

CULTURAL CLIMATE INITIATIVE: APS DELTA-PHY

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American Physical Society President 2021

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Opening Statement

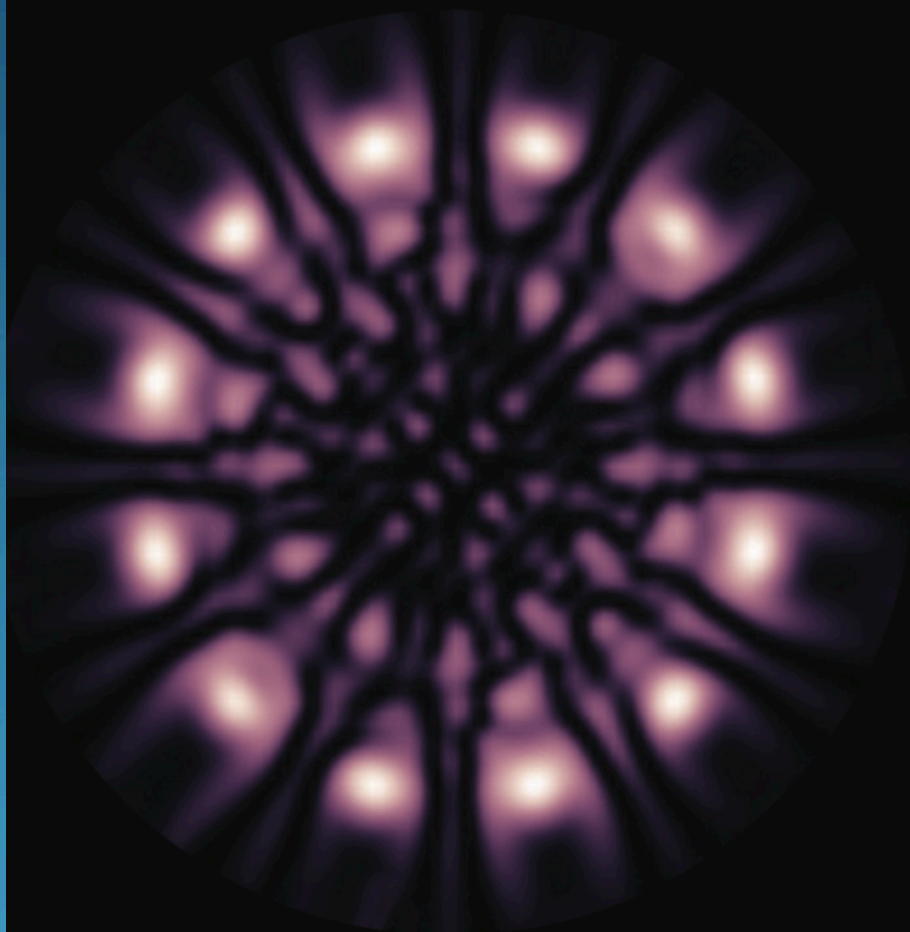
On the basis of my observations in a career that began in 1977 and watching organizations in academia, corporations, and government, I have unexpectedly come to believe something about them. It is sometimes said of individuals, that character is destiny. It seems to me that for organizations, culture is destiny.

S. James Gates, Jr.
American Physical Society President 2021

AMERICAN PHYSICAL SOCIETY

STRATEGIC PLAN: 2019

FOR MEMBERS · FOR THE PHYSICS COMMUNITY · FOR SOCIETY



APS
physics™



Addressing Today's Challenges | Seizing Tomorrow's Opportunities

- Increasing the participation of the next generation of physicists and involving them in shaping APS to be the Society with which they will engage and support; See Page 7, Topic 2.
- Addressing the decline of public trust in science and public appreciation of the power of physics to transform our world; See Page 7, Topic 4.
- Advocating effectively for the conditions that support a robust scientific research enterprise, which enhances economic growth and trains people to address some of the urgent problems facing society; See Page 7, Topic 4.
- Responding to open access publishing mandates while continuing to publish high-quality, peer-reviewed journals that are sustainable and serve the needs of the worldwide physics community. See Page 8, Topics 1, 2, & 3.

As we look to the future we embrace inclusion and diversity, so that all who want to practice physics find a welcoming and supportive environment. Our engaged membership is our most important asset and we encourage all of you to involve yourselves in the work of APS. THIS IS YOUR SOCIETY.



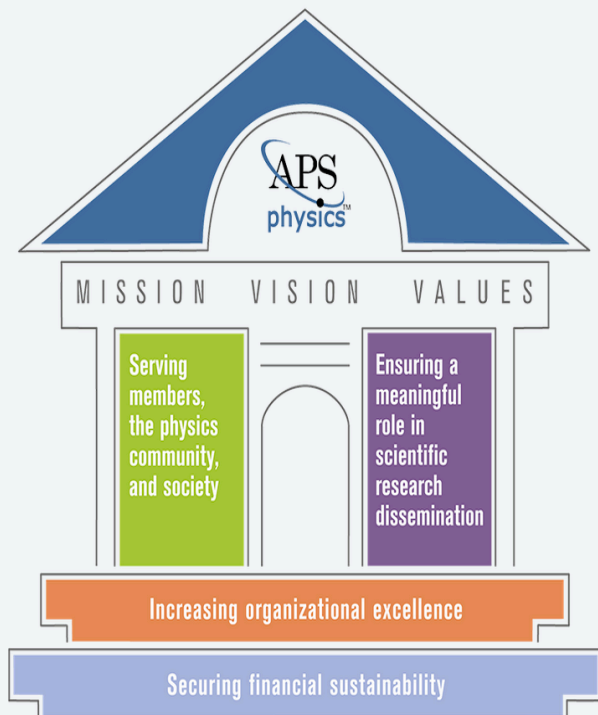
Roger W. Falcone
2018 APS President



David J. Gross
2019 APS President



Kate P. Kirby
APS CEO



Serving Members, the Physics Community, and Society +

Ensuring a Meaningful Role in Scientific Research Dissemination +

Increasing Organizational Excellence +

Securing Financial Sustainability +

Mission Statement

To advance and diffuse the knowledge of physics for the benefit of humanity, promote physics, and serve the broader physics community, we

