

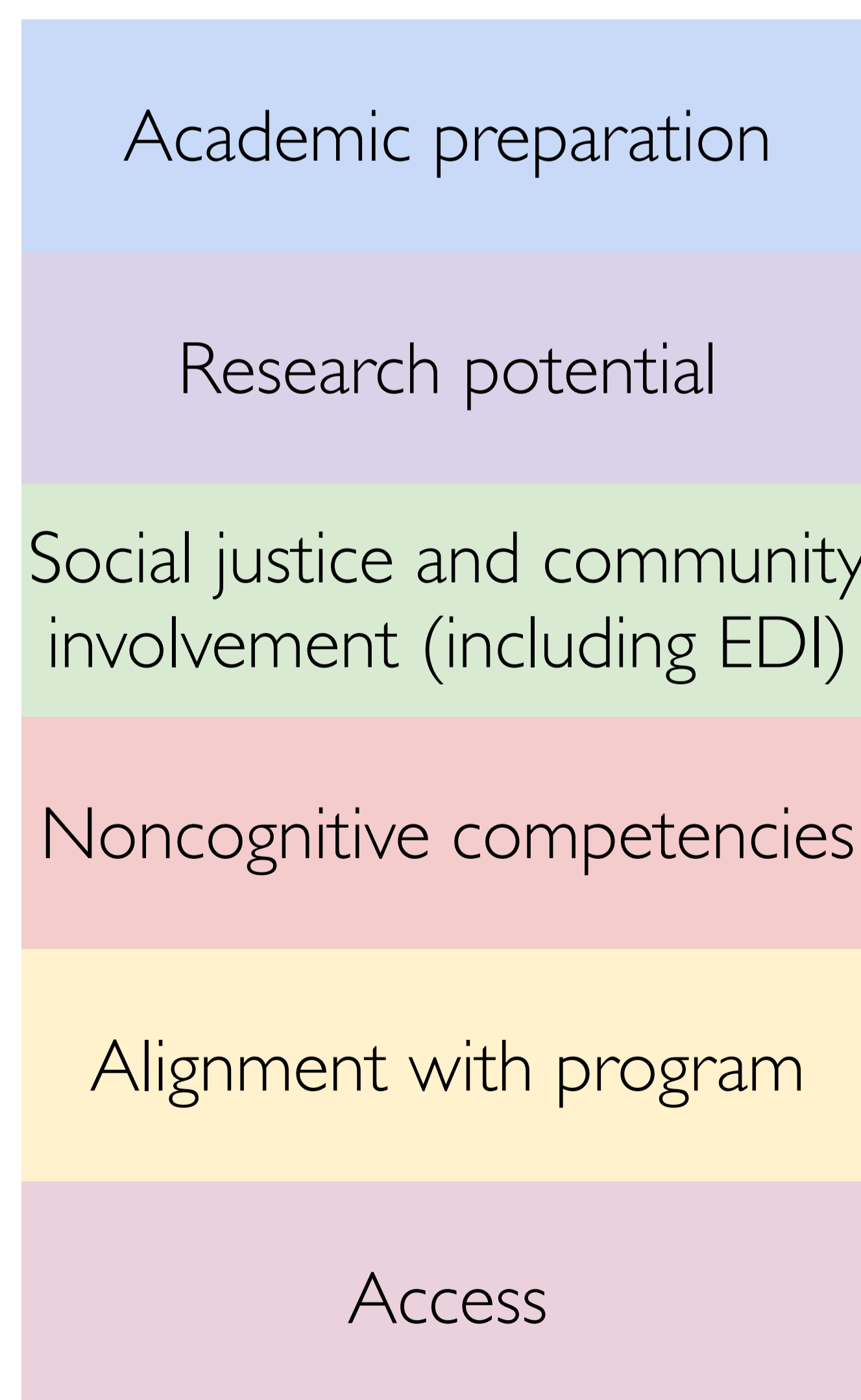
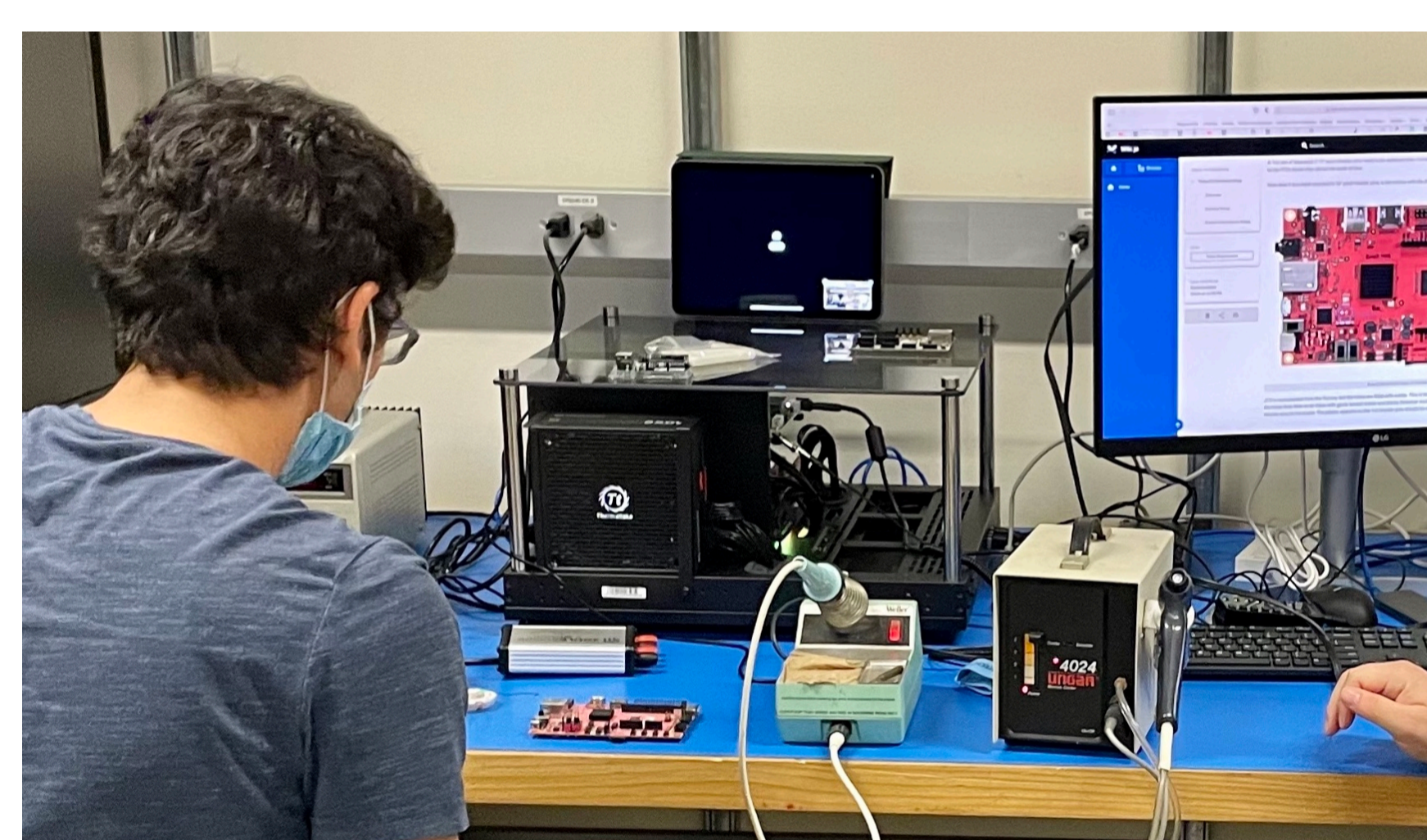


