

Topics and Issues for Snowmass

- **IDEA Support for collaborations**
 - External climate assessments
 - Education and training
 - Conflict resolution. whistleblowers, investigation and adjudication of serious transgression
- **Lab and Collaboration Networking with MSIs and HBCUs**
 - Computer Sciences Area has well-developer program, User facilities (JGI, MF, ALS) interested
 - Duplicated efforts across National Labs
 - Collaborations give data rights to students from these institutions
- **Standardization of Author Lists / Evaluating authorship**
 - HEP and astronomy communities have different takes on the importance of first author papers. Stressful for early-career members of DOE-funded cosmology collaborations

Topics and Issues for Snowmass

- Mentorship programs
 - Underway in the PS Area, DESI and other collaborations
 - Admins not included
- Microaggression training
- Lower barrier for engagement in IDEA activities
- Insensitive science terminology
-
- APS IDEA Network
 - Social science education and a pan-institution network