledge of research and effective practices
- ▶ developing or improving EDI strategic plans
- ▶ discussing various EDI initiatives and reports from physics and related disciplines
- ▶ learning about theories of change
- ▶ planning IDEA's programs

Applications to join the APS-IDEA network will open in the future.

<https://www.aps.org/programs/innovation/fund/idea.cfm>

SFU Physics climate assessment overview

When March 2022

Who SFU Physics Department ⇒ SFU Physics IDEA ⇒ [Veza Global](#)

How Cash and gift card incentives for participation

What Surveys and focus groups on demography and climate

- Why**
- ▶ **Solicit feedback** from SFU Physics students on the department climate
 - ▶ Establish a **mechanism for students to have influence** over their climate
 - ▶ Establish a **factual basis** for EDI-related discussion, planning, and action
 - ▶ Identify department **strengths and weaknesses**
 - ▶ **Guide action** to build on our strengths and address our weaknesses
 - ▶ Establish a reference point, to **track progress**

Full report available here (bottom of page):

<https://www.sfu.ca/physics/about-us/phys-idea.html>

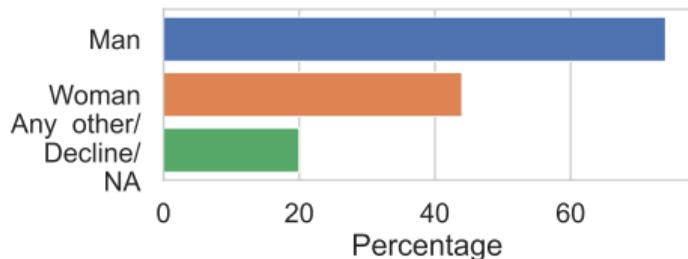
Selected themes from student focus groups

- ▶ SFU Physics Department has a **strong culture of inclusiveness**, and indicated that faculty, staff and students work together to promote a diverse and inclusive learning environment.
- ▶ **Subtle forms of discrimination are still present**, which the department should address.
- ▶ Students have varying comfort levels with asking questions, and expressed **fear of being judged**, including when they were among peers.
- ▶ Students reported that they **felt pressure to demonstrate intelligence and excellence** in ways that could be more discouraging than encouraging.

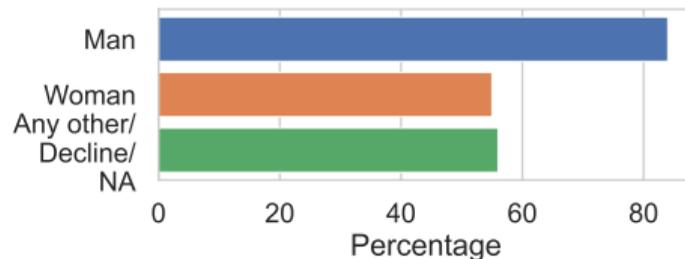
Belonging and exclusion, by gender identity

Grad

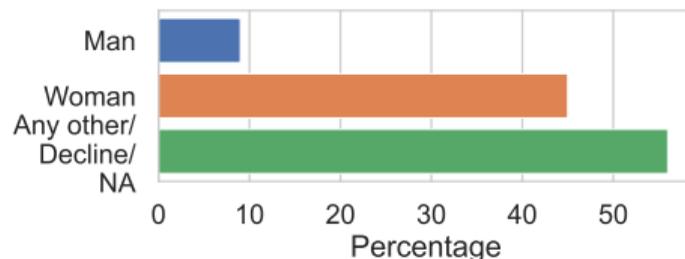
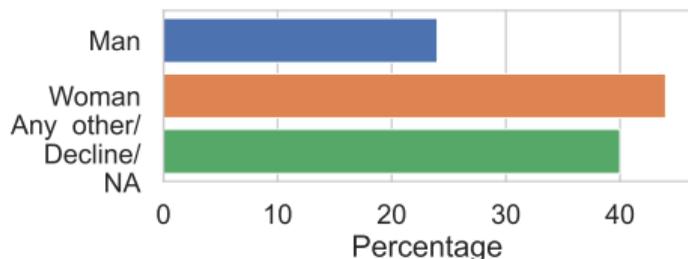
I feel like I belong in the Physics Department.



Undergrad



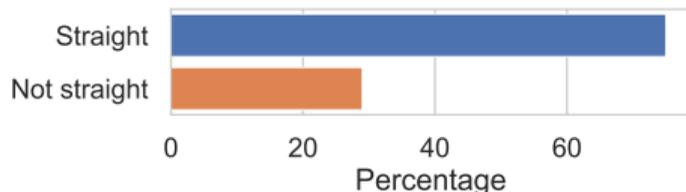
During my degree program at SFU, I have directly experienced instances of exclusion or bias in the Physics Department.



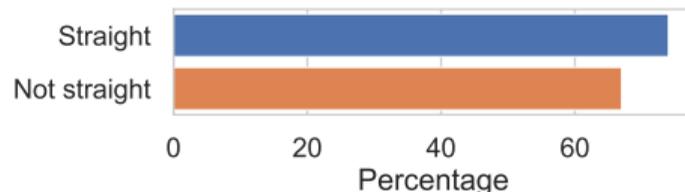
Belonging and exclusion, by sexual orientation

Grad

I feel like I belong in the Physics Department.



Undergrad



During my degree program at SFU, I have directly experienced instances of exclusion or bias in the Physics Department.