- Provide a welcoming and supportive professional home for an active, engaged, and diverse membership
- Advance scientific discovery and research dissemination
- Advocate for physics and physicists, and amplify the voice for science
- Share the excitement of physics and communicate the essential role physics plays in the modern world
- Promote effective physics education for all

Vision

To excel as a leading physics society

- Be the authoritative advocate for physics
- Publish world-leading journals in physics and related subjects
- Convene vital meetings, conferences, and workshops
- Engage and support the next generation of physicists
- Foster equity and inclusion, and increase diversity in all its dimensions
- Expand public appreciation of physics and its many contributions

Values

To excel as a leading physics society

- The Scientific Method
- Truth and Integrity
- Diversity, Inclusion, and Respect
- Partnering, Cooperation, and Open Collaborations
- Speaking Out
- Education and Learning

DELTA-PHY

The DELTA-PHY initiative was launched in an effort for the APS to deliberate upon and, if needed, move to transform its culture. It does this by asking three key questions:

- (a.) What are the values of the APS?
- (b.) Aside from producing world-class physics, what data exists on the inputs, outputs, practices, and traditions of the APS?
- (c.) Do answers to these two questions align and are they in alignment with the APS 2019 strategic plan?

DELTA-PHY activities are envisioned to be timely and cutting across the society's 'stove pipe' of organizational structures. They are a designated "APS Commons" and lever for the Society-wide conscious initiation and management of its culture and its transformational culture change.

DELTA-PHY

Strategic Goals:

- (1.) Using opportune times to put issues of APS culture in the community's focus, and solicit attention to APS efforts, and beyond in this domain (i.e. 2019 APS Strategic Report),
- (2.) Indicating steps for members to activate more productive/constructive participation,
- (3.) Providing a platform for members and staff voices and initiatives to speak to the larger APS physics community,
- (4.) Assisting a broad society-as-a-whole education, deliberation and undertakings to remove “APS cultural barriers” to the broadest possible engaged participation in the Society’s activities.

DELTA-PHY

NOTES on DELTA PHY Discussion

Origin of the idea for the webinar, and steps in putting it all together:

- (a.) reacting to the "STEM pause"
- (b.) declination to sign at letter
- (c.) call from physicist Stephon Alexander (NSBP President)
initiated contact with Jamie Valentine and Farrah Simpson
- (d.) expanded call with Alexander and Lisa Randall
initiated contact with BSM Pandemic
- (e.) outreach to Beth Cunningham (AAPT)
- (f.) outreach to Stephen Maloney and Stephen Macwell

DELTA-PHY

Originated as a "hand-shake" coalition
AAPT, AIP, NSBP, AAWiP, and BSM PANDEMIC
"From Passion to Action"

<https://www.aps.org/programs/minorities/webinar.cfm>

Feedback on the webinar

One metric: Levers-and-Tools seminar participation-approximately
2,700 participation at webinar initiation.

Participants were generally pleased with it; early career physicists were
enthusiastic to see APS leading in this area.

DELTA-PHY

CURRENT WEBINAR MANAGEMENT OPERATIONS

Each webinar has the APS President as the primary point of management.

This is done in consultation with the APS elected executive line (including current and past members), leaders of the Board of Directors and Council, and other advisors (both within and external to the APS) identified by the President as possessing relevant expertise, knowledge, etc. surrounding the topic of each individual webinar.

The actual planning for each webinar is carried out by the APS President via the empaneling of an DELTA-PHY webinar organization committee. The APS President convenes the organization committee meetings, selects its members (from both within and external to the APS), and is an opening participant in each webinar.

It is the responsibility of the APS President to manage coordination of each webinar with the staff of the APS and to oversee assessment activities of the series.

DELTA-PHY

Relevant Webpage Links

(1.)

APS Strategic Plan

<https://www.aps.org/about/strategicplan/index.cfm>

(2.)

APS DELTA-PHY Webinar # 1

WEBINAR

From Passion to Action:

Levers & Tools for Making Physics Inclusive & Equitable

<https://www.aps.org/programs/minorities/webinar.cfm>

(3.)

APS DELTA-PHY Webinar # 2

WEBINAR

Removing Barriers:

Physics in HBCU, MSI, and PBI Communities

<https://www.aps.org/programs/minorities/webinars/removebarriers.cfm>

(4.)

APS DELTA-PHY Webinar # 3

WEBINAR

TEAM-UP Report:

The TIME is Now — Charting a Course to 2030

<https://www.aps.org/programs/minorities/webinars/teamup.cfm>

(5.)

APS DELTA-PHY Webinar # 4

WEBINAR

Moving the Needle:

Supporting Black Students' Academic Success

<https://www.aps.org/programs/minorities/webinars/movingneedle.cfm>

(6.)

APS DELTA-PHY Webinar # 5

WEBINAR

Impact of Research Security Concerns

Regarding China on the Physics Community

<https://www.aps.org/programs/minorities/webinars/researchsecurity.cfm>

Acknowledgment

I would like to thank Professors Sekhar Chivukula, Tao Han, and the DPF leadership for this opportunity to speak to this gathering about the DELTA-PHY initiative.