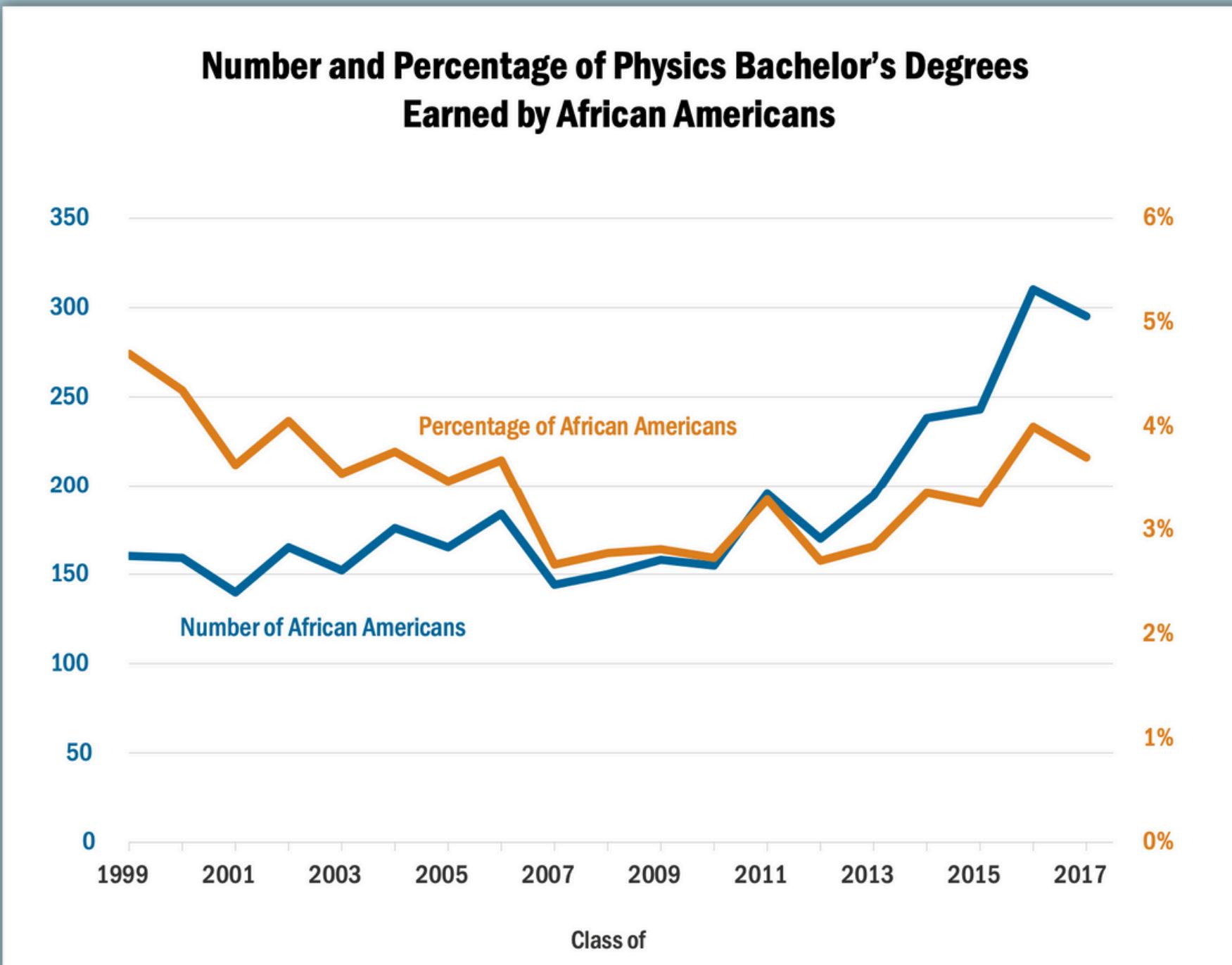




SPACE IS BLACK

% US population ~ 12 - 14%



