



JEDI Annual Report

April 2020 to March 2021

Despite the pandemic, JEDI made substantial progress toward agreed upon goals and focus areas.

2020 Ongoing/Recurring:

FOCUS: Partnering with other STEM D/I groups:

- JEDI partnered with Physics to join the national APS-IDEA network, which involves JEDI professional development and communication/coordination improvements on campus.
- JILA joined with other CU Research Institutes, to advance common interests including demographics, joint programs, and calendar coordination.

FOCUS: Website:

- Minimal progress/activity

FOCUS: Speakers:

- Scheduled speakers were cancelled due to COVID



2020 Special Projects:

FOCUS: Get to know our JILA community

- 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

- External Consultant will begin this work in spring 2021, focusing on transparency and clear structure.

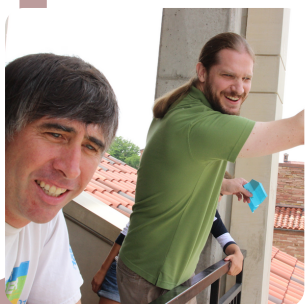
FOCUS: Targeted Training For Fellows

- Minimal progress/activity
- Emotional intelligence training taken by several JILA Fellows. Additional training under discussion.



Additional Accomplishments – 2020/2021

- JILA Fellows approved proposal to increase diversity in Visiting Fellows program.
- Anti-racism statement is under development – Goal to approve 2021
- Instituted JEDI organization and compensation plan.
- Advocated for equity for custodians in CU COVID-19 response and training.
- 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
- Discussed JILA relationship to police with JILA Fellows.
- Proposal for JILA hiring practices resulted in establishment of JILA hiring committee to complete work in 2021.
- 45 JILAns participated 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

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 JILA community

2021 Tasks

- Create and support Affinity Groups within JILA for LBGTQIA, BIPOC and Women
 - Programmatic funding and 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 Procedures by External Expert

2021 Tasks

- Hiring Processes (initiated in 2020)
- Building Security (“suspicious activity”), etc.

FOCUS: Targeted Training For Fellows and Staff

2021 Tasks

- Anti-Racism
- Bystander Training
- Allyship
- Microaggressions