

### **Diversity, Equity, and Inclusion Scholar:**

- Starting in Summer 2020, 1 graduate student per year will be selected as the Physics Department “Diversity, Equity, and Inclusion Scholar.”
- The student will receive a yearly stipend of \$6000, and will be granted a budget of \$4000 per year. This budget is controlled by the scholar in consultation with the diversity committee.
- The scholar will be responsible for planning events and organizing resources related to improving the department’s recruitment of diverse students at the undergraduate and graduate level, ensuring an inclusive and supportive climate for students from all backgrounds, and organizing outreach events targeting underserved communities.
- Each year, the scholar will focus on goals set by the committee and the scholar together. The committee will consult with undergraduate and graduate student groups to choose these goals, and take the scholar’s proposal into account as part of that process.

### **The fine print:**

- Scholar stipend can optionally be used to replace summer TA appointment.
- Three options for stipend disbursement: Monthly; \$2k per semester plus \$2k in summer; or \$1k per semester plus \$4k in summer
- The scholar is highly encouraged to attend or help organize 1 diversity-related conference per year (SACNAS, CUWiP, etc). Some of the DEI budget can be used for this purpose. The scholar may also choose to award a grant to another student (undergraduate or graduate) who wishes to attend such a conference, after running an open application process for that grant.
- The budget can also be used to fund other students’ work on DEI projects, if it is done in an official capacity. For instance, the scholar may choose to fund a work-study undergraduate student.
- The scholar will make monthly verbal or brief written progress reports of their activities to the diversity committee. The scholar is also expected to document their work so that future scholars can repeat successful programs.
- At the end of the year, the scholar will produce a report summarizing their accomplishments, and suggesting how the long-term success of their activities can be tracked by the diversity committee and future scholars.

**Example Projects:**

*These sample projects cover a wide range of complexity: some are year-long or multi-year efforts, and some can be accomplished more quickly. The DEI Scholar is expected to undertake both long- and short-term projects.*

- Organizing recruitment events at rural colleges, women's colleges and HBCUs in North Carolina
- Running a "diversity journal club" focused on reading and disseminating new research related to inclusion
- Organizing a peer mentoring program (at the graduate or undergraduate level)
- Developing resources for physics department-specific active bystander training
- Organizing a "diversity colloquium" once a year, with a speaker who does research on diversity issues in physics departments; bringing authors or other speakers on DEI issues in STEM for campus-wide lectures
- Organizing professional skills workshops. Example topics: grant writing, communication and negotiation, public outreach, social media, etc.
- Organizing informative panels for graduate and undergraduate students. Topics could include: career options for physicists, the experiences of minority physicists, science policy and activism, etc.
- Running a disability-centered accessibility evaluation to make recommendations on how the buildings, physics classes, and research groups/labs can be made more inclusive.

**Application Process:**

- Applications are welcome from graduate students who are in their 2nd year or above, and have been members of the UNC-CH Physics and Astronomy Department for at least 9 months.
- Applications should be turned in to Julieta Gruszko at [jgruszko@unc.edu](mailto:jgruszko@unc.edu) by 3/2/20
- The application can be found at [https://docs.google.com/document/d/1L628h70kOfL3lmjiq3hZYbq8oySxNMSE\\_96cjpgAhJ8/edit?usp=sharing](https://docs.google.com/document/d/1L628h70kOfL3lmjiq3hZYbq8oySxNMSE_96cjpgAhJ8/edit?usp=sharing)