

Transforming the Culture: the APS Inclusion, Diversity, and Equity Alliance



Intro

APS-IDEA is an alliance of physics departments, labs, and collaborations committed to a more equitable, inclusive, and just culture in their organizations.

Created in 2019 with funding from the American Physical Society, the alliance is led by a Steering Committee with advice and support from an Advisory Board and a group of expert facilitators.

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

- Practice shared leadership across differences in social power
- Center people whose identities are marginalized
- Utilize sensemaking to foster individual and organizational learning
- Implement research-based change-management methods from the social sciences

1500+ people, 99 organizations.

Physics and related fields.

Advancing equity, diversity, and inclusion.

Fostering empowered teams.

Building a community of transformation.

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Brief Theory of Change

A community of transformation connecting many physics departments and organizations and engaging a growing number of practitioners (currently, about 1500) will, over time, build the collective capacity of change agents to create second-order (cultural) change to improve Justice, Equity, Diversity, and Inclusion broadly.

Empowered Teams

- Team members understand and enact APS-IDEA Guiding Principles
- Team is well positioned to lead change in their department
- Team is well connected and has resources to support their work