

## JEDI Annual Report to JILA Community – 2020

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