American Institute of Physics, 2020

TEAM-UP

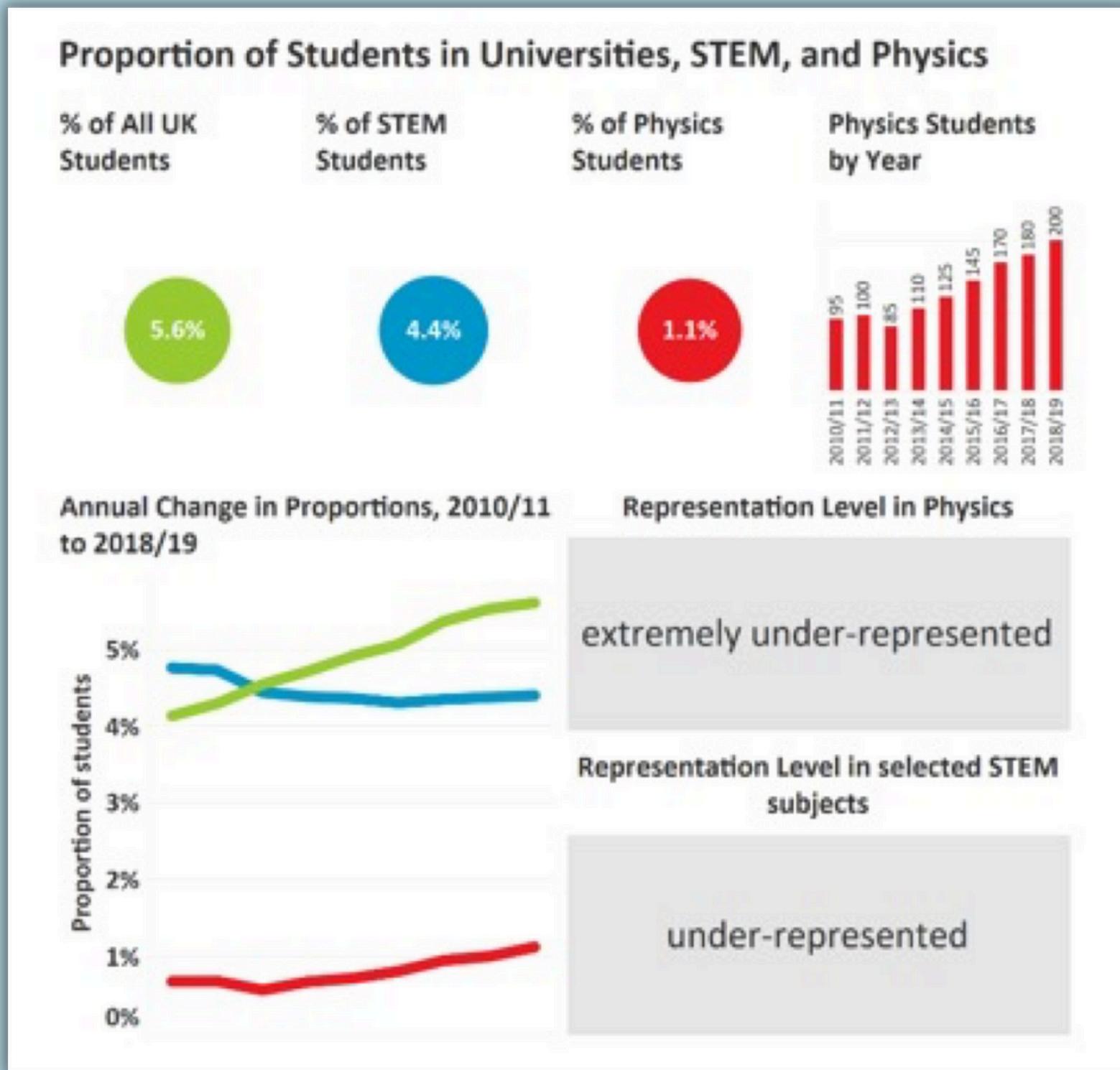
2 years

