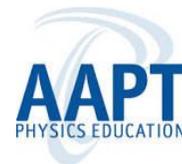


AAPT supports efforts to increase diversity in Physics and create inclusive and equitable learning spaces: *Essential for the US STEM Workforce*

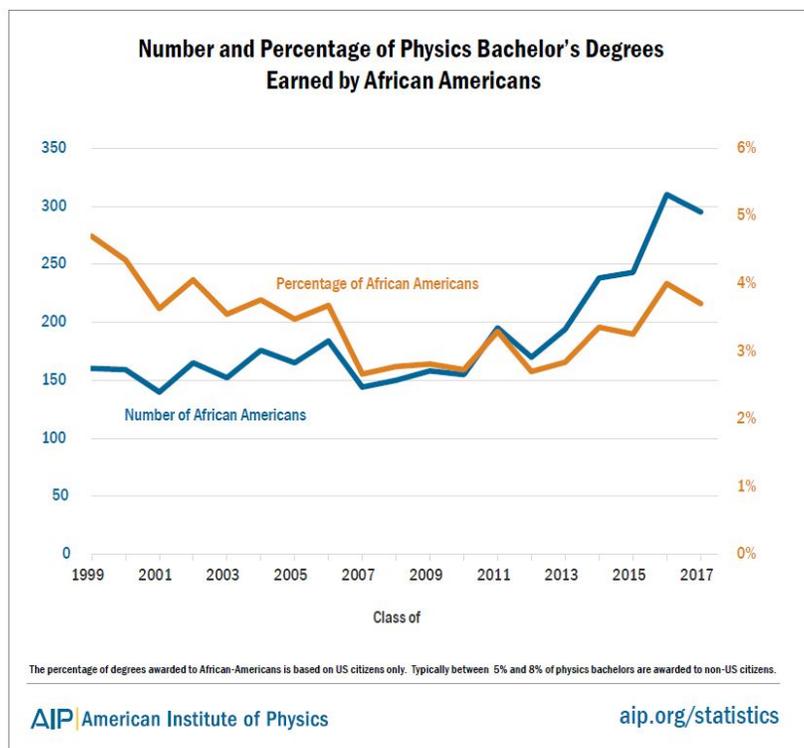


Actions:

Support the efforts and recommendations in the 2019 American Institute of Physics Team Up Report - *The Time is Now: Systemic Changes to Increase African Americans with Bachelor's Degrees in Physics and Astronomy* and provide funding to establish the needed \$50M endowment to support minoritized students in physics and astronomy. (The Time is Now, p.14).

Support the MSI Achievement Act (currently HR4372) that can partially address the systemic injustices and racism in the U.S., perpetuating widespread inequalities from healthcare to education. Work toward the demands outlined by the Black Lives Matter Movement. Join in supporting House Science Committee Chairwoman Eddie Bernice Johnson's call for a National Academies study on the influence of systemic racism in academia.

The American Association of Physics Teachers (AAPT) values efforts to create effective, inclusive STEM classrooms and encourages Congress to support efforts and funding following the roadmap outlined in the report, *The Time is Now*. Efforts should focus on the five factors shown to lead to success: **Belonging, Physics Identity, Academic Support, Personal Support, and Leadership and Structures.**



Systemic oppression and racism present significant obstacles and challenges to learning for minoritized students and teachers in our classrooms. These challenges in the classroom directly affect the development of a diverse and effective STEM workforce.

Figure 1, from *The Time is Now*, shows the number and percentage of undergraduate degrees awarded to African Americans in Physics has been appallingly low and stagnant. The numbers for Latinx students show some signs of improvement but are still low.

We encourage Congress to work toward the recommendations put forth by BlackLivesMatter, including Reparations, Investing in Education and Health Care and Divesting from institutions that criminalize, cage and harm black people and providing additional Community Control over laws, institutions and policies. These recommendations have the potential to lift all minoritized groups pursuing the fields of Science, Math and Engineering.

Resources and references:

<https://www.aip.org/diversity-initiatives/team-up-task-force>

<https://blacklivesmatter.com/>