Discussion Guide: APS TEAM-UP Report

June 10, 2020

This guide gives a suggested path for navigating a small group discussion related to addressing underrepresentation of African Americans in STEM, including an opportunity for thoughts and actions to take on individually or in larger groups. As a starting point, this discussion will surround the TEAM-UP Report released by APS (https://www.aip.org/diversity-initiatives/team-up-task-force).

We suggest a 45-minute discussion for Part 1 and 15 minutes for Part 2 (coming up with actions or strategies based on the report's recommendations). These discussions should be confidential and self-directed.

Part 1: Group reading of the Executive Summary, 5 factors, and priorities (pp. 10-17 of report)

For each of the 5 factors, take turns having someone in the group read the section out loud. After each section, share thoughts or reflections. Feel free to allow a few minutes for silent reflection if the group wishes. Below are some guiding questions to help instigate self-reflection or discussions after each factor:

- Belonging:
    - What can we do individually or collectively to foster a sense of belonging for African American students within our research group/department/unit/the MRSEC?
- STEM Identity:
    - What activities does my department/unit currently do to help build STEM identity among African American students? What else could we do?
- Academic Support:
    - Am I actively affirming academic abilities of African American students?
    - How does my department recognize both formal and informal mentoring of African American students? How might this be enhanced?
- Personal Support:
    - Acknowledging the systemic inequities that African American students disproportionately face, does my department acknowledge and support students experiencing financial difficulties? What more can be done?
- Leadership and Structure:
    - How can I support the leadership in my department in creating an environment that supports success of African American students?

Part 2: Findings and recommendations (pp. 64-69)

Choose one of the 5 factors and read the detailed findings and recommendations related to that topic. For that factor, take turns reading the recommendations out loud. Discuss the following questions:

- Are there currently any aspects of the recommendations that are missing from what my department/unit/college/University is doing?
- Are any of these recommendations actionable by making use of department/college/campus resources already available?

- Is there a need to respond to these factors with new actions?
- What actions should the MRSEC take? Please consider sharing these recommendations with us. Please write to Pam (pmartin9@illinois.edu) with your ideas.

 Next steps: Take time to read the entirety of the TEAM-UP report. Familiarize yourself with any unknown terms in the Glossary that starts on page 72. Check out the extensive resource list in Appendix 10.

Additional Resources:

https://www.shutdownstem.com

https://guidetoallyship.com/

https://thisisblacklight.com/2020/06/01/catch-fire-not-feelings/

http://blogs.nature.com/onyourwavelength/2020/06/09/strike4blacklives/