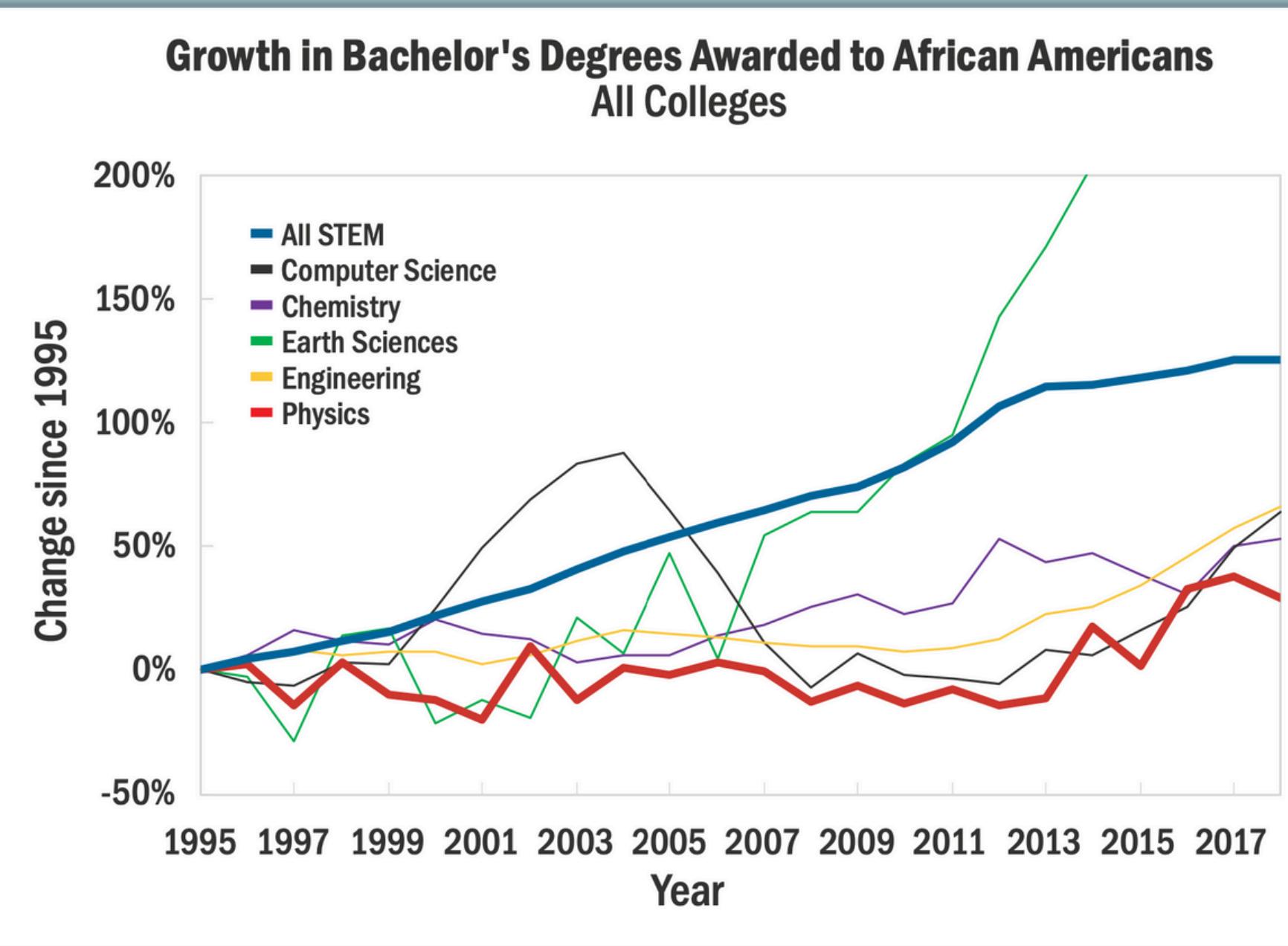
10 physicists, astronomers and  
education researchers

