

ASFAP— Letter of Interest

ASFAP— YPF *Going Beyond the ASFAP Process*

Mounia Laassiri^{1*}, Benard Mulilo², and Diallo Boye³

¹Mohammed V University, Morocco

²University of Zambia

³Brookhaven National Laboratory

Primary Category: Young Physicists Forum

Secondary Category: None

Subgroup categories: None

Did you / will you submit this LOI to another category? No

Contact Information:

Mounia Laassiri: mounia.laassiri@gmail.com

Abstract

During the ASFAP process, the Young Physicists Forum (YPF) has represented the young African physicists. However, no overarching group exists to provide broad representation for young African physicists outside or beyond ASFAP. The YPF Co-conveners, are taking steps to ensure the continuity of a field-wide young African physicists representative group the ASFAP Process.

In this letter of interest, we outline the main ideas emerging from community feedback, the steps taken to form a long-term organization in accordance with that feedback, and possible next steps in evolving YPF to become an organization that can serve the YPF community for the long term.

Community Feedback

ASFAP— YPF organized a workshop on "Young African Physicists' Workshop—Challenges and opportunities" and a quite a few meetings open to all YPF members started from June, 2021 to gather, study and debate the major challenges facing young African physicists in their research careers, and practical tools to overcome them. The main points from the feedback included:

1. The establishment of a representative group for the YPF community is needed beyond the ASFAP process;
2. YPF should keep the goals of representation on ASFAP and ASFAP— YPF survey, and add efforts on other key initiatives for the long term;
3. YPF representatives for each ASFAP— Physics working group would benefit the YPF community and the ASFAP process.

The community feedback formed around two arms of the organization:

1. ASFAP— YPF Coordination

Coordinate with the ASFAP— Physics working groups and help get young African physicist members involved in the ASFAP process.

2. ASFAP— YPF Core Initiatives

The community feedback also formed around three key initiatives that will extend beyond the ASFAP process:

- (a) **Survey:** Collecting ideas, opinions and experiences on careers, physics outlook, workplace culture, and scientific research on the African continent.
- (b) **In-reach:** Professional development and building cohesion within the YPF community.
- (c) **Long-Term Organization:** Define the long-term structure of the young African physicists organization after the ASFAP process.

Mission and Goals of Long Term Representation

YPF aims to provide long-term young African physicist representation to all members of the fundamental and applied physics community. Toward this goal, we strive to foster a welcoming, inclusive, collaborative, and multidisciplinary community. Initiatives that benefit young African physicist members of the the fundamental and applied physics community benefit the community at-large. Creating an inclusive space that promotes equity, respect, and representation across the discipline is of the utmost importance.

The YPF community has expressed the necessity of continuing and extending the organization and community established during ASFAP process. The organizational structure and community established by YPF will serve as a starting point for this long-term organization. Based on community feedback, we plan to continue and adapt the In-reach, Survey, and Long-term Organization key initiatives beyond the ASFAP process, and we will solicit and add new key initiatives as we further develop the long-term structure of the YPF community. We therefore put forward the following goals to ensure that this critical mission not only continues beyond the ASFAP process, but also empowers members of the YPF community and functions effectively.

Goals for Extending YPF Beyond ASFAP

To extend YPF beyond the ASFAP process, we will define long-term goals for each of the YPF key initiatives; assess and adapt the leadership structure developed by YPF for a long-term organization; and explore ways to make a long-term organization inclusive and representative to the entire YPF community. Each of these will require broad community feedback, and regular meetings hosted by YPF throughout the ASFAP process are planned to gather information and feedback on this proposed long-term young African physicist organization. We invite those interested in contributing to this effort to join.

Ideas for long-term goals from the community include networking opportunities; building community; increasing the accessibility of opportunities world-wide; working to make the YPF community accessible, representative, welcoming, inclusive, and equitable; and assessing what groups need representation.

The work to extend the YPF organization beyond the ASFAP process will address a pressing need for broad representation in the YPF community. We plan to leverage the community that the ASFAP process has brought together to build a permanent structure and community that can provide new opportunities and support to YPF members.