

Summary of PGSC Recommendations

We present a summary of the actions that the PGSC and PWG recommend that we as the MIT Physics Community take in order to foster diversity, equity, and inclusion. We outline six categories for these recommendations below. To provide some sense of priority, we mark in **bolded red font** the items on which we request that the Department take immediate action.

For the full context, motivations, and suggestions for how these recommendations should be implemented, please refer to the full document.

Building the Pipeline

Faculty and staff level

- Hire a physics staff member specifically devoted to DEI**
- Examine hiring trends by division
- Invite a diverse set of visitors and speakers

Student level

- Expand outreach to other universities**
- Reform graduate admissions**
- Hold a DEI-centered event at the admitted graduate student visit
- Align physics majors with MIT undergraduate student body demographics
- Build the graduate school pipeline coming from our own campus
- Expand K-12 outreach efforts

Support and Inclusivity

- Encourage multiple-mentor models and more involved advising**
- Help all members of the Department be better mentors
- Develop student handbooks
- Realize a URM graduate student/postdoc organization
- Create a dedicated lounge for URM students
- Make our physical spaces more inclusive
- Cover health insurance for incoming students during orientation and quals
- Rename and reframe the written exam (not a request to alter structure or content)

Safety and Security

- Minimize *armed* police presence in physics research and learning spaces**
- Change language used by Department staff in suspicious activity reports**

Creating an Ethos of Community Involvement

- Build an ethos of community involvement and ensure non-marginalized members of the community share in DEI labor**
- Compensate service work beyond the regular duties of one's position
- Rework our definition of merit at all career stages

Education and Awareness

- Provide ongoing opportunities for education about DEI in physics**
- Foster regular discussions about DEI
- Expand resources on our website
- Actively counteract harmful messaging in physics, like ageist stereotypes

Accountability and Feedback

- Division-level committees; department and division action plans**
- Publish data about representation publicly on our website
- Appoint a department-level ombudsperson