Data and recommendations

# IOP

## UK specific data - 2018/2019



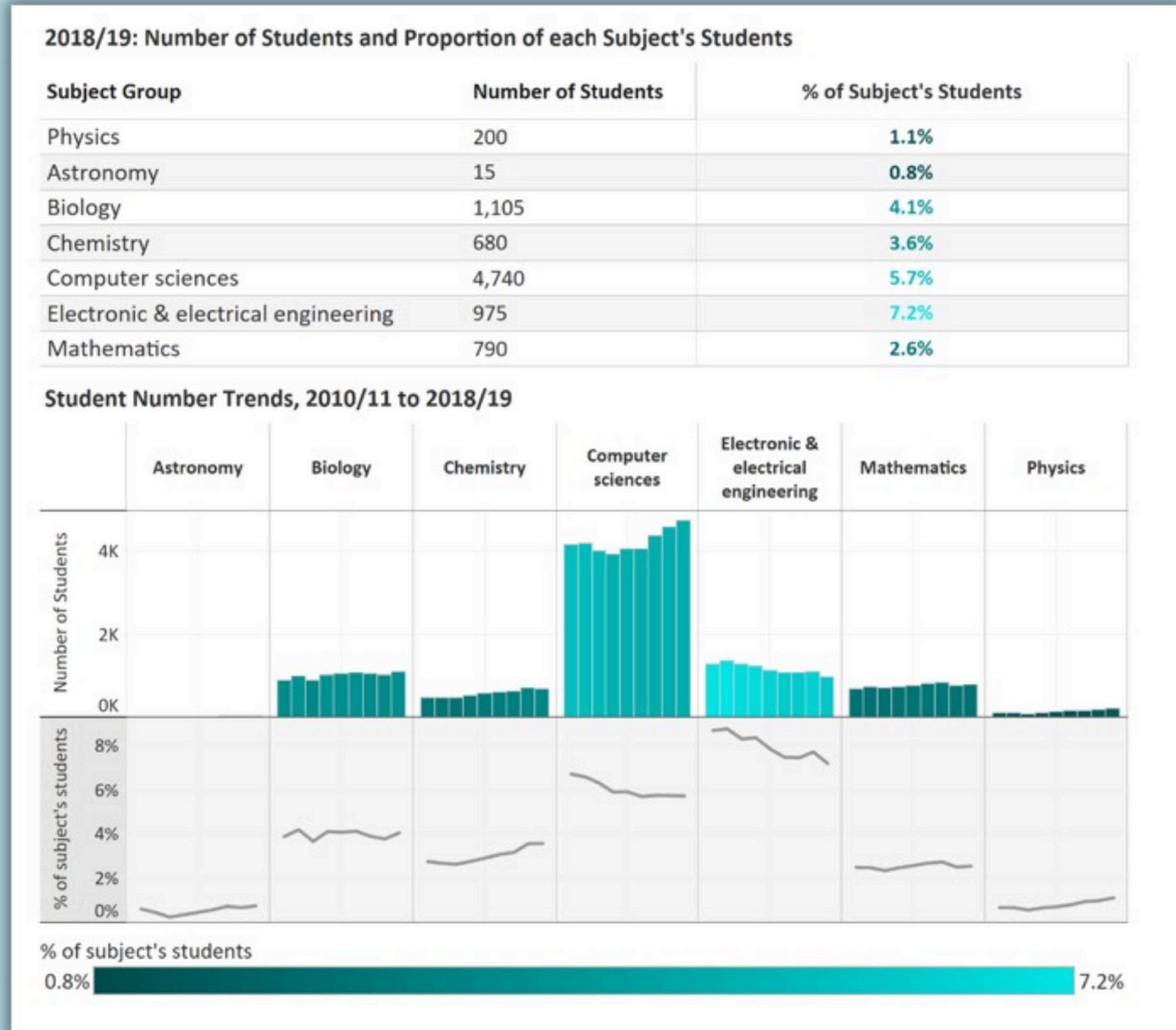


# TEAM-UP

2 years

10 physicists, astronomers and  
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Data and recommendations



