

CICADA

Cyclotron Institute Cultural Awareness
and Diversity Assembly

Mission statement:

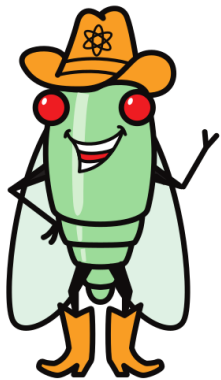
“The Cyclotron Institute Cultural Awareness and Diversity Assembly (CICADA) aims to promote a welcoming and inclusive environment for all members and visitors of the Cyclotron Institute. We recognize that every member of the community is essential to the Cyclotron Institute and promote the interests and well-being of all.”

- Comprised of at least one representative from the faculty, grad students, research staff, administrative staff, and technical staff
 - At least one member from theory or non-CI experiments to give a voice to those who aren't in the lab area everyday
 - Chair cannot be a member of the faculty to help reduce possible power dynamic

ceparker@tamu.edu

As part of emphasis on
community building,
committee name chosen
by contest in the CI!

Presented on behalf of
CICADA by Cody Parker, chair



Initiatives and plans of CICADA

- Climate Survey for all staff and students – to be administered next week!

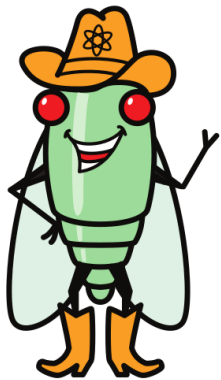
- Help identify shortcomings in the CI climate, including how to help fully welcome folks back post-COVID WFH
- Provide guidance on non-research seminar topics

- Primary Care Grants open to all employees in the CI

- Offset costs for those who are traveling to conferences, meetings, outside experiments, etc.
- Help with costs beyond usual care routines for key personnel in local experiments

- For improvements in CI colloquium series:

- Suggest to organizers to invite prominent speakers from diverse backgrounds to share their exciting scientific endeavors
- Provide an inclusive seminar space with snacks for many dietary needs!



Initiatives and plans of CICADA

- Email newsletters 1-2 times per month, topics including:
 - Education via alerting folks to heritage/history/awareness months, e.g., Hispanic Heritage, Domestic Violence Awareness, LGBT History, etc. with links to resources
 - Reminders/information for upcoming CI events
 - Share excitement over good news, such as recently published papers!

- “Cyclotron Institute Community Building Discussions” series started in Sept. 2022 to cover such topics as:
 - Cultural Competence
 - Time and Stress Management
 - Title IX policy and procedures
 - LGBTQ+ 101

Just being a friendly ear
for those who need it!