A3D3 Equity & Career Committee

- Committee with rotating membership of PIs, postdocs, and grad students with charges to
 - Coordinate postbac fellowship program
 - Coordinate mentoring
 - Review/revise the code of conduct
 - Conduct the merit review of the equity diversity, and inclusion (EDI) for the institute

Postbaccalaureate Fellowship

- 1-year A3D3 Postbac Fellowship acts as a bridge to graduate study and industry positions
- Aims to increase opportunities for women and underrepresented groups in STEM
- Postbac fellows are matched to [projects](#) and hosting institution based on preferences, availability, and balance
- Professional development opportunities including career guidance, individual mentorship, and grad school preparation
- Position posted on [AcademicJobsOnline](#) and advertised via: email lists, [Pathways to Science](#), Slack, social media, SACNAS, ...
- Minimal app. requirements
- Holistic equity-minded rubric to select 4 fellows/year
- 8 fellows so far engaged in particle physics, astronomy, and neuroscience research



Mentoring Program

- Mentoring program pairs interested students/postdocs with postdocs/faculty/scientists within A3D3
- Designed to encourage and support junior scientists through a mentoring relationship from October to July
- Mentoring relationship developed through one-on-one meetings



Other activities

- [HDR Postbac Workshop](#) featuring keynote speaker, symposium, panel, and writing seminar; participants: [A3D3](#), [I-GUIDE](#), [ID4](#)
- [Code of Conduct](#):
 - Maintain an inclusive environment free from harassment, intimidation, retaliation, and discrimination
 - Violations can be reported via email or anonymous webform to committee
 - Postbac hackathon challenge for collaboration on data science projects
 - Annual EDI and Climate Survey to gauge areas for improvement



Summary

- Equity & Career Committee coordinates range of activities aiming to improve equity, diversity, inclusion, and climate of A3D3