IOP

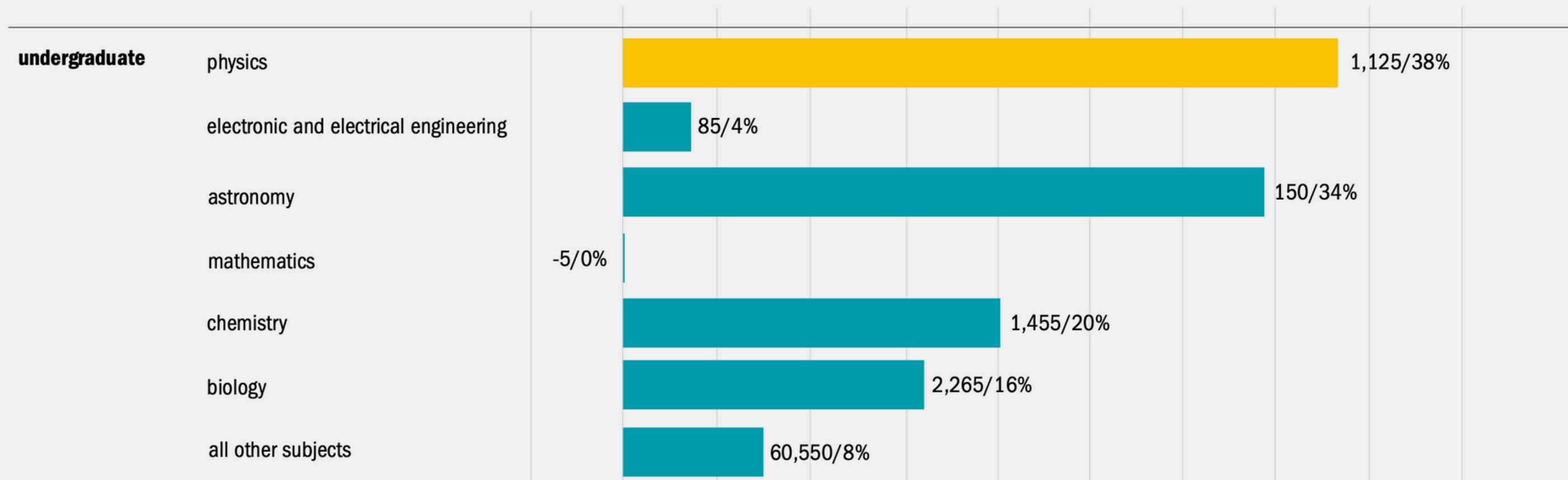
UK specific data - 2018/2019

<b>Belonging</b>	<b>Identity</b>	<b>Academic Support</b>	<b>Personal Support</b>	<b>Leadership and Structures</b>	<b>Change Management</b>
Faculty role	Faculty role	Faculty preparation	Financial	Department chairs	Theory of change
Student role	Co-curriculum	Faculty commitment	Paid work	McNair and similar programs	Alignment with related efforts
Counterspaces	Faculty diversity	Advising	Mental health	Campus resources	Faculty preparation and training
Climate	Prosocial behaviors	Curriculum	Intersectional identity	Incentives and rewards	Rewards and incentives
Harassment response	Career options	Resource guide for students	\$50M endowment for financial aid	Professional societies support	Ongoing data collection, assessment, and accountability

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Harassment response	Career options	Resource guide for students			

**'2c. Faculty of the same race and ethnicity provide helpful role models whose support is especially meaningful to African American students'**

## **Growth in number of female students in 2017/18 relative to 2012/13, by subject and level of study**



**IOP 2017/2018**

<b>Belonging</b>	<b>Identity</b>	<b>Academic Support</b>	<b>Personal Support</b>	<b>Leadership and Structures</b>	<b>Change Management</b>
Faculty role	Faculty role Faculty preparation		Financial	Department chairs	Theory of change
Student role	Co-curriculum	Faculty commitment	Paid work	McNair and similar programs	Alignment with related efforts
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Climate	Prosocial behaviors	Curriculum	Intersectional identity	Incentives and rewards	Rewards and incentives
Harassment response	Career options	Resource guides for students	Financial aid support	Support accountability	

**'2e. Faculty should feature and discuss a broad range of career options with undergraduates'**