

# APS-IDEA

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BERKELEY LAB

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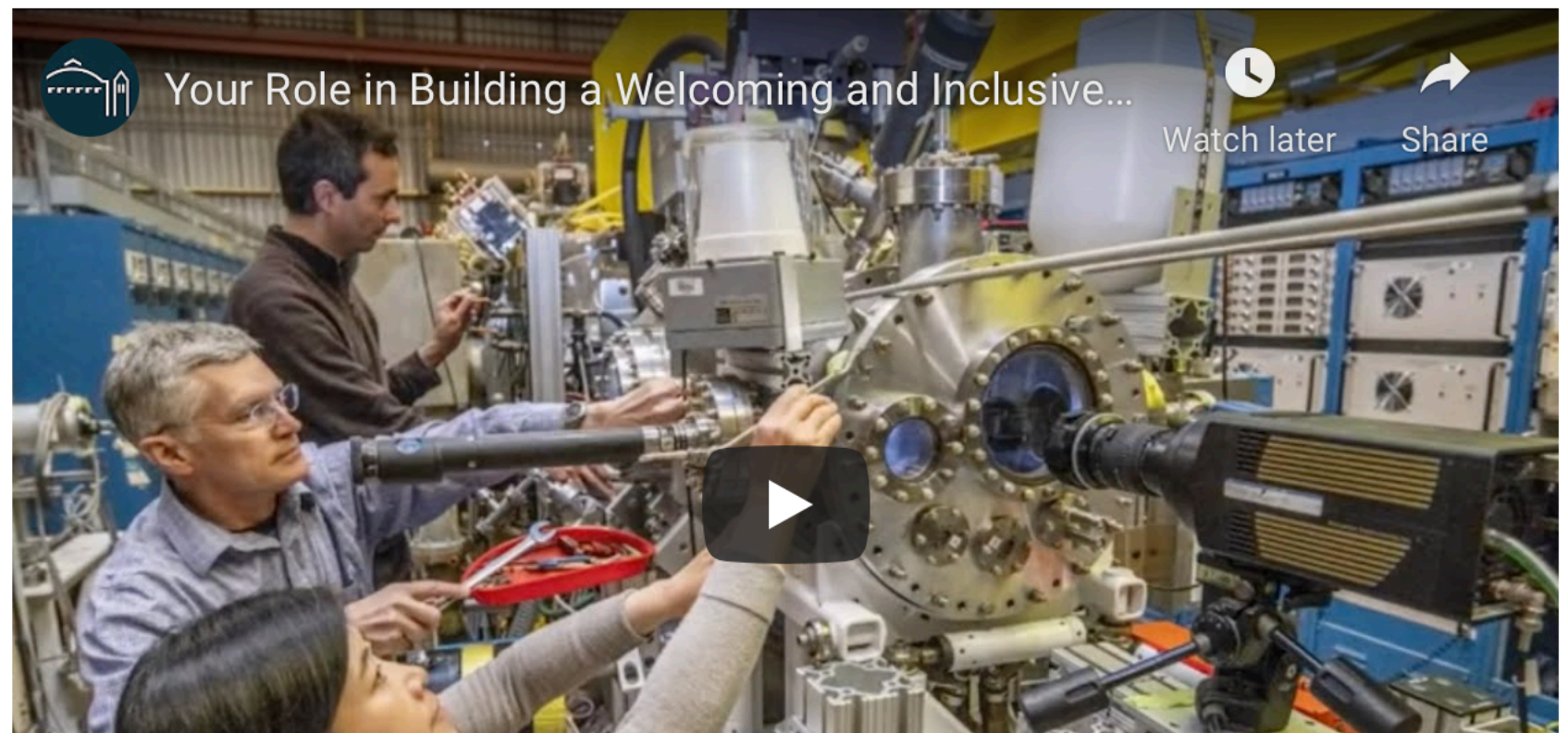
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## Director's Statement

Lawrence Berkeley National Laboratory (Berkeley Lab) plays an important and distinctive role within DOE's network of great national laboratories. We celebrate our rich tradition of multidisciplinary teams working together to bring science solutions to the world that began with our founder, E.O. Lawrence. Fostering a diverse workforce—diverse in experiences, perspectives, and backgrounds—and a culture of inclusion are key to attracting and engaging the brightest minds ... [MORE >>](#)



Reminder: our local **IDEA** office is a superb resource, **APS-IDEA** is different, but complementary, despite the acronym, Overall goal is the same, *“to tackle hurdles we need to tackle”*.



# IDEA

- Inclusion Diversity and Equity *Alliance*

- The APS Inclusion, Diversity, and Equity Alliance ([APS-IDEA](https://www.aps.org/aps-idea)) is a new, community-wide effort to work with the physics community to strengthen its efforts to improve equity, diversity, and inclusion (EDI).
- Funded by the APS Innovation Fund in 2019, APS-IDEA will convene representatives from about 30 physics departments, laboratories, and research collaborations to attend an initial workshop June 12-13, 2020, establish an online learning community, and, more broadly, form a community of practice with the goal of transforming the culture of physics.
- As in any emerging subfield of physics, progress towards a more inclusive physics community will be accelerated by collaboration, sharing of promising practices, and grounding the work in research. APS-IDEA was created to support the physics community's efforts to improve EDI.

LBNL is part as one of the ~30 teams, with colleagues from PD, NSD, ATAP, ALS and the LBNL-IDEA office.

One way to think of it as a network of learning networks.

[go.aps.org/aps-idea](https://go.aps.org/aps-idea)



1	Howard University & NIST
1	Argonne National Laboratory
1	Lawrence Berkeley National Laboratory
1	Princeton Plasma Physics Laboratory (PPPL)
2	Simons Observatory (Collaboration)
2	LSST DESC (Collaboration)
2	NANOGrav (Collaboration)
2	LZ (Collaboration)
2	NASA GSFC-Astroparticle Physics Lab
3	California Lutheran University
3	CCNY & IDEALS
3	University of California, Irvine
3	Texas State University
3	North Carolina A&T
4	Carleton College
4	Hendrix College
4	Towson University
4	Mount Holyoke College
4	University of Washington - Bothell
5	Illinois Institute of Technology
5	Brown University
5	Massachusetts Institute of Technology
5	Yale University
5	Vanderbilt University

6	Carnegie Mellon University
6	University of Chicago
6	Stanford University
6	Syracuse University
6	Columbia University
7	Aalto University (Finland)
7	Dalhousie University (Canada)
7	Simon Fraser University (Canada)
7	University of Alberta (Canada)
7	University of Manitoba (Canada)
8	University of New Hampshire
8	University of Massachusetts, Lowell
8	University of Kansas
8	Oregon State University
9	Louisiana State University
9	North Carolina State University
9	University of Pittsburgh & PITT PACC
9	University of Cincinnati
10	University of Wisconsin, Madison
10	University of Michigan
10	Michigan State University
10	Pennsylvania State University

**Vision:** 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.

**Mission:** APS-IDEA seeks to empower and support physics departments, laboratories, and other organizations to identify and enact strategies for improving equity, diversity, and inclusion. It will do so by establishing a community of transformation.

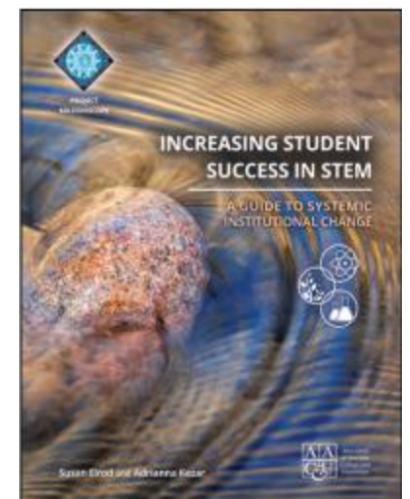
## Guiding principles:

- Center people whose identities are marginalized
- Utilize sensemaking, including creating brave spaces supporting learning from mistakes
- Implement research-based transformational methods
- Share leadership across all levels of social power among stakeholders

## Pitfalls of DIY Cultural Change

*“A common mistake is to assume that well-intentioned faculty, especially those already in leadership roles, can manage such a team without external (and therefore independent and unbiased) help.... Teams that rush to action prematurely are often forced to backtrack to develop relationships and understanding of why resistance develops among key institutional stakeholders.”*

S. Elrod and E. Kezar, [Increasing Student Success in STEM](#) (2016).



Three online workshops so far, covering questions such as:

Types of change (c.f. A. Kezar, “How Colleges change”):

- First Order Change - agreement on desired outcome, requires changing processes
- Second Order Change - disagreement on desired outcome, requires aligning norms and values

Aids /tools:

- Sensemaking - a learning process of creating meaning around concepts and ideas through a variety of social inputs including dialogue with others.
- Shared leadership - top-level leaders collaborate equitably with bottom-up change agents (Kezar and Holcombe 2017).

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*Shared leadership (c.f. decision-models e.g. Vroom-Yetton):*

- *How much more interesting/productive could a seminar series be if the audience takes active part in setting the program?*
- *What about group meetings?*
- *Deciding how to decide? - is available expertise utilized, buy-in, burn-out, ...*

If you have any feedback or questions please contact us at:

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