

Dear Undergraduate Physics students,

The McMaster Undergraduate Physics Society (MUPS) was created to support physics undergraduates at McMaster both academically and socially. We've been doing this primarily through workshops that teach useful skills and by hosting social events that connect students with their peers. As representatives, we must be clear and public with our support for Black Lives Matter (BLM) and our solidarity with the protestors. Physics is a field that is notoriously homogeneous, with one of the lowest percentages of underrepresented minorities of any STEM degree (<https://www.aps.org/programs/minorities/resources/statistics.cfm>). This disparity is a result of systemic racism in science and is a great tragedy to society and science as a whole. Physics benefits enormously from the input and work from a diverse population of people, and it is the duty of those of us with privilege to help create an equitable and supportive system.

Due to the cancellation of end-of-year events in the 2019/20 school year, MUPS has an excess of funds in the amount of \$525, which are being donated to the #IamSTEM Project (<https://www.iamstemproject.org/>), MUSE Mentorship (<https://www.musementorship.com/>), and Black Girls Code (<https://www.blackgirlscode.com/>). These organizations support Black students through mentorship, resources, and skills training. We recognize that it is everyone's responsibility, especially those of us in leadership and representative positions, to actively and continuously advocate for marginalized groups, and to help create opportunities and support for anyone who needs it. We recognize that we need to do better. We will continue to educate ourselves about the barriers our community faces and will work to amplify the voices of those in our field who are under-represented.

If you have any comments, suggestions, or specific issues you'd like to bring up to us and our team, please feel free to use the following form: <https://forms.gle/CGMJvcZFk99GWxZL6>

Submissions to this form are completely anonymous unless you wish for us to contact you regarding your response, for which you can leave your email. We can advocate on your behalf and work with the department to improve the Department of Physics and Astronomy.

In solidarity,
The MUPS Executive Team

McMaster University is located on the traditional territories of the Mississauga and Haudenosaunee nations, and within the lands protected by the "Dish with One Spoon" wampum agreement. Racism against Indigenous Peoples is still prevalent in Canada, and requires meaningful reconciliation including the bringing of justice for murdered and missing Indigenous women and girls and recognizing and implementing Indigenous rights.

Resources for Black students:

Mentorship for Underrepresented STEM Enthusiasts (MUSE):

<https://www.musementorship.com/>

M.U.S.E. was created to connect underrepresented students to STEM professionals--particularly those who also share underrepresented identities. STEM professionals can provide support, advice, encouragement and help students navigate applying to STEM programs at the undergraduate, post-bacc or graduate level.

#IamSTEM Project:

<https://www.iamstemproject.org/>

The #IAm Project is a response to the stark underrepresentation of women of color in STEM. While early exposure to STEM is important, establishing a healthy, sustainable environment is critical for the female scientists, techies, engineers, & mathematicians already here. With this in mind, we hope to pave the way for those following in our footsteps with the creation of this scholarship and mentoring network.

Educational Resources:

#BlackinTheIvory

Read about the experiences of Black Academics

A List of Resources Collected by Sarafina Nance and Nicole Long:

https://docs.google.com/document/d/1tL9_huJWJ_iekHzK5PShI00u-C25w0jrExhpJpuNHII/edit?usp=sharing

Support at McMaster:

President's Advisory Committee on Building an Inclusive Community (PACBIC)

<https://pacbic.mcmaster.ca/news/let2019s-talk-about-race-2013-anti-black-racism>

McMaster Equity and Inclusion Office: equity@mcmaster.ca

The Equity and Inclusion Office (EIO) is a central resource that promotes McMaster commitments of equity, diversity, inclusion and accessibility. The office provides confidential complaint resolution based on policies on Discrimination, Harassment, and Sexual Violence.