

Abstract Submitted  
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**Closing the Equity Gap to Reach Our Scientific Goals** ROYCE JAMES, US Coast Guard Academy/US Air Force Institute of Technology, ARTURO DOMINGUEZ, Princeton Plasma Physics Laboratory, CAROLYN KURANZ, University of Michigan, ELIZABETH MERRITT, Los Alamos National Laboratories, NICK MURPHY, Harvard University, DAVID NEWMAN, University of Alaska-Fairbanks, RASPBERRY SIMPSON, MIT, EDWARD THOMAS, Auburn University, ELLEN ZWEIBEL, University of Wisconsin-Madison — APS DPP stands poised to create a healthy climate of diversity, equity and inclusion critical to solving the challenges we face in our field. We acknowledge, as a community, that lack of an open and welcoming climate is a serious problem and inhibitor to achieving our collective goals. Established institutional practices, tropes, and policies have caused and propagated harm to marginalized members and potential members of our honored division. Modeled from best practices in Academia, Industry, Faith communities, and longstanding successful cultural collectives like Women in Physics, we devised a strategy to gather disaggregated data and perspectives across the division at last year's conference. Additionally, we caucused in a Climate & Inclusion Town Hall to add context to the gathered survey data with participant experiences to kick off this initiative. Survey results have been disaggregated by demographics to determine equity gaps in discipline specific milestones such as Early Career Grants, Postdoc and Tenure Track Positions, and Invited Talks. These gaps will be used to identify external experts to assist in charting a diverse and equitable course forward to eradicate anti-Blackness, marginalization, and oppression in both our national community and home institutions.. Impacts from the Diversity, Equity, and Inclusion Organizing Collective Committee's efforts in these and other division-wide climate improvement strategies will be reported.

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