Berkeley
UNIVERSITY OF CALIFORNIA

OBJECTIVE: The Department of Physics will create an environment free of harassment, exploitation, or intimidation, one which nurtures the physics identity and removes barriers to entry in order to strengthen pathways into the field.

GOALS	STRATEGIES	CALENDAR 2023-24 PLANS
Goal #1 **Improve Representation** so that our department reflects the diverse community we strive to be	1. Implement and maintain recruitment plans that prioritize diversifying student, staff, lecturers, and faculty communities 2. Develop a plan to retain undergraduate students in the major 3. Take an active approach to creating and publicizing inclusion programs	1. Continuously and actively look for diverse faculty candidates through targeted hires outside of normally approved faculty searches 2. Evaluate effectiveness of the GRE and other criteria for graduate admissions 3. Bring the recruitment plan to the Recruitment Committee (faculty, staff and students) to encourage strategic outreach of a broad and diverse pool of graduate student applicants 4. Develop a plan to evaluate whether inadequate disability accommodations are deterring undergraduate students from declaring the major 5. Publicize all aforementioned plans for the sake of transparency. 6. Increase faculty participation in URAP 7. Develop programs to be held in the PIL to engage students in hands on learning and to create mentoring structures. 8. Launch the open search strategy for faculty recruitment "Aligning the Stars" 9. Partner with MPS Scholars on their student retention efforts - physics should have a presence in decision making and brainstorming 10. Better utilize the President and Chancellor's postdoctoral fellowships
Goal #2 **Strengthen Community and Culture** so that all department members report a strong sense of belonging	1.Survey the community and listen regularly for input on concerns and deficiencies. 2.Ensure visible contributions by a broad spectrum of community members 3.Encourage adoption of behavioral norms 4. Encourage our spaces that foster a sense of belonging for community members 5.Clearly communicate milestones and structures to provide transparency and reduce ambiguity for expectations in academic advancement for students and for promotion of staff and faculty. 6. Ensure availability of sensitivity training	1. Ensure a climate survey is run every two years, with data available at the department level with the ability to disaggregate by constituent groups. Provide the community a report on outcomes within 6 months of survey end date 2. Hold town hall meetings (one for grad and one for undergraduate, one for postdocs) each semester 3. Normalize community principles through town halls and First Faculty Meeting of the semester; consider adding to our syllabi 4. Ensure our website provides exposure to a broad set of accomplishments by a diverse array of community members 5. Review MOUs for student organizations - develop shared goals and offer a clear budget 6. Consider improving and expanding our graduate student orientation; invite a member of the E&I Committee participating to present on E&I goals 7. Organize social events for postdocs; provide resources to build community 8. Offer gender bias, sexual harassment prevention and awareness, and DEI training for all community members; ensure that at least one faculty meeting each year focuses on E&I topics 9. Review Preliminary Exam structure and propose changes to strengthen its role as a diagnostic tool and to clarify expectations on subject matter covered and policies for passing the exam
Goal #3 **Expand Opportunities** for all community members to have access to the resources they need to succeed	1.Ensure undergraduates have opportunities for research and encourage that they are paid 2.Maintain and/or expand professional opportunities for students, staff and postdocs (such as for conferences…) 3.Implement a mentoring plan for each constituency where ones do not already exist	1. Formalize structures and ensure available funding to support access to research by undergraduate students 2. Review the structure and terms of agreements for mentor and mentee roles. Consider a timeline for check-ins and training for mentors (peer to peer or near peer mentoring, faculty to student) 3. When funds are available, establish processes for staff, postdocs, and students to apply for support of professional development and conference attendance 4. Publicize availability of tutoring, study groups, and mentoring in Slack and community newsletters 5.. Consider establishing a professional talk for graduate students to present their thesis work, present to faculty in **Spring 2024** 6.. Monitor implementation of course syllabus template 7. Develop posters and documents to illuminate departmental governance; how people can contribute or have their voices heard 8. Clarify and/or strengthen roles of staff and graduate students on all department committees