JEDI set a dual focus agenda of Ongoing/Recurring work and Special Projects for the 2020 year. Substantial progress was made during 2020 despite the pandemic diverting a good amount of focus and energy from the specific goals.

2020 Ongoing/Recurring:

- **FOCUS: Partnering with other STEM D/I groups:**
  - JEDI partnered with Physics to join the national APS-IDEA network. This has involved professional development for JEDI members, development of a [web page](#) and [newsletter](#), and a commitment to coordinate activities more closely.
  - JILA has joined other CU Research Institutes to form a working group to work together on a variety of common interests including demographic data for each institute, jointly offering programs, and coordinating calendars.

- **FOCUS: Website:**
  - Minimal progress/activity

- **FOCUS: Speakers:**
  - Scheduled speakers were cancelled due to COVID

2020 Special Projects:

- **FOCUS: Get to know our JILA community**
  - In-person forums and activities were cancelled due to COVID
  - External Consultant retained to conduct focus groups and to solicit input on issues within JILA to be addressed. A report, recommendations, and next steps are expected in Spring/Summer 2021.
  - JILA-wide townhalls and email communications related to pandemic may have helped to enhance a feeling of trust and inclusiveness
  - Virtual onboarding for new-JILAns to help them get connected with JILA resources.
  - Slack and virtual JILA implemented during COVID

- **FOCUS: Review of JILA Process/Procedures by External Expert**
  - An external Consultant has been retained and will begin this work subsequent to the focus groups referred to above. Preliminary feedback indicates that a focused effort to provide transparency and structure are important. A full report, recommendations, and next steps will be discussed and implementation will begin in 2021.

- **FOCUS: Targeted Training For Fellows**
  - Minimal progress/activity
  - A small group of fellows took Social Intelligence training offered by CU HR and this training received positive feedback. Will discuss offering this training to all fellows in fall 2020.

Additional Accomplishments – 2020:

- Proposal for increasing Visiting Fellow diversity approved by JILA Fellows
- Anti-racism statement is under development – Goal to approve 2021
- Developed plan for the formal organization and compensation of JEDI leadership
- Advocated for custodian training on COVID-19 safety protocols and advocated for equity in COVID response
- Hosted a screening of the film “Picture a Scientist”
- Facilitated presentation of initial Climate Survey results to Fellows and all JILA
- Mapped JILA JEDI work to CU IDEA plan
- Drafted a statement on ICE rule changes
- Met with JILA Fellows related to relationship to Police
- Proposed changes to JILA hiring practices that resulted in the creation of a JILA Hiring Committee to review JILA processes/procedures to conduct its work in 2021
- A great many (45) JILAns took the Antiracism I Coursera course through the partnership effort of CU institutes in the March 2021 Racial Equity Challenge
- Presented JEDI Priorities to Fellows:
  - Focus Groups & Process Review
  - Professional Development
  - JILA Norms and Values
  - Accountability
  - Transparency
  - Representation and Role Models

**JEDI Goals for 2021:**

**2021 Ongoing/Recurring:**
- **FOCUS:** Partnering with other STEM D/I groups.
  - 2021 Tasks
    - Continue APS-IDEA active participation
    - Continue Research Institute coordinated projects
- **FOCUS:** Improve website
  - 2021 Tasks
    - Highlight JILA’s commitment to JEDI on public website
    - Significantly expand JILA member website resources.
- **FOCUS:** Diverse Speakers, including the Women of JILA Speaker Series.
- **FOCUS:** Increase funding for JEDI activities

**2021 Special Projects:**
- **FOCUS:** Get to know and support our JILA community
  - 2021 Tasks
    - Create and support Affinity Groups within JILA for LBGTQIA, BIPOC and Women
      - Programmatic funding
      - Physical space
      - Clear pathway to/from JILA leadership
    - Create SLACK channel to facilitate community for graduate students, postdocs, and women (and other affinity groups as requested)
    - Use the Focus Group report to process issues transparently.
- **FOCUS:** Review of JILA Process/Procedures by External Expert
  - 2021 Tasks
    - Hiring Processes (initiated in 2020)
    - Building Security (“suspicious activity”)
    - Others as indicated
- **FOCUS:** Targeted Training For Fellows and Staff
  - 2021 Tasks
- Anti-Racism
- Bystander Training
- Allyship
- Microaggressions