

**APS COMMITTEE ANNUAL REPORT
2016**



COMMITTEE: Committee on Minorities

COMMITTEE CHARGE: The Committee on Minorities (COM) is dedicated to increasing the participation of underrepresented minorities in physics.

CURRENT COMMITTEE MEMBERS: Nadya Mason, William Ratcliff II, Casey Miller, Charles McGruder, Angie Little, Alfredo Alexander-Katz, Jesus Pando, Edmundo Garcia-Solis, Marie Lopez del Puerto

SUMMARY OF MEETINGS AND ACTIVITIES IN 2016:

In addition to multiple online meetings, the Committee held face-to-face meetings in April and October 2016. In 2016, COM undertook four major projects:

1) APS National Mentoring Community

COM worked with APS staff to develop and optimize the policies and implementation of the National Mentoring Community (NMC). The NMC seeks to increase the number of underrepresented minority students who complete Bachelor's degrees in physics, by matching students with well-trained local mentors who can provide them with guidance and support as they navigate their academic careers. New developments this year included online matching of students and mentors; proposals for recognizing students and mentors; and implementing an emergency fund for students.

2) National Mentoring Community Conference

COM worked with APS staff to hold the second NMC Conference, which took place at University of Houston on October 21-23 (<https://www.aps.org/programs/minorities/nmc/conference/index.cfm>). This is an annual conference, and COM advises on the conference program and structure. With a goal of bringing together students and their mentors to provide professional development activities, share ideas, and build relationships, the conference included workshops on: mentor/mentee training, grad school admissions, career development, racial experiences, and more.

3) APS Bridge Program, Partnership Institutions

COM worked with the APS staff to select and evaluate graduate physics departments that would like to become Partner Institutions with the APS Bridge Program. The Bridge Program seeks to match URM and other non-traditional students who have completed a BA or BS in physics with graduate programs in physics. Partner Institutions can admit students with BA or BS degrees directly into their own graduate programs or can accept students who have completed an APS Bridge program. In either case the partner institution commits to provide mentoring and other

appropriate support to the students. COM's role is to evaluate and advise departments in providing appropriate support to these students.

4) Statement against violence toward people of color.

In response to events of the past year and calls from the community, COM produced a statement against violence toward people of color, and particularly police killings of black people. A revised version of the statement was sent to the Board, to assist in the creation of a Board-sponsored statement on this topic.

5) Ongoing Programs

In addition to the above projects, COM continues to:

- Hold session at both the APS March and April meetings, focusing on topics of interest to URM physicists and those who support these groups.
- Co-sponsor "Meetups" at the March and April Meetings, with the National Society of Black Physicists and National Society of Hispanic Physicists.
- Nominate URM candidates for major APS honors and awards as well as provide members to the selection committee for the APS Bouchet award. COM also worked with the APS Committee on Prizes and Awards (PRAW) to evaluate diversity goals and strategies for APS awards.
- Advise APS staff on Bridge program policies
- Participate in the Forum on Diversity and Inclusion Organizing Committee
- Work with CSWP on site visit protocols

Acknowledgements

The members of the APS Committee on Minorities thank Dr. Theodore Hodapp and Ms. Arlene Modeste Knowles for their continuing support and unflinching dedication to increasing minority participation in physics. We are also appreciative of Kathryn Woodle, who spearheaded development of the NMC program, which is growing and thriving.