

Inclusive Astronomy 2015

Expanded Program

Color coding is as follows: **General**, **Barriers to Access**, **Creating Inclusive Environments**, **Policy Power and Leadership**, **Establishing a Community of Inclusive Practice**) POC = Point of Contact

Wednesday, June 17, 2015

Welcome and Invocation

Lucius Outlaw (Vice Provost, Vanderbilt)

(POC: Keivan Stassun)

Brief Overview of the Inclusive Astronomy Meeting's Four Overarching Themes

Kim Coble, Nick Murphy, Dara Norman, Keivan Stassun

Abstract: We have structured the four broad themes of the meeting to each include a common set of sub-themes: Understanding, Tools, and Recommendations. The **Barriers to Access** sessions will focus on elucidating the major barriers (such as issues of “science identity” and over reliance on standardized tests in student admissions) that continue to exclude full participation, strategies and tools for removing these barriers in practice (such as bridging strategies, arming students to deal with stereotype threat, etc), and developing specific recommendations for the community to remove or mitigate these barriers. A workshop will provide hands-on introduction to the tools in the Diversity Toolkit developed by the Fisk-Vanderbilt Masters-to-PhD Bridge Program, including proven methods for enhancing access to astronomy programs. The **Creating Inclusive Environments** sessions will focus on introducing the types of “chilly climate” factors that make our departments less inclusive (such as micro-aggressions, notions of “who is a scientist”, etc), tools and strategies for making our learning and work environments more inclusive in practice (including, e.g., flex work tools for family friendly practices, the use of climate surveys to assess areas in need of improvement, tools for involving sight or hearing impaired individuals, etc), and developing specific recommendations for the community to create more inclusive learn/work environments in astronomy. A workshop will provide hands-on introduction to the tools in the Diversity Toolkit developed by the Fisk-Vanderbilt Masters-to-PhD Bridge Program, including proven methods for creating more inclusive and nurturing environments for our students. The **Establishing a Community of Inclusive Practice** sessions will explore ways of building within the astronomy community an ongoing, reflective, and continually improving commitment to making the field ever more inclusive. The **Policy, Power and Leadership** sessions will focus on demystifying power structures in astronomy/astrophysics policy making and how to position oneself for a leadership role.

Orientation/Ground Rules

Carolyn Brinkworth

Abstract: Mutual expectations for a successful meeting based on respect, tolerance, and inclusion.

Plenary Ia

Rachel Ivie (APS)

(**General**; POC: Keivan Stassun)

Title: Representation and Demographics Trends in Astronomy: A Statistical Overview

Abstract: TBD

Plenary Ib

Chanda Prescod-Weinstein (MIT)

(**General**; POC: Nick Murphy)

Title: Intersectionality Is Not Multiculturalism And That's A Good Thing

Abstract: Intersectionality is a framework established by women of color in response to identity politics which routinely exclude women of color. Since Kimberle Crenshaw first deployed the term "intersectionality" it has come to be used by a variety of people for a variety of purposes, some of which positively contribute to the struggle for justice for marginalized communities and some of which are a means for (neo-)colonial practice. In my talk, I will describe what intersectionality is and how misuses of intersectionality have negatively impacted people who might most benefit from intersectional praxis in STEM.

Reference: [Kimberle Crenshaw, Mapping the Margins: Intersectionality, Identity Politics and Violence Against Women of Color](#)

-- Break --

Plenary II

Casey Miller (Rochester), Richard Pitt (Vanderbilt)

(**Barriers to Access**; POC: Keivan Stassun)

Title: Key Issues in Barriers to Access

Abstract: Panelists will address The problem with over reliance on GREs in graduate admissions, social science research on how crucial it is to help students to “see themselves as scientists” in order to commit to and succeed in a scientific career.

-- Lunch --

Plenary III

Kenjus Watson (UCLA; Occidental College)

(Creating Inclusive Environments; POC: Keivan Stassun)

Title: Microaggressions: What they are and how they negatively affect learning and work environments

Abstract: TBD

Poster Previews

(General; POC:)

Title:Conference Poster Submission Previews

Abstract: One minute (and one slide) descriptions of posters from each presenter.

Breakouts I

Creating Inclusive Environments

Gerhard Sonnert (Harvard-Smithsonian Center for Astrophysics), Geraldine Cochrane (RIT), Sarah Ballard (U Washington)

POC: Keivan Stassun

Title: Understanding the issues that affect inclusive learning and work environments

Abstract: Issues to be discussed include how practitioners in the field see themselves and what it takes to be a “brilliant scientist” and how this affects the climate of the profession, and research on how gender, race and intersectionality representation in astronomy are affected by climate.

Establishing a Community of Inclusive Practice

Charee Peters (University of Wisconsin), Apriel Hodari (Eureka Scientific), Sarah Tuttle (U Texas)

POC: Nick Murphy

Title: Understanding How Societal Boundary Conditions Impact Equity and Inclusion Work in Astronomy

Abstract: Because astronomers do not live in a vacuum, we must consider the impact of society at large as we are working toward equity and inclusion in our relatively small field. This session will discuss how our larger culture provides additional challenges in the important work we are striving to do.

Barriers to Access

Colette Patt (Berkeley), Adam Burgasser (UCSD), Brian Beckford (APS), Sheila Kannappan (UNC)

POC: Kim Coble and Jedidah Isler

Title: Effecting Change in the Admissions Process at Your Institution

Abstract: The cases of UC Berkeley, UC San Diego, UNC Chapel Hill, and the APS Bridge Program will be used as examples to facilitate participants in coming up with strategies for effecting change at their institution.

Policy Power and Leadership

Marcel Agueros (Columbia), Megan Donahue (Michigan State U.), Louis Strolger (STScI)

POC: Dara Norman

Title: "What I learned from sitting on a high level panel"

Abstract: Panelists will draw on their experience participating on advisory and policy making panels and committees to give reflections on challenges, surprises and lessons learned. Questions from and discussion with attendees is strongly encouraged.

-- *Dinner* --

Thursday, June 18, 2015

Announcements: Meeting organizers

Plenary IV

Lydia Brown (Georgetown)

Establishing a Community of Inclusive Practice

POC: Nick Murphy

Title: TBD

Abstract: Topics may include the intersection of ableism with racism, heterosexism, cissexism, and sexism; inclusive language; accessibility on campuses and in workplaces; autistic self-advocacy; neurodiversity; and race and autism.

Workshops I

Barriers to Access

Jillian Bellovary (Fisk-Vanderbilt), Rudy Montez (Fisk-Vanderbilt), Dina Stroud (Fisk-Vanderbilt), Ebony McGee (Vanderbilt)

POC: Keivan Stassun

Title: A Diversity Toolkit for Enhancing Diversity, Inclusion, and Access

Abstract: Participants will learn about the Diversity Toolkit developed by the Fisk-Vanderbilt Masters-to-PhD Bridge Program, including specifically tools and strategies ready for removing barriers to access to astronomy programs and concrete tools for doing graduate admissions in a less biased and more inclusive manner, and psychology research on the importance of "arming" underrepresented individuals with coping strategies for the real environments they will face.

Establishing a Community of Inclusive Practice

Carolyn Brinkworth (NCAR) and Nick Murphy (CfA)

POC: Carolyn Brinkworth and Nick Murphy

Title: Allyship

Abstract: Allyship is the process and practice whereby people with a particular set of privileges act to actively support anyone who does not share all of those privileges. This workshop will cover strategies that astronomers can use to create an actively inclusive

environment in our workspaces, including educating ourselves, taking action, and developing interpersonal and institutional accountability procedures.

-- Break --

Plenary V

David Helfand (Quest; Columbia)

(Policy Power and Leadership); POC: Dara Norman)

Title: Power: Why, When, How, and Whether

Abstract: The most legitimate reason for seeking a position of power is to effect positive change. However,

“There is nothing more difficult to carry out, nor more doubtful of success, nor more dangerous to handle, than to initiate a new order of things. For the reformer has enemies in all those who profit by the old order, and only lukewarm defenders in all those who would profit by the new order, this lukewarmness arising partly from fear of their adversaries... and partly from the incredulity of mankind, who do not truly believe in anything new until they have actual experience of it.”

--Nicolo Machiavelli

In astronomy (and academia in general) change is hard. How much is it worth giving up to obtain power? How early in your career? How do you go about it? What compromises are required? I hope to initiate a dialogue in which we can explore these questions. I will also offer some thoughts on how illusory the power of a nominally powerful position can be.

Poster Previews

(General); POC:)

Title:Conference Poster Submission Previews

Abstract: One minute (and one slide) descriptions of posters from each presenter.

-- Lunch --

Breakouts II

Policy Power and Leadership

Joel Parriott (American Astronomical Society)

Title: Federal advisory and policy bodies and how science policy gets to agencies from above

Abstract: An alphabet soup of federal advisory committees, and policy bodies such as the National Science Board, strongly influence the programs and projects funded by the science agencies. We will examine the typical makeup of these bodies, how they carry out their work, their role the Washington power structure, and what might be done to make them more inclusive.

and

Dara Norman (Howard University; NOAO)

Title: "Who runs what (and how): What managing organizations are and do."

Abstract: TBD - Speaker abstract coming soon.

Establishing a Community of Inclusive Practice

Session title: Supporting Survivors of Sexual Violence

Abstract: Over the last few years, many colleges and universities have been under intense scrutiny over mishandling complaints about sexual harassment and sexual violence. The first part of this session will be an hour long training by representatives from two local organizations that are working to end sexual violence on college campuses. They will present strategies for bystander intervention and responding to disclosures of sexual assault. The second part will be a discussion by a representative from Vanderbilt University on Title IX rights and responsibilities as well as what resources institutions typically have to offer. This session will be valuable for astronomers especially on college campuses who wish to make their workplaces into safe spaces for survivors.

Kayce Matthews (TN Coalition to End Domestic and Sexual Violence) and Sharon Travis (Sexual Assault Center)

POC: Nick Murphy

Title: Creating a Culture of Consent: Responding and Preventing Sexual Violence in our Community

Abstract: In this presentation, we will provide an overview of the issues of sexual assault. We will dissect the root causes of sexual assault with an emphasis on rape culture and the intersectionality of the issue of sexual assault with multiple identities. We will identify ways that we can respond sensitively and respectfully to disclosures of sexual assault while also examining steps we can take to make sexual violence less likely to take place within our community.

Damian Marshall (Vanderbilt)

POC: Nick Murphy

Title: The University's Role in Responding to Reports of Sexual Misconduct

Abstract: In this presentation, I will discuss the university's legal obligation to respond to reports of sexual misconduct. I will discuss the process of investigating complaints of sexual misconduct. I will discuss the resources that my institution, Vanderbilt University, provides to victims of sexual misconduct. I will also discuss the role of "responsible employees" in reporting incidents of sexual misconduct to the university's Title IX Coordinator.

Workshops II

Creating Inclusive Environments

Dina Stroud (Fisk-Vanderbilt), Rudy Montez (Fisk-Vanderbilt), Jillian Bellovary (Fisk-Vanderbilt)

POC: Keivan Stassun

Title: A Diversity Toolkit for Creating Inclusive Environments

Abstract: Participants will learn about the Diversity Toolkit developed by the Fisk-Vanderbilt Masters-to-PhD Bridge Program, including specifically tools and strategies ready for implementation that enhance mentoring, build community, and generally help to create a more inclusive environment for learning and work.

Policy Power and Leadership

Community-led

POC: Dara Norman

Title: (Policy) Hack Session

Abstract: Attendees bring ideas for collaborating on policy initiatives. For example: Diversity topic ideas for the next Decadal Survey.

-- Break --

Breakouts II

Barriers to Access

Community-led

POC: Kim Coble

Title: Recommendations for Barriers to Access

Abstract: Participants will help to collectively articulate a set of recommendations related to the barriers that limit access to full participation in astronomy.

Creating Inclusive Environments

Wanda Diaz-Merced (CfA), Sheryl Bruff (STScI), Christina Richey (NASA HQ), Scott Gaudi (Ohio State), Sarah Ballard (U Washington)

POC: Keivan Stassun

Title: Tools and Strategies for Creating More Inclusive Environments for Learning and Work

Abstract: Panelists will share specific strategies and tools from their experience building inclusive environments at their institutions, including: Tools for the visually and/or hearing impaired, tools for creating flexible workplace environments, the use of climate surveys to assess in need of improvement, creating an inclusive department culture, and Impostor Syndrome Bingo.

-- Banquet Dinner --

Friday, June 19, 2015

Announcements: Meeting Organizers

Breakouts III

Creating Inclusive Environments

Community led

POC: Keivan Stassun

Title: Recommendations for Creating Inclusive Environments

Abstract: Participants will discuss ideas for recommendations for the community to create more inclusive environments for learning and work in astronomy.

Establishing a Community of Inclusive Practice

Jedidah Isler (Syracuse; CfA), Jessica Mink (CfA), Laura Lopez (Ohio State)

POC: Nick Murphy and Jedidah Isler

Title: Panel: The Future of Equity and Inclusion in Astronomy

Abstract: Astronomers who are actively working toward equity and inclusion in our field will discuss strategies for the future. There will be time near the end of this session to discuss the inclusive astronomy recommendations.

-- Break --

Barriers to Access

Panel: Stella Flores (Vanderbilt), Alex Rudolph (Cal Poly Pomona), Summer Ash (Columbia), Sarah Schmidt (Ohio State)

POC: Kim Coble

Title: Bridging strategies

Abstract: Participants representing multiple “bridging programs” will discuss their perspectives on successful strategies and approaches for using this type of institutional program to reduce or eliminate barriers to access in astronomy.

Policy Power and Leadership

Kathy Turner (DOE), Paul Hertz (NASA), Randy Phelps (NSF)

POC: Dara Norman

Title: “Funding Agencies 101”

Abstract: Panelists will give astronomy stakeholders info about how policy is made at the agencies. Overviews of what each agency is, does and covers, the structure of the agency and where the 'ASTRO' science component fits and how and when the agency gets information from the ASTRO community (science panels, advisory panels, etc) , as well as how agencies use policy input from 'above'. Questions from and discussion with attendees will be emphasized.

Final Thoughts and Community Forum

Meeting Organizers

An opportunity for summarizing meeting outcomes, articulate next steps after the meeting, and gather final input from meeting participants with particular emphasis on the meeting recommendations. Conversations will continue into the closing lunch.

-- *Lunch* --