



AAPT's DEI Vision

We envision a world where *all* physics educators and AAPT staff experience a **sense of belonging** in the AAPT community. Where all members feel **welcomed and safe** at meetings and events. Where historically excluded people are **represented**, so everyone can say “I can see myself doing physics.”

Today, when people want to pursue physics, they often have to rely on personal connections and networks to access resources and opportunities. Unconscious and blatant harassment or discrimination are **pervasive** across physics. Inequitable systems of oppression create uneven playing fields across physics education. These realities make the field not just unwelcoming, but unsafe, for many who are not in the dominant group.

This is unacceptable because toxic, exclusive physics environments maintain systemic inequities. These barriers prevent future and current physics educators who have historically been excluded from accessing the **resources and opportunities** they need to advance.

We're bringing this vision about through DEI efforts that **disrupt the status quo** and hold leaders **accountable**. Creating and implementing **equitable and transparent systems** will ensure everyone has a **fair chance** at participating and making their voice heard across AAPT. We commit to proactively seeking out and centering perspectives that have been historically excluded from physics to **increase access** to our resources, support, and community.

AAPT's DEI Value Proposition

Advancing diversity, equity, and inclusion (DEI) is necessary to help AAPT achieve our mission of *enhancing the understanding and appreciation of physics through teaching*. A true commitment to DEI will...

Inspire the next generation of scientists and citizens. AAPT aims to pave the way for future scientists, but we can't leave this legacy if students do not see themselves in physics. When our members teach with a DEI lens, students will make lifelong positive associations with physics. Increased DEI will enable students to stick with physics, even when faced with barriers or challenges along the way.

Remove barriers. Historically, people with marginalized identities have been excluded from physics spaces, resulting in a lack of representation of dimensions of diversity across the field, from teaching degree earners to [PhDs](#). If we maintain the status quo, we continue to exclude people who want to learn physics. Many students cannot enter or stay in physics and physics teaching because of systemic inequities and in many cases, toxic work environments.

Meet the needs of our members and staff. When a diverse group of individuals can fully contribute, [research](#) shows they are more innovative and engaged. New and innovative AAPT resources, offerings, communications, and gatherings will help us better serve our growing community.

Foster a sense of belonging. One of the greatest benefits AAPT has to offer is community. AAPT staff and members (including 4 year college/university, 2 year college, and K-12 educators) all advance AAPT's mission in unique and important ways. An organization that is diverse, inclusive, and equitable will allow AAPT community members to feel welcomed, included, and experience a greater sense of belonging.

Expand our reach. A focus on DEI will not only help us to recruit new members and staff, it will also help us engage and retain the members and staff we already have. K-12 students of color are now the [majority](#) in the U.S. public schools, and that trend is projected to continue. Centering historically excluded groups will allow us to appeal to different people across different identities, backgrounds, and experiences, growing interest in our field, and eventually with AAPT.

Conduct better science. Physics should not be done in a vacuum, because science is viewed through the lens of each individual's culture. Conducting science through a DEI lens allows us to think about how physics is situated in society. Considering historical inequities at every step of the scientific process will provide better results, and even greater scientific impact.

AAPT Guiding Principles

These principles exist to guide AAPT members and staff to take action, make decisions, and assess how well the organization is making progress

towards the vision.

Courage - Move beyond listening to make bold decisions and take action. Bravely advocate alongside others. Proactively ask for opinions that challenge the status quo. Engage in difficult and uncomfortable conversations in order to build bridges across differences. Be clear and upfront in our decision-making and communications to break down silos.

Curiosity - Keep an open mind and be flexible. Be willing to show humility, compromise, admit when you're wrong, or change your mind when presented with new data or perspectives.

DEI Commitment - Wholeheartedly believe that DEI is a fundamental element of physics education. It is not enough to think this, words and actions must demonstrate a true commitment. Build transparent and standardized systems and processes that ensure equity rather than appointing people based on "who they know." Create proactive, easy-to-find communication channels to source feedback from a broad range of stakeholders, regardless of their positionality or formal power.

Respect - AAPT does not tolerate behaviors that maintain systemic oppression. Treat *all* AAPT members and staff with dignity and kindness, regardless of their power or rank. Overt harassment or discrimination is not tolerated. Covert disrespect or degradation in the form of micro-behaviors are also unacceptable. If you learn you caused harm in any way, take immediate accountability, maintain humility, apologize, and work to mitigate harm